

MARIE S. HAMMOND, Ph.D.
Professor, Licensed Psychologist, HSP
Fellow, American Psychological Association (Div. 17)
Department of Psychology, Tennessee State University
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EDUCATIONAL BACKGROUND

Doctor of Philosophy, Counseling Psychology, University of Missouri, Columbia, Missouri.
(1999; APA-accredited)

Inside Area: Career Development/Vocational Psychology Outside Area: Statistics

Dissertation: *Impact of Personality on Client Presenting Problems and Symptomatology*
Chair: Norman Gysbers, Ph.D.

Psychology Intern, Psychological Services, Salt Lake City Veterans Affairs Medical Center,
Salt Lake City, Utah. (2,000 hour, APA-accredited pre-doctoral Psychology Internship
Program).

Master of Arts, Counseling & Personnel Services, University of Missouri, Columbia, Missouri
(1980)

Specialization: Agency Counseling; 28 graduate hours – Latin American/Spanish Language
& Culture

Masters' Research: *Analysis of the University of Missouri-Columbia's Placement Tests for
Possible Racial Bias in Individual Items: Part I -- Missouri College English Test*
Chair: Robert Callis, Ph.D. (deceased)

Bachelor of Music Education, cum laude, Olivet College, Olivet, Michigan. (1978)
Double major in Music and Spanish Education.

PROFESSIONAL EXPERIENCE

2017-present **Professor**, Department of Psychology, Tennessee State University, Nashville,
Tennessee. (APA-accredited doctoral concentration in Counseling Psychology)
- Research Coordinator, Counseling Psychology doctoral concentration (2016-
present).

PROFESSIONAL EXPERIENCE (continued)

- 2008-2017 **Associate Professor**, Department of Psychology, Tennessee State University, Nashville, Tennessee. (APA-accredited doctoral concentration in Counseling Psychology)
- Research Coordinator, Counseling Psychology doctoral concentration (2017-present).
 - Practicum/Internship Coordinator, Counseling Psychology doctoral concentration (2015-6).
 - Admissions Coordinator, Counseling Psychology masters' and doctoral concentrations (2014-2015)
 - Examination Coordinator, Counseling Psychology masters' and doctoral concentrations (2013-2014)
 - Program Coordinator, Counseling Psychology Doctoral Concentration (2012-2013, 2008)
 - Assistant Program Coordinator, Counseling Psychology Doctoral Concentration (2008-2012)
- 2003-2008 **Assistant Professor**, Department of Psychology, Tennessee State University, Nashville, Tennessee. (APA-accredited doctoral concentration in Counseling Psychology)
- Accreditation Assessment/Statistics Coordinator, Counseling Psychology masters' and doctoral concentrations (2003-6)
- 1999-2003 The University of Tulsa, Tulsa, Oklahoma.
- Adjunct Professor, Psychology Department (APA-accredited Clinical Psychology).
 - Career Counselor/Staff Psychologist, Career/Counseling & Psychological Services
 - Supervisor, doctoral practicum site (2000-2003)
 - Consortium Member, APPIC-accredited pre-doctoral internship consortium (1999-2003)
- Pre-Doctoral Positions*
- 1993-1998 University of Missouri-Columbia, Columbia, Missouri.
- Career Counseling Practicum Assistant/Coordinator, Community Career Counseling Services, *Educational and Counseling Psychology* (1997-1998)
 - Graduate Instructor/Teaching Assistant, *Educational & Counseling Psychology* (1996-7)
 - Research Assistant, *MU Partnership for Educational Renewal*, (1995-1996)
 - Counselor, *Career Planning & Placement Center* (1993-1998)
- 1995-1998 Evaluator/Consultant/Owner, Summit Information Services, Holts Summit, Missouri.

PROFESSIONAL EXPERIENCE (continued)

Pre-Doctoral Positions (continued)

- 1990-1995 William Woods University, Fulton, Missouri.
- Director, *Institutional Research* (1992-1995)
 - Adjunct Instructor, *Psychology Department* (1992)
 - Director, *Career & Internship Development* (1990-1992)
- 1988-1990 Research Analyst, *Division of Research*, Missouri State Senate, Jefferson City, Missouri.
- 1987-1988 Job Training Program Specialist I (Evaluator), *Program Monitoring Unit*, Missouri Division of Job Development and Training, Jefferson City, Missouri.
- 1987-1988 Adjunct Instructor, *Psychology Department*, Lincoln University, Jefferson City, Missouri.
- 1986-1987 City Colleges of Chicago, Karlsruhe, Federal Republic of Germany, Headquarters U.S. Armed Forces Europe, APO, New York.
- Site Coordinator/Field Representative
 - Instructor (Psychology)
- 1985 Supervisor, *Testing & Assessment Division*, Missouri Department of Elementary and Secondary Education, Jefferson City, Missouri.
- 1981-1985 Lincoln University, Jefferson City, Missouri
- Adjunct Instructor, *Department of Psychology* (1987-1988)
 - Instructor/Institutional Researcher, *Department of Psychology/Institutional Research* (1984-1985)
 - Research Specialist/Instructor, *Cooperative Research and Extension*, (1981-1984) 10-year, \$1.5 million Minority Career Research Project, USDA-funded

GRANT SPONSORSHIP

EXTERNALLY-FUNDED GRANT PROPOSALS - DECLINED

5. **Hammond, M.S.**, Broyles, T.W., & Martin, E. (declined). *Broadening Participation Research Project: The role of prior STEM-related developmental experiences on STEM students' response to a career management intervention*. Three-year, \$350,000 National Science Foundation's *HBCU-UP Broadening Participation Research* grant proposal.
4. **Hammond, M.S.**, Young-Seigler, A.C., Domenyu, C., & Beane, C. (declined). *EHR Core Research (ECR): The impact of SCCT-defined Contextual Factors on the professional identity and persistence of African American and Women STEM majors*. Three-year, \$1,500,000 National Science Foundation's *EHR Core Research* grant proposal.

GRANT SPONSORSHIP (continued)

3. **Hammond, M.S.** (declined). *Extending the Impact of NSF-funded Research using Social Cognitive Career Theory*. Three-year, \$1,000,000 National Science Foundation's *HBCU-UP collaborative Excellence in Research* grant proposal.
2. Broyles, T.W., Martin, E., Young-Seigler, A.C, Beane, C. & **Hammond, M.S.** (declined). *Implementation Project: Career Commitment and Retention in STEM: Developing & Implementing Faculty Training on an Open Source Career Management Intervention for African American STEM Students*. Four-year, \$1,250,000 National Science Foundation's *HBCU-UP Implementation Project* grant proposal. (Submission deadline 11/27/18)
1. Broyles, T., Beane, C., Dumenyo, C., & **Hammond, M.S.** (declined). Teaching and Research Integrated Grant. Three-year, \$600,000 USDA *1890 Institution Teaching, Research, and Extension Capacity Building Grants (CBG) Program* proposal

EXTERNALLY-FUNDED GRANT PROPOSALS IN PREPARATION OR UNDER REVIEW

1. **Hammond, M.S.** (under review). *ECR: BCSEER: Individual Investigator Development in STEM Education Research: Extending the Impact of NSF-funded Research using Social Cognitive Career Theory*. Two-year, \$350,000 National Science Foundation's *ECR: BCSEER: Individual Investigator Development in STEM Education Research* grant proposal.
5. **Hammond, M.S.**, Young-Seigler, A.C., Dumenyo, C., & Beane, C. (in preparation). EHR Core Research (ECR): The impact of SCCT-defined Contextual Factors on the professional identity and persistence of African American and Women STEM majors. Three-year, \$1,500,000 National Science Foundation's *EHR Core Research* grant proposal. (Submission Deadline – 10/3/19)
4. **Hammond, M.S.**, Broyles, T.W., & Martin, E. (in preparation). *Broadening Participation Research Project: The role of prior STEM-related developmental experiences on STEM students' response to a career management intervention*. Three-year, \$350,000 National Science Foundation's *HBCU-UP Broadening Participation Research* grant proposal. (Submission Deadline – 11/26/19)
3. Broyles, T.W., Martin, E., Young-Seigler, A.C, Beane, C. & **Hammond, M.S.** (in preparation). *Targeted Infusion Project: Career Commitment and Retention in STEM: Developing & Implementing Faculty Training on an Open Source Career Management Intervention for African American STEM Students*. Four-year, \$350,000 National Science Foundation's *HBCU-UP Targeted Infusion Project* grant proposal. (Submission Deadline – 11/26/19)

GRANT SPONSORSHIP (continued)**EXTERNALLY-FUNDED GRANTS** (52% funding rate; \$3.11 million since 2003)

8. **Hammond, M.S.**, Hall, J., Hargrove, S., & Young-Seigler, A. (2016). *Career Commitment and Retention in STEM: The Intersection of Professional Identity and Career Management Skills among Minority and Women STEM Students*. Three-year, \$1,417,000 National Science Foundation's EHR Core Research Grant. (#1561584)
7. **Hammond, M.S.**, Hargrove, S., Hall, J., & Martin, E. (2016). *Broadening Participation Research: Career Commitment and Retention in STEM: Building the STEM Workforce*. (Grant PI). Three-year, \$350,000 National Science Foundation's HBCU-UP Broadening Participation Research grant. (#1623145).
6. **Hammond, M.S.**, Luke, C., Michael, T. & Hartwig, M. (2015). *Increasing retention and graduation in undergraduate students through attention to change processes*. One year, \$40,000 grant funded by the TBR Faculty Research Grant program.
5. **Hammond, M.S.**, Hayslett, W., & Hargrove, S. (2012). *Broadening Participation Research: Career Commitment and Retention in STEM: Building the STEM Workforce*. (Grant PI). Three-year, \$419,998 National Science Foundation's HBCU-UP Broadening Participation Research grant. (#1238778).
4. Betz, N.S., **Hammond, M.S.**, Multon, K.D. (2008). *Validation of the Work Values Inventory-Revised for African American college students*. Donation of 600 copies of WVI-R scale for validation study.
3. **Hammond, M.S.**, Oatis-Ballew, R., & Ault, L. (2008). *Personality Factors and Mental Health Problems: A Feasibility Study of Assessment Efficacy*. (Grant PI). 18-month, \$6,500, American Psychological Association's *Promoting Psychological Research and Training on Health Disparities Issues at Ethnic Minority Serving Institutions* (ProDIGS) small grants program.
2. **Hammond, M.S.** (2007). Project site under K. Favor's *HBCU Evaluators Consortium Planning Proposal*. (Site PI) Two-year, \$200,000, six institution collaboration in planning grant from the National Science Foundation (#0748934) of which Tennessee State University received \$23,000.
1. **Hammond, M.S.** (2006). Project site under B. Kerr and K.D. Multon's *GSE/RES - Milestones and Danger Zones for Talented Women in STEM*. (Site PI). Three-year, \$500,000 National Science Foundation grant (#0624720) of which Tennessee State University received \$57,514. Institutional Collaborators: University of Kansas & Arizona State University.

GRANT SPONSORSHIP (continued)**INTERNALLY FUNDED GRANTS**

10. **Hammond, M.S.** (2014). Mid-career Faculty Development Project. (Grant PI). Four-month, \$16,500 Title III Faculty Development Grant subcontract to lead faculty team evaluating productivity development opportunity for mid-career faculty members.
9. Uzzell-Baggett, K. & **Hammond, M.S.**, & Guthrie, L.R. (October, 2012). *Career Counseling for Success* (Improving the retention and graduation rates of undecided students). Five-year, \$50,000 Title III grant subcontract.
8. **Hammond, M.S.** (2010). *Race to the Top: Attitudes towards Mathematics in K-12 Teachers* (U.S. Department of Education). (Contract PI). Two-year subcontract (\$6,680) from the Tennessee State University College of Education for the development and validation of an updated/revised measure of teacher math attitudes.
7. **Hammond, M.S.** (2007). *Personality Factors and Mental Health Problems: A Feasibility Study of Assessment Efficacy*. (Grant PI). Three-month, \$12,000 grant from the Tennessee State University's *Faculty Research Awards* small grants program.
6. **Hammond, M.S.** (2007). *Service Learning Course Conversion: PSYC 5270 Vocational Theories and Testing*. (Grant PI). Three-month, \$1,000 U.S. Housing and Urban Development Historically Black Colleges and Universities Program, Service Learning Grant Program.
5. **Hammond, M.S.** (2005). *The relationship between Super's Lifespan model of career development and the Stages of Change*. (Grant PI). Six-month, \$6,500 Title III Summer Research Grants, College of Education, Tennessee State University, Nashville, Tennessee.
4. **Hammond, M.S.** (2004). *A re-validation of the Career Assessment Diagnostic Inventory using a non-Texas based sample*. (Grant PI). Seven-month, \$3,000 Title III Summer Research Grants, College of Education, Tennessee State University, Nashville, Tennessee.
3. **Hammond, M.S.** (2004). *A study of the relationship between emotional intelligence and vocational identity development of minority and non-minority students at an HBCU and its effect on career development and choice*. (Grant PI). Seven-month, \$3,000 Title III Summer Research Grants, College of Education, Tennessee State University, Nashville, Tennessee.

GRANT SPONSORSHIP (continued)**INTERNALLY FUNDED GRANTS (continued)**

2. **Hammond, M.S.** (2001). *Baseline career development level of entering freshmen.* (Grant PI). One year, \$600 assessment grant from the University-wide Assessment Committee, University of Tulsa.
1. **Hammond, M.S.** (2001). *Baseline career development level of entering freshmen.* (Grant PI). One year, \$600 printing grant from the Career Services Office, University of Tulsa.

SCHOLARSHIP (R indicates “refereed”; * indicates “empirical”; student names are italicized)**MANUSCRIPTS UNDER REVIEW**

26. R* Girresch-Ward, S., Hammond, M.S., Broyles, T.W., & Johnson, K.A. (revision submitted). Outcome Expectations and Commitment of Agricultural Sciences Students at an 1890 Land-Grant University. *Journal of Agricultural Education.*

REFEREED PUBLICATIONS

25. R Hammond, M.S. & Brady-Amoon, P. (in press). Dominant Contexts, Institutional Cultures, and Individual Differences. In S. Baker & J.G. McMinn (Eds.) *Teaching Tips: A Compendium of Conference Presentations on Teaching*, 2019. Retrieved from the Society for the Teaching of Psychology web site: <http://teachpsych.org/ebooks/>
24. R* *Smith, C.K., Young-Seigler, A.C., Martin, E.D., Capretto, J.J. & Hammond, M.S.* (under review). *Retaining underrepresented students in Biology: Outcomes of a culturally responsive intervention on perceptions of supports and barriers.*
23. R* McKoy, T.L., Beane, C.D., Oyeteju, M.O., Hammond, M.S., & Hargrove, S.K. (accepted). Persistence of African American Females in Engineering: The Mathematics Identity Factor. *Urban Education Research & Policy Annuals (UERPA).*
22. R* *Audette, L.M., Hammond, M.S., & Rochester, N.* (in press). Methodological Issues with Coding Participants in Anonymous Psychological Longitudinal Studies. *Educational and Psychological Measurement.*

SCHOLARSHIP (continued; R indicates “refereed”; * indicates “empirical”; student names are italicized)

REFEREED PUBLICATIONS (continued)

21. R* *Johnson, K.A., Broyles, T.W., & Hammond, M.S.* (2018). Career intervention effects on Agricultural students’ career development at an 1890 Land-Grant Institution. *NACTA Journal*, 62(2), 135-141. Retrieved from <http://search.ebscohost.com/login.aspx?direct=true&AuthType=ip,shib&db=eue&AN=132823314&site=ehost-live&custid=s9007744>
20. R* **Hammond, M.S.** (2017). Differences in career development among First-Year students: A proposed typology for intervention planning. *Journal of the First-Year Experience & Students in Transition*, 29(2) 45-64.
19. R* **Hammond, M.S.,** Luke, C., & Michael, T. (2017). Validation of a measure of Stages of Change in Vocational Identity. *International Journal of Educational & Vocational Guidance*, 17(1), 39-59. DOI: 10.1007/s10775-016-9339-5 (accessible at <http://rdcu.be/oRv6>)
18. **Hammond, M.S.** (2014, Summer). 11th Biennial Conference: Rebuilding Hope through School, Work, and Relationships. *Vocational Psychology News*, 21(2), 3-4. Retrieved from <http://www.div17.org/vocpsych/pages/newsDownloads/summer14.pdf>
17. R **Hammond, M.S.** (2014, April). Helping Clients Change: The Stages of Change Model and Career Development Work. *NCDA Career Convergence* (online professional magazine).
16. R* **Hammond, M.S.,** *Lockman, J.* & Temple, R.A. (2013). Clinical Symptoms as a Function of Client Personality in College Students: Incorporating the Five-Factor Model of Personality. *Journal of College Counseling*, 16(1), 6-18. DOI: 10.1002/j.2161-1882.2013.00023.x
15. R* Kerr, B.A., Multon, K.D., *Syme, M.L., Fry, N.M., Owens, R., Hammond, M.S.,* Robinson-Kurpius, S., & *Ackerman, C.* (2012). Development of the distance from privilege measures: A tool for understanding the persistence of talented women in STEM. *Journal of Psychoeducational Assessment*, 30(1), 88-120. DOI: 10.1177/0734282911428198
14. R **Hammond, M. S.** (2012). The Career Plan Portfolio: Getting from here to there. In T.M. Lara, C. Minor and M. Pope (eds.), *Experiential Activities for Teaching Career Counseling and Leading Career Groups* (3rd ed.). Tulsa, OK: National Career Development Association. ISBN: 978-1-885333-33-9

SCHOLARSHIP (continued; R indicates “refereed”; * indicates “empirical”; student names are italicized)

REFEREED PUBLICATIONS (continued)

13. **Hammond, M.S.** (2012, Winter). Enacting a paradigm shift to Work in People’s Lives. *Vocational Psychology News*, 19(1), 7-8. Retrieved from <http://www.div17.org/vocpsych/Winter%202012.pdf>
12. R* **Hammond, M.S.**, *Lockman, J.*, & *Boling, T.* (2010). A test of the tripartite model of career indecision of Brown & Krane for African Americans incorporating Emotional Intelligence and positive affect. *Journal of Career Assessment*, 18 (2), 161-176. DOI: 10.1177/10690727209354201
11. R* **Hammond, M.S.**, *Betz, N.E.*, *Multon, K.D.*, & *Irvin, T.* (2010). Super’s Work Values Inventory-Revised Scale Validation for African Americans. *Journal of Career Assessment*, 18 (3), 266-275. DOI: 10.1177/1069072710364792
10. R **Hammond, M.S.** (2009). Program Planning. In B.T. Erford (ed.), *The ACA Encyclopedia of Counseling*. Alexandria, VA: American Counseling Association.
9. R **Hammond, M.S.** (2008). Bureau of Labor Statistics. In F.T.L. Leong’s *Encyclopedia of Counseling* (Volume 3: Career Counseling). Thousand Oaks, CA: Sage Publications.
8. R **Hammond, M.S.** (2008). Environmental Assessment Technique. In F.T.L. Leong’s *Encyclopedia of Counseling* (Volume 3: Career Counseling). Thousand Oaks, CA: Sage Publications.
7. R* *Chaney, D.*, **Hammond, M.S.**, *Betz, N.E.*, *Multon, K.D.* (2007). The reliability and factor structure of the Career Decision Self-Efficacy Scale-SF with African Americans. *Journal of Career Assessment*, 15(2), 194-205. DOI: 10.1177/1069072706298020
6. R* *Betz, N.E.*, **Hammond, M.S.**, & *Multon, K.D.* (2005). Reliability and validity of five-level response continua for the Career Decision Self-Efficacy Scale. *Journal of Career Assessment*, 13 (2), 131-149. DOI: 10.1177/10690727304273123
5. R **Hammond, M.S.** (2005a). Impact of minority status on career development. In C. Minor and M. Pope (eds.), *Experiential Activities for Teaching Career Counseling and Leading Career Groups* (2nd ed.). Tulsa, OK: National Career Development Association. ISBN: 978-1-885333-11-7

SCHOLARSHIP (continued; R indicates “refereed”; * indicates “empirical”; student names are italicized)

REFEREED PUBLICATIONS (CONTINUED)

4. R **Hammond, M.S.** (2005b). Group Interpretation of the Strong Interest Inventory. In C. Minor and M. Pope (eds.), *Experiential Activities for Teaching Career Counseling and Leading Career Groups* (2nd ed.). Tulsa, OK: National Career Development Association. ISBN: 978-1-885333-11-7
3. R **Hammond, M.S.** (2005c). Training in interpretive report writing. In C. Minor and M. Pope (eds.), *Experiential Activities for Teaching Career Counseling and Leading Career Groups* (2nd ed.). Tulsa, OK: National Career Development Association. ISBN: 978-1-885333-11-7
2. R **Hammond, M.S.** (2001a). The use of the Five-Factor Model of Personality as a therapeutic tool in career counseling. *Journal of Career Development*, 27(3), 153-166. DOI: 10.1177/089484530102700302
1. R **Hammond, M.S.** (2001b). Career Centers and Needs Assessments: Getting the information you need to increase your success. *Journal of Career Development*, 27(3), 187-198. DOI: 10.1023/A: 1007835009496

MANUSCRIPTS (* indicates empirical; student names are italicized)

IN REVISION

- * **Hammond, M.S., Girresch-Ward, S., McKoy, T., & Rochester, N.** (revise & re-submit). *Unpacking the complexity of the Supports and Barriers Measures in the STEM Fields Questionnaire.*

IN PREPARATION

- * **Hammond, M.S., Girresch-Ward, S., Rochester, N. & Hargrove, S.K.** (revise & resubmit). *Validating the Lent’s Fields Questionnaire for HBCU-based African American STEM students.*
- * Björnsdóttir, M.D., Einarsdóttir, S., Vilhjálmisdóttir, G., Arnkelsson, G.B., Hammond, M.S., & Lenz, J.G. *Short- and long-term outcomes of career interventions for upper secondary students in Iceland.*
- * **Hammond, M.S., Temple, R.A., & Smith, C.K.** *The evolving career development of graduate students: perspectives for research and practice.*

MANUSCRIPTS (continued; * indicates empirical; student names are italicized)**IN PREPARATION**

- * **Hammond, M.S.,** *Smith, C.K.,* Betz, N.E., & Multon, K.D. *Community and Career: A Recursive Relationship amongst Social Class, Privilege, Power and Work Values in a Predominantly African American Sample.*
- * *Berman, A.B.* & **Hammond, M.S.** & *Oyeteju, M.* (in preparation). STEM-related Career Development of Male and Female Immigrant College Students at an Historically Black University.
- * **Hammond, M.S.,** Armwood, C. Hargrove, S.K., *McKoy, T., & Burks, M.* Engineering students' career development and impact of an intervention to increase career management skills.
- * **Hammond, M.S.** & Sternberg, J. The Reliability and Factor Structure of Schutte's Emotional Intelligence Scale with African Americans
- * **Hammond, M.S.** & Dossett, J. Applying the research team approach to research and statistics courses.

TECHNICAL REPORTS (copies available from author)

6. Hammond, M.S., de la Mothe, L., Respress, T., & Lin, S-M. (2014). Recommendations: Consolidating & improving research methods & statistics teaching in the College of Education. Research Support & Development Committee, College of Education, Tennessee State University, Nashville, TN.
5. **Hammond, M.S.** (2012). *Tennessee State University Alumni Satisfaction Survey Analysis.* Office of Institutional Planning and Assessment, Tennessee State University, Nashville, TN.
4. **Hammond, M.S.** (2009). *Capacity-building in an HBCU: Baseline data on evaluation training and activity at Tennessee State University.* Historically Black Colleges and Universities Program, National Science Foundation, Arlington, VA.
3. **Hammond, M.S.** (2003). *Career development patterns of University of Tulsa freshmen: Report to the university assessment committee.* The University of Tulsa, Tulsa, Oklahoma.
2. **Hammond, M.S.** (2000). *Career Service Office's needs assessment survey: Analysis of student needs and establishment of a baseline for evaluating programmatic improvement.* The University of Tulsa, Tulsa, Oklahoma.
1. **Hammond, M.S.** (1998). *The School-to-Work System in Columbia, Missouri: An Evaluation of its stability.* School-to-Work Program, Department of Education, Washington, D.C.

INVITED PRESENTATIONS

13. Hammond, M.S. (2019, April). *Applications of Structural Equation Modeling to Culturally-Competent Research*. Invited presentation to the Department of Psychology, Tennessee State University, Nashville, TN, April 30, 2019.
12. * **Hammond, M.S.** (2018, October). *Changing the face of science: Retaining African American students in STEM*. Invited presentation to the College of Education, University of Alabama-Tuscaloosa, Tuscaloosa, AL, October 19, 2018.
11. **Hammond, M.S.** (2018, September). *Conducting culturally-competent research*. Invited presentation to the Department of Psychology, Tennessee State University, Nashville, TN, September 26, 2018.
10. * **Hammond, M.S.**, Riegler-Crumb, & Shifrer, D. (2017, September). *STEM Workforce Diversity*. Invited roundtable facilitator at the NSF ECR PI Convening Meeting, Alexandria, VA, September 25, 2017.
9. * **Hammond, M.S.** & Huguley, J. (2017, September). *Development and persistence in STEM careers and career tracks*. Invited Expertise Exchange Co-Presenters at the NSF ECR PI Convening Meeting, Alexandria, VA, September 26, 2017.
8. * Wilkins-Yel, K. G., Bernstein, B. B., Flores, L., Byars-Winston, A. & **Hammond, M.S.** (2017, August). *Women of Color in STEM: Promoting academic and career persistence through an increased understanding of the influence of the race-gender intersectionality*. Invited Division-level roundtable submitted for presentation at the 2017 Annual Convention of the American Psychological Association, Washington, D.C., August 3-6, 2017.
7. **Hammond, M.S.** (2011, November). *Building policy on a strong foundation: Culturally Competent Evaluation in the Service of Social Justice and the Greater Good*. Invited presentation as part of the Biennial Conference of the Society for Vocational Psychology, "Forging Career Policy for the Greater Good", Boston MA, November 6, 2011.
6. **Hammond, M.S.** (2011, March). The future of mental health services: Evidence-based treatment, practice in psychology and program/service evaluation. Invited presentation presented at the 7th annual Psychology Department Research Day, Tennessee State University, Nashville, TN, March 15, 2011.
5. **Hammond, M. S.** & Campbell, J. L. (2010, June). *Capacity Building in Evaluation: Developing an HBCU Collaboration for Understanding Student Mental Health Concerns at HBCUs*. Invited workshop sponsored by the Minority Issues in Evaluation Topical Interest Group, American Evaluation Association/Centers for Disease Control Summer Institute, Atlanta, Georgia, June 14, 2010.
4. * **Hammond, M.S.** (2008, November). *Personality, Symptoms, & Race*. Invited Brown Bag Luncheon, College of Education, Tennessee State University, Nashville, Tennessee, November 11, 2008.

INVITED PRESENTATIONS (continued)

3. **Hammond, M.S.** (2008, January). *Reviewing Journal Articles*. Invited presentation to the College of Education Faculty as part of training for new reviewers to the College's online journal, Tennessee State University, Nashville, Tennessee.
2. * **Hammond, M.S.** (2006, January). *Personality: Influences on resilience, coping and presenting symptoms*. Invited presentation for the Center for Health Research, Tennessee State University, Nashville, Tennessee, January 27, 2006.
1. **Hammond, M.S.** (2002, April). *Ethics and Internet Career Counseling*. Invited presentation at the Career Guidance Network of Oklahoma Spring Conference, Oklahoma City, Oklahoma, April 5, 2002.

REFEREED PRESENTATIONS (* indicates "empirical"; student names are italicized)**INTERNATIONAL PRESENTATIONS**

14. **Hammond, M.S.**, Rochester, N., & Audette, L.M. (2018, June). *Best Practices: Examining Methodological Issues Coding Participants in Anonymous Psychological Longitudinal Studies*. Paper presented at the International Congress of Applied Psychology, Montreal, Canada, June 30, 2018.
13. * *McKoy, T.*, **Hammond, M.S.**, & Armwood, C. (2017, March). *Persistence of African American Females in Engineering: The Identity Factor*. Paper presented at the 2017 American Society for Engineering Education (Zone II) Conference, San Juan, Puerto Rico, March 2-5, 2017.
12. Armwood, C., *McKoy, T.*, & **Hammond, M.S.** (2017, March). *A survey of the role career & professional development practices impact graduate in Engineering & Science Education*. Paper accepted for presentation at the 2017 American Society for Engineering Education (Zone II) Conference, San Juan, Puerto Rico, March 5, 2017.
11. * Hurst, C. & **Hammond, M.S.** (2015, September). *Developing a measure of Coping with Career Plateaus*. Paper presented at the Annual Irish Academy of Management Conference, Dublin, Ireland, September 3, 2015.
10. * **Hammond, M.S.** & *Scott, A.* (2014, July). *The Career Development of Graduate Students: Into the Establishment Stage*. Paper presented at the Society for Vocational Psychology Biennial Conference, Coimbra, Portugal, July 16, 2014.
9. **Hammond, M.S.** & Brady-Amoon, M. (2014, July). *Intersectionality and multidimensionality of identity: Implications for well-being and development in women*. Paper presented at the International Congress of Applied Psychology, Paris, France, July 9, 2014.

REFEREED PRESENTATIONS (continued; * indicates “empirical”; student names are italicized)

INTERNATIONAL PRESENTATIONS (continued)

8. Brady-Amoon, P. & **Hammond, M.S.** (2014, July). *Women’s midlife career transitions: Barriers, risks, and opportunities*. Paper presented at the International Congress of Applied Psychology, Paris, France, July 13, 2014.
7. **Hammond, M.S.** (Chair). (2013, June). *Adulthood and career construction*. Symposium presented at the Life Designing and Career Counseling Conference, Padua, Italy, June 20, 2013.
6. * **Hammond, M.S.** (2013, June). *Hope and the Tripartite Model of Career Indecision: Exploring the relationship between career indecision and hope*. Paper presented at the International Conference on Life Design and Career Counseling, Padova, Italy, June 20-22, 2013.
5. * **Hammond, M.S.** (2013, June). *Hope and the career development of African American STEM students*. Paper presented at the International Conference on Life Design and Career Counseling, Padova, Italy, June 22, 2013.
4. * Husaini, B.A., **Hammond, M.S.**, Hull, P., *Novotny, M.*, Cain, V., Samad, Z., Sampson, U., et al. (2011, July). *Role of depression in stroke: An analysis of stroke-related hospitalization cost of 17,010 Tennessee patients in 2008 by race & sex*. Poster presented at the annual conference of the International Society of Hypertension in Blacks (ISHIB), Boston, Massachusetts, July 8-10, 2011.
3. * Kerr, B.A., Multon, K.D., *Syme, M. Fray, N.*, **Hammond, M.S.**, Kurpius, S., *Owens, R.*, & *Ackerman, C.* (2008, March). *Development of the Distance from Privilege Measure*. Poster presented at the International Counseling Psychology Conference, Chicago, Illinois, March 8, 2008.
2. * *Johnson, D.*, *Vargas, C.*, Multon, K.D., & **Hammond, M.S.** (2008, March). *A Comparison of the Career Aspirations of African-American College Students at an Historically Black University and a Predominantly White Institution*. Poster presented at the International Counseling Psychology Conference, Chicago, Illinois, March 7, 2008.
1. * **Hammond, M.S.**, *Singleton-Deams, P.R.*, & *Walker, S.* (2005, June). *Stages of Change in Career Counseling: A comparison of two instrument validation techniques*. Poster presented at the biennial conference of the Society for Vocational Psychology, Vancouver, British Columbia, Canada, June 3, 2005.

NATIONAL-LEVEL REFEREED PRESENTATIONS

60. * Brady-Amoon, M. & **Hammond, M.S.** (submitted). *Differential academic career trajectories: The effect of age, institutional status, gender, race/ethnicity, and personal/family status*. Submitted for presentation at the 2020 Society for Counseling Psychology Conference, New Orleans, LA, April 2-5, 2020.

REFEREED PRESENTATIONS (continued; * indicates “empirical”; student names are italicized)

NATIONAL-LEVEL REFEREED PRESENTATIONS (continued)

59. * White, G.D., Derisse, M.P., Patel, P.S., Hammond, M.S., Reid, A., Broyles, T.W., Young-Seigler, A.C., Martin, E.D., & Dumeny, C.K. (2019). Examining the effect of socioeconomic status and gender on coping efficacy among students. Poster submitted for presentation at the 2020 Society for Counseling Psychology Conference, New Orleans, LA, April 2-5, 2020.
58. * Simpson, I., Oyeteju, M., Audette, L.M., Hammond, M.S., Luke, C., & Michael, T. (submitted). An exploration of psychological constructs and their impact on underrepresented STEM college students' intent to return. Poster submitted for presentation at the 2020 Society for Counseling Psychology Conference, New Orleans, LA, April 2-5, 2020.
57. Brady-Amoon, M. & **Hammond, M.S.** (2019, August). *Where Are All the Non-Traditional Women? Gender, Age, Social Class, and Capital in Women's Careers*. Roundtable presented at the 2019 American Psychological Association Annual Convention, Chicago, IL, August, 11, 2019.
56. **Hammond, M.S.** & Brady-Amoon, M. (2019, August). Dominant contexts, institutional cultures, & individual differences. Presentation proposal submitted as part of a collaborative symposium proposal entitled *From lip service to action: A systems approach to transcending resistance in teaching diversity* (K. Keefe-Cooperman, Chair) presented at the 2019 American Psychological Association Annual Convention, Chicago, IL, August 10, 2019.
55. * Audette, L., **Hammond, M.S.**, & Johnson, K.A. (2018, August). *Combining Datasets in SPSS - An Experimental Study*. Paper presented at the American Psychological Association Annual Convention, San Francisco, August 12, 2018.
54. * **Hammond, M.S.**, Smith, C.K., Johnson, K.A. (2018, June). *How First-Generation Student Status Affects Career Development in African American STEM Students*. Poster presented at the Society for Vocational Psychology's 13th Biennial Conference, Scottsdale, AZ, June 20, 2018.
53. **Hammond, M.S.**, Young-Seigler, A., Martin, E., Broyles, T.W., King-Wilkes, B., Dumeny, C., & Beane, C. (2018, March). *Theory-to-Practice: Using a Research-Based Intervention to Enhance STEM Student Persistence and Engagement*. Symposium presented at the 83rd Annual Conference of the Association of Social and Behavioral Scientist, Inc., Nashville, Tennessee, March 7, 2018.
52. **Hammond, M.S.** (2018, March). Career Development: Vocational Psychology's contribution to college student retention and persistence. Paper presented as part of the symposium (M.S. Hammond, Chair) *Theory-to-Practice: Using Research-Based Intervention to Enhance STEM Student Persistence and Engagement* presented at the 83rd Annual Conference of the Association of Social and Behavioral Scientist, Inc., Nashville, Tennessee, March 7, 2018.

REFEREED PRESENTATIONS (continued; * indicates “empirical”; student names are italicized)**NATIONAL-LEVEL REFEREED PRESENTATIONS** (continued)

51. **Hammond, M.S.**, Martin, E., Broyles, T.W., King Wilkes, B., Burks, M., Shelton, D., & Githua, S. (2017, February). *Closing the loop: An evaluation process for improvement of intervention design with application*. Poster presented at the National Science Foundation HBCU-UP/CREST PI/PD meeting, Alexandria, VA, February 20, 2018.
50. * *McKoy, T.*, King Wilkes, B., Beane, B., Hargrove, S.K., & **Hammond, M.S.** (2017, November). *Psychological Retention Factors of African American Engineering Students at a HBU*. Paper presented at the National Symposium on Student Retention, Destin, FL, November 8, 2017.
49. * **Hammond, M.S.** & Turner, S. (2017, August). *Factors Predicting College Major Decidedness in a Diverse Sample: Decision Factors & Problem Solving*. Poster presented at the 2017 Annual Convention of the American Psychological Association, Washington, D.C., August 3-6, 2017.
48. Turner, S., **Hammond, M.S.**, & Lapan, R.T. (2017, June). *Promoting the Participation of Women & Minorities in Science, Technology, Engineering, & Math (STEM)*. Roundtable presented at the National Career Development Association Annual Conference, June 28-30, 2017, Orlando, Florida.
47. **Hammond, M.S.** (2017, February). *Career Commitment and Retention in STEM*. Presentation at the National Science Foundation HBCU-UP/CREST PI/PD meeting, Alexandria, VA, February 27, 2017.
46. * **Hammond, M.S.**, Hargrove, K.S. & Hall, J. (2017, February). *Increasing Commitment and Retention in STEM: The application of research and theory on diversity and career development*. Poster presented at the National Science Foundation HBCU-UP/CREST PI/PD meeting, Alexandria, VA, February 28, 2017.
45. * **Hammond, M.S.**, Hargrove, S.K., Hall, J., Martin, E., Young-Seigler, A.C., *Capretto, J.* & *McKoy, T.* (2016, May). *Unpacking the complexity of the Supports and Barriers scales of the STEM Fields Questionnaire*. Paper presented at the Biennial Conference of the Society of Vocational Psychology, Tallahassee, FL, May 17, 2016.
44. * **Hammond, M.S.**, Hargrove, S.K., Hall, J., Martin, E., Young-Seigler, A.C., *Capretto, J.* & *McKoy, T.* (2016, May). *Retaining Underrepresented Students in STEAM: Outcomes of a Culturally Responsive Intervention*. Paper presented at the Biennial Conference of the Society of Vocational Psychology, Tallahassee, FL, May 17, 2016.
43. * **Hammond, M.S.**, *Girresch-Ward, S.*, *Rochester, N.* & *Burks, M.*, (2016, May). *Validating the Lent’s Fields Questionnaire for African American Students at an HBCU*. Paper presented at the Biennial Conference of the Society of Vocational Psychology, Tallahassee, FL, May 17, 2016.

REFEREED PRESENTATIONS (continued; * indicates “empirical”; student names are italicized)

NATIONAL-LEVEL REFEREED PRESENTATIONS (continued)

42. * *Smith, C.K., & Hammond, M.S.* (2016, May). *Community and Career: A Recursive Relationship Among Social Class, Privilege, Power and Work Values*. Paper presented at the Biennial Conference of the Society of Vocational Psychology, Tallahassee, FL, May 16, 2016.
41. * *Rochester, N., Berman, A.B., Hammond, M.S., Hargrove, S.K., Hayslett, W.F.* (2014, August). *Black college student career commitment and retention in psychology*. Poster presented at the 2014 Annual Convention of the American Psychological Association, Washington, D.C., August 8, 2014.
40. * *Haj-Hassan, S., Hammond, M.S., Hargrove, S.K., Hayslett, W.F.* (2014, August). *Validation of the SCCT STEM measures for African American STEM students*. Poster presented at the 2014 Annual Convention of the American Psychological Association, Washington, D.C., August 7, 2014.
39. * *Rochester, N., Berman, A.B., Hammond, M.S., Hargrove, S.K., & Hayslett, W.F.* (2014, August). *Broadening diversity in STEM: Career Development in Immigrant College Students*. Poster presented at the 2014 Annual Convention of the American Psychological Association, Washington, D.C., August 8, 2014.
38. * *Joyner, J., Hammond, M.S., Kelly, K., Lee, J., & Dunbar, D.* (2014, August). *Co-occurring mild traumatic brain injury and Posttraumatic Stress Disorder in the military*. Poster presented at the 2014 Annual Convention of the American Psychological Association, Washington, D.C., August 7, 2014.
37. * *Hall, D., Rochester, N., Hammond, M.S., Hayslett, W.F., & Hargrove, S.K.* (2014, April). *Career decision-making and self-efficacy among African American STEM students*. Poster presented at the 2014 American College Personnel Association Conference, Indianapolis, IN, March 30 – April 2, 2014.
36. *Brady-Amoon, M. & Hammond, M.S.* (2014, March). *Midlife Career Changers: Are we neglecting age?* Roundtable presented at the Society for Counseling Psychology Conference, Atlanta, GA, March 16, 2014.
35. *Hammond, M.S., Solberg, S.V., Martens, M.P., & Howard, K.A.* (2013). *Effective Grant Implementation: Learning from Successful Grant Implementers*. Workshop accepted for presentation at the 2013 Annual Convention of the American Psychological Association, Honolulu, Hawai'i, July 31, 2013. (Low enrollment affected implementation.)
34. * *Berman, A.B., Hammond, M.S., Hargrove, S.K., Hayslett, W.F., Bucknor, C.B., Jenkins, K.G., & Brooks, C.* (2013, August). *Black College Student Career Commitment and Development in Psychology*. Poster presented at the 2013 Annual Convention of the American Psychological Association, Honolulu, Hawai'i.

REFEREED PRESENTATIONS (continued; * indicates “empirical”; student names are italicized)

NATIONAL-LEVEL REFEREED PRESENTATIONS (continued)

33. * *Bucknor, C.B., **Hammond, M.S.**, Hargrove, S.K., Hayslett, W.F., Berman, A.B., Brooks, C., & Jenkins, K.G.* (2013, August). *African American Female Undergraduate Student Career Commitment and Retention in STEM*. Poster presented at the 2013 Annual Convention of the American Psychological Association, Honolulu, Hawai'i, July 31, 2013.
32. * *Berman, A.B., **Hammond, M.S.**, Hargrove, S.H., Hayslett, W.F., Bucknor, C.B., Jenkins, K.G., & Brooks, C.* (2013, August). *Differences in Worldview and Beliefs: Native and Immigrant Black College Student Career Development*. Poster presented at the 2013 Annual Convention of the American Psychological Association, Honolulu, Hawai'i.
31. * *Battle, L.K. & **Hammond, M.S.*** (2013, August). *Family Life Events, College Changes, and Socio-economic Status as predictors of Mental Health of Undergraduate students attending an Historically Black College and University*. Poster presented at the 2013 Annual Convention of the American Psychological Association, Honolulu, Hawai'i.
30. **Hammond, M.S.** (2013, March). *STEAM Student Success and Retention: Incorporating Theory and Research-based Interventions*. Paper presented at the Thurgood Marshall College Fund Member Universities Professional Institute on Improving Retention, Graduation & Career Readiness in STEAM (Science, Technology, Engineering, Agriculture and Mathematics), New Orleans, LA, March 25, 2013.
29. **Hammond, M.S.** (Chair). (2012, August). *Advancing Counseling Psychology through advocacy education, practice, and research*. Symposium presented at the 2012 Annual Convention of the American Psychological Association, Orlando, FL, August 3, 2012.
28. Solberg, S. & **Hammond, M.S.** (2012, August). *Developing Multi-institutional Research Collaborations: Raising the profile of Counseling Psychology*. Roundtable Symposium presented at the 2012 Annual Convention of the American Psychological Association, Orlando, FL, August 4, 2012.
27. * *Bartone, A.S., **Hammond, M.S.*** (2012, August). *Validating the Gross National Happiness Abridged Survey in Black College Students in the U.S.* Poster presented at the 2012 Annual Convention of the American Psychological Association, Orlando, FL, August 4, 2012.
26. * **Hammond, M.S.** (Chair). (2011, August). *Women in Transition: A Feminist Approach to Career and Relational Identity*. Symposium presented at the annual convention of the American Psychological Association, Washington, DC, August 5, 2011.
25. * **Hammond, M.S. & Pitts, A.** (2011, August). Intersection of culture, work, identity development, and career choice. In M.S. Hammond (chair), *Women in Transition: A Feminist Approach to Career and Relational Identity*. Paper presented at the annual convention of the American Psychological Association, Washington, DC, August 5, 2011.

PROFESSIONAL PRESENTATIONS (continued; * indicates “empirical”; student names are italicized)

NATIONAL-LEVEL REFEREED PRESENTATIONS (continued)

24. * **Hammond, M.S.** (2009, November). *Advancing the Research and Culturally Responsive Evaluation Enterprise in Historically Black Colleges and Universities (HBCU) for Global Justice*. Think Tank Session presented at the Annual Meeting of the American Evaluation Association, Orlando, Florida, November 13, 2009.
23. * Multon, K.D., Kerr, B.A., **Hammond, M.S.**, Kurpius, S.R. (2009, August). *Supports and Barriers for Women in STEM – An NSF Project*. Paper presented at the annual convention of the American Psychological Association, Montreal, Quebec, Canada, August 8, 2009.
22. * *Stevens, F.L.* & **Hammond, M.S.** (2009). *Silencing-the-Self in African Americans*. Poster presented at the annual convention of the American Psychological Association, Montreal, Quebec, Canada, August 7, 2009.
21. * **Hammond, M.S.**, Betz, N.E., Multon, K.D., Zytowski, D., *Irvin, T., & Wright, K.* (2009, June). *Super’s Work Values Inventory-Revised Scale Validation for African Americans*. Poster presented at the biennial conference of the Society for Vocational Psychology’s, St. Louis, Missouri, June 29-30, 2009.
20. * *Temple, R.A.* & **Hammond, M.S.** (2008, August). *Coping Strategies of American Law Enforcement Officers*. Poster presented at the annual convention of the American Psychological Association, Boston, Massachusetts, August 16, 2008.
19. * **Hammond, M.S.** & *Temple, R.A.* (2008, August). *Personality Factors and Mental Health Problems in a Community Sample*. Poster presented at the annual convention of the American Psychological Association, Boston, Massachusetts, August 16, 2008.
18. * Kerr, B.A., Multon, K., Kurpius, S.E.R., **Hammond, M.S.**, *Syme, M.L., Fry, N., Owens, R. & Ackerman, C.* (2008, August). *Milestones and Danger Zones for Women in STEM Careers*. poster presented at the annual convention of the American Psychological Association, Boston, Massachusetts, August 14, 2008.
17. **Hammond, M.S.** (2007, August). Capacity Building in Program Evaluation at an Historically Black University. In R.L. Greene (chair), *Broadening Participation of Minority Professionals in Educational Evaluation*. Paper presented at the annual convention of the American Psychological Association, San Francisco, California, August 20, 2007.
16. * Multon, K.D., Kerr, B.A., *Fry, N.A., Syme, M.L.*, **Hammond, M.S.** & Kurpius, S. (2007, August). *Development of the Gender Relations Inventory*. Poster presented at the annual meeting of the American Psychological Association, San Francisco, California, August 17, 2007.
15. * *Temple, R.A.*, **Hammond, M.S.**, & *Holmes, E.N.* (2007, August). *Personality influences on Law Enforcement Officers’ perceptions of organizational stress*. Poster presented at the annual convention of the American Psychological Association, San Francisco, California, August 17, 2007.

PROFESSIONAL PRESENTATIONS (continued; * indicates “empirical”; student names are italicized)

NATIONAL-LEVEL REFEREED PRESENTATIONS (continued)

14. * Multon, K.D., **Hammond, M.S.**, *Shortridge-Pearce, B.E.* (2006, August). *A cluster analytic examination of the career needs of African American students.* Poster presented at the annual convention of the American Psychological Association, New Orleans, Louisiana, August 11, 2006.
13. **Hammond, M.S.** (2005, August). Building Community: Service learning in a multicultural community psychology course. In L. Rosenthal (Chair) *Service Learning Implementation – Practical Issues and Sample Assignments.* Paper presented at the annual convention of the American Psychological Association, Washington, D.C., August 19, 2005.
12. * **Hammond, M.S.**, *Singleton-Deams, P., Argyrides, M., & Westmoreland, N.* (2005, June). *Multi-scale diagnostic instruments: What can they add to the career counseling mix?* Roundtable presented at the annual conference of the National Career Development Association, Orlando, Florida, June 24, 2005.
11. Knox, P.L, Guthrie, L.R., **Hammond, M.S.**, Ascencao, E.M, Jeffries, R., Smith, D., *Argyrides, M.B., Mikula, T.* (2005, April). *A model of proximal-distal evaluation focusing on diversity.* Paper presented at the annual conference of the American Educational Research Association, Montreal, Quebec, Canada, April 12, 2005.
10. * **Hammond, M.S.** & *Singelton-Deams, P.* (2004, July). *Understanding differences in career development: A clustering of entering freshmen college students.* Roundtable presented at the annual conference of the National Career Development Association, San Francisco, California, July 3, 2004.
9. * Multon, K.D., **Hammond, M.S.**, Lumpkin, A., *Mikula, T., Argyrides, M.A., & Shortridge Pierce, B.* (2004, July). *A cluster-analytic examination of the career development needs of college student-athletes.* Poster presented at the annual convention of the American Psychological Association, Honolulu, Hawaii, July 30, 2004.
8. * **Hammond, M.S.**, *Vrooman, P.A., & Singelton-Deams, P.* (2004, July). *Stages of change in vocational identity in a career planning course.* Paper presented at the annual conference of the National Career Development Association, San Francisco, California, July 2, 2004.
7. * Multon, K.D., **Hammond, M.S.**, & *Carona, F.* (2003, August). *Career decision subtypes in a college sample.* Poster presented at the annual convention of the American Psychological Association, Toronto, Ontario, Canada, August, 2003.
6. * **Hammond, M.S.** (2001, August). The interaction of clinical concerns with career choice and decision-making. In V. Skorikov (chair) *Career Development and Mental Health: Theoretical and Counseling Issues.* Paper presented at the annual convention of the American Psychological Association, San Francisco, California, August 24, 2001.

PROFESSIONAL PRESENTATIONS (continued; * indicates “empirical”; student names are italicized)

NATIONAL-LEVEL REFEREED PRESENTATIONS (continued)

5. **Hammond, M.S.** (2001, February). *Vocational Psychology: Making a difference in people’s careers*. Poster presented at the 5th Biennial Conference of the Society for Vocational Psychology, Houston, Texas, February 27, 2001.
4. Thoreson, R., *Louie, C., Ferrell-Swann, K., Fuller, B., Lilly, R., Baker, C., Binen, L., Carrubba, M., Franta, P., **Hammond, M.S.**, Humphrey, C., Magee, S., Vu, P., Warner, P.* (1996, August). *A collaborative method for the teaching of counseling theories: Replication and extension of the Heppner, Kivlighan, et al. (1995) poster presentation model*. Poster presented at the annual convention of the American Psychological Association, Toronto, Ontario, Canada.
3. * *Humphrey, C.F., Bengtsson, T, Al-Darmaki, F., Baker, C., & **Hammond, M.S.*** (1995, August). Developing a Scale for the Identification of Acquaintance Rape Attitudes. In M.J. Patton (chair), *Performance-based outcomes of research training in Counseling Psychology*. Paper presented at the annual convention of the American Psychological Association, New York.
2. * **Dekutoski, M.S.** (1984, March). *Minority Career Participation in Agribusiness Careers. - First Year Results*. Paper presented at the annual convention of the American Personnel and Guidance Association, Houston, Texas.
1. **Dekutoski, M.S.** (1983, March). *Increasing Minority Career Participation in Agribusiness Careers*. Paper presented at the annual convention of the American Personnel and Guidance Association, Washington, D.C.

REGIONAL REFEREED PRESENTATIONS

10. * *Berman, A.B., **Hammond, M.S.**, Hargrove, S.K., Hayslett, W.F., & Rochester, N.* (2014, March). *STEM Career Development in Immigrant College Students*. Poster presented at the Southeastern Psychological Association Annual Meeting, Nashville, TN, March 5-8, 2014.
9. *Lewis, C. & **Hammond, M.S.*** (2011, November). *Emerging Adulthood: Challenges of Young Adults Selecting Career Choices Counseling Implications*. Professional Development Workshop presented at the 54th Annual Conference of the Tennessee Counseling Association, Memphis Tennessee, November 21, 2011.
8. * *Temple, R.A. & **Hammond, M.S.*** (2006, May). *The career development of graduate students: Into the establishment stage?* Poster presented at the Great Lakes Regional Conference, Purdue, Indiana, May 29, 2006.
7. * *Deams, P.R., **Hammond, M.S.**, Holdsclaw, C., Stevens, F.L., & Temple, R.A.* (2006, May). *How many factors does it take? Applying a trait measure of Emotional Intelligence to college students*. Poster presented at the Great Lakes Regional Conference, Purdue, Indiana, May

PROFESSIONAL PRESENTATIONS (continued; * indicates “empirical”; student names are italicized)

REGIONAL REFEREED PRESENTATIONS (continued)

6. * **Hammond, M.S.**, *Singleton-Deams, P., Holdsclaw, C.* (2005, April). *Emotional intelligence and the career development of minority college students*. Poster presented at the annual conference of the Southeastern Psychological Association, Nashville, Tennessee, April 7, 2005.
5. **Hammond, M.S.** (2003, April). *Stages of Change: Implications for Career Development and Interventions*. Paper presented at the University of Missouri-Columbia’s 50 Years of Accreditation Conference, Columbia, Missouri, April 4, 2003.
4. * **Hammond, M.S.**, *Walker, S., & Singleton-Deams, P.R.* (2005, April). *Differences between minority and non-minority career development*. Paper presented at the Great Lakes Regional Conference, Bloomington, Indiana, April 2, 2005.
3. **Hammond, M.S.** (2000, February). *Career centers and need assessments: Getting the information you need to increase your success*. Paper presentation at the National Career Center Conference for the Millennium, Columbia, Missouri.
2. * **Hammond, M.S.** (2000, February). *Personality & Career Counseling: the Five-Factor Model*. Poster presented at the Millennial National Career Center Conference, Columbia, Missouri.
1. **Hammond, M.S.** (1997, February). *Personality & Career Counseling: A new look at the core of our work*. Poster presented at the 7th annual National Career Center Conference, Columbia, Missouri.

STATE/LOCAL REFEREED PRESENTATIONS

4. **Hammond, M.S.**, *Armstrong, A., Hall, D. & Newman, J.* (2012, November). *Using Research Teams to Facilitate Research Self-Efficacy*. Demonstration session presented at the Psychology Educators of Tennessee Fall Conference, Murfreesboro, Tennessee, November 2, 2012.
3. * **Hammond, M.S.** (2012, January). *Exploring Barriers to Vocational Identity Development*. Colloquium presentation, Arizona State University, Tempe, AZ, January 19, 2012.
2. * **Hammond, M.S.** (2009). *Personality & Mental Health Symptoms: A Pilot Study*. Presentation to the staff of Centerstone Community Mental Health Center, Nashville, Tennessee.
1. **Dekutoski, M.S.** (1982, November). *Minorities in Agribusiness - Affecting Interest in Career Choice*. Paper presented at the Missouri Personnel and Guidance Association Convention, Columbia, Missouri, November 1982.

INTERNATIONAL EXPERIENCE: Ecuador, France, Germany, Iceland, Italy, Mexico, and Portugal

PROFESSIONAL AFFILIATIONS

American Psychological Association:

- Division 17 - Counseling Psychology
- Society for Vocational Psychology

American Evaluation Association:

- Multiethnic Issues in Evaluation Topical Interest Group
- Teaching of Evaluation Topical Interest Group

National Career Development Association:

- Tennessee Career Development Association (Charter Member)

AWARDS, RECOGNITIONS AND HONORS

Division 17 Fellow, American Psychological Association (August, 2019)

APA Advanced Training Institute Awardee (Structural Equation Modeling in Longitudinal Research, 2018)

APA Advanced Training Institute Awardee (Research Methods with Diverse Racial and Ethnic Groups, 2018)

Research Professional Development Award (Tennessee Board of Regents; 2016; \$3,000)

Faculty Researcher Development Award (Tennessee State University; 2016; \$4800)

Researcher Professional Development Award (Tennessee Board of Regents; 2012; \$2,500)

Division 17 Fellow nominee, American Psychological Association (2012)

Who's Who in America (2012-present)

President's Fellow, Tennessee State University (2011-12; \$2,800 stipend)

Fulbright Fellow recommendee (recommended by CIES for teaching/research award in Iceland; 2011, 2012)

Faculty Researcher Development Award (Tennessee State University; 2010; \$1,500)

Evaluation Mentoring Training Award (National Science Foundation/American Evaluation Association; 2009; \$1,500)

Faculty Research Development Award (Tennessee State University; 2008; \$1,500)

Fellow, Minority Fellowship Program, American Psychological Association (2008)

Multicultural Evaluation Development Awards (National Science Foundation/American Evaluation Association; 2005-2008; \$10,000)

Who's Who in American Education (2007-present)

Who's Who of American Women (2006-present)

Outstanding Young Woman of America (1982)

Lela Wilcox Troutner Award (for academic excellence in Spanish, 1977)

HONOR SOCIETY MEMBERSHIP

Psi Chi (Psychology Honor Society, elected – 2005)

Phi Sigma Iota (Foreign Language Honor Society, elected - 1979)

ARETE (Collegiate Honor Society, elected 1977)

Mu Phi Epsilon (Professional Music Honor Society, elected -1977)

LICENSES AND CERTIFICATIONS

Health Service Psychologist Certification (Tennessee, active; Oklahoma, de-activated)
Licensed Psychologist (Tennessee, active; Oklahoma, de-activated)
Master Career Counselor (active)
Licensed Professional Counselor (Missouri, retired)
National Certified Counselor (active)

GRADUATE DISSERTATION/THESIS COMMITTEES

CHAIRED (by stage/year student graduated)

Marque Griggs, PhD in Psychology (Counseling Psychology Concentration) – data collection
Carin K. Smith, PhD in Psychology (Counseling Psychology Concentration) – proposed
Georgetta Harris-Wyatt, PhD in Psychology (Counseling Psychology Concentration) – 2019
Tonya McKoy, PhD in Psychology (Counseling Psychology Concentration) – 2019
Aisha Armstrong, PhD in Psychology (Counseling Psychology Concentration) – 2018
Katherine Johnson, M.S. in Psychology (Counseling Psychology Concentration) – 2016
Shannon Davis LaFramboise, PhD in Psychology (Counseling Psychology Concentration) –
2015
Kevin Mitchell, PhD in Psychology (Counseling Psychology Concentration) – 2015
Lauren Welsh, M.S. in Psychology (Counseling Psychology Concentration) – 2015
Jordan Joyner, M.S. in Psychology (Counseling Psychology Concentration) – 2014
Lindsey Barzizza, PhD in Psychology (Counseling Psychology Concentration) – 2013
Heather Joppich, PhD in Psychology (Counseling Psychology Concentration) – 2012
Rebecca Temple, PhD in Psychology (Counseling Psychology Concentration), 2009
Marquitta Henry, M.S. in Psychology (Counseling Psychology Concentration), 2009
Jarvis Brinson, M.S. in Psychology (Counseling Psychology Concentration), 2008
DeAndrea Witherspoon, M.S. in Psychology (Counseling Psychology Concentration), 2007
Pernella Singleton-Deams, PhD in Psychology (Counseling Psychology Concentration), 2007
Jerry Armour, PhD in Psychology (Counseling Psychology Concentration), 2007
April Crawford, M.S. in Psychology (Counseling Psychology Concentration), 2006
Demetris Chaney, M.S. in Psychology (Counseling Psychology Concentration), 2005
Tanika Henning, M.S. in Psychology (Counseling Psychology Concentration), 2005
Brandi Troutman M.S. in Psychology (Counseling Psychology Concentration), 2005
Jessica L. Watson, M.S. in Psychology (Counseling Psychology Concentration), 2005

MEMBER (by stage/year student graduated)

Ashley Reda, PhD in Psychology (Counseling Psychology Concentration) – 2019
María Dóra Björnsdóttir, Ph.D. in Career Counseling (*University of Iceland*) – 2018
Tim Boling, PhD in Psychology (Counseling Psychology Concentration), 2013
Charles Williams, PhD in Psychology (Counseling Psychology Concentration), 2012
Eckenrod, Kelly, Ph.D. in Psychology (School Psychology Concentration), 2011
Brian Griner, M.S. in Psychology (Counseling Psychology Concentration), 2009
Alarick Pruitt, M.A. in Criminal Justice, 2008

GRADUATE DISSERTATION/THESIS COMMITTEES (continued)**MEMBER** (continued; by stage/year student graduated)

Joy Beth Curtis, M.S. in Psychology (Counseling Psychology Concentration), 2008
 Carol Raukunda-Sziba, M.S. in Psychology (Counseling Psychology Concentration), 2007
 Pamela A. Vrooman, Ph.D. in Clinical Psychology (*University of Tulsa*), 2006
 David Smith, M.M.S. in Psychology (Counseling Psychology Concentration), 2005
 Mia Boozer, M.S. in Psychology (Counseling Psychology Concentration), 2005
 Kyna Roberts, M.S. in Psychology (Counseling Psychology Concentration), 2005
 Michelle Jessee, M.S. in Psychology (Counseling Psychology Concentration), 2005
 Samuel Scales, M.S. in Psychology (Counseling Psychology Concentration), 2005
 Lara Mattox, Ph.D. in Clinical Psychology (*University of Tulsa*), 2003

CHAired THROUGH PROSPECTUS STAGE

Susan White, M.S. in Psychology (Counseling Psychology Concentration), 2004
 Julie Greene, M.S. in Psychology (Counseling Psychology Concentration), 2004
 Erica Russell, M.S. in Psychology (School Psychology Concentration), 2004
 Angela Scott, PhD in Psychology (Counseling Psychology Concentration), 2013
 Atria Eilers, PhD in Psychology (Counseling Psychology Concentration), 2013
 Tracee Moore, PhD in Psychology (Counseling Psychology Concentration), 2011
 Molly Glen, PhD in Psychology (Counseling Psychology Concentration), 2007

CHAired THROUGH PROGRAM CHANGE TO NON-THESIS OPTION FOR MASTERS' CONCENTRATION

Joshua Boyce, M.S. in Psychology (Counseling Psychology Concentration), 2013
 Obiagelli Okafor, M.S. in Psychology (Counseling Psychology Concentration), 2012
 Abdullah Hassan, M.S. in Psychology (Counseling Psychology Concentration), 2011
 Lucio, Francisco M., M.S. in Psychology (Counseling Psychology Concentration), 2010
 Nashantee Christmon. M.S. in Psychology (Counseling Psychology Concentration), 2007
 Aisha Armstrong, M.S. in Psychology (Counseling Psychology Concentration), 2007
 Tequila Johnson, M.S. in Psychology (Counseling Psychology Concentration), 2007
 Lois Kirk, M.S. in Psychology (Counseling Psychology Concentration), 2007
 Valerie Webb, M.S. in Psychology (Counseling Psychology Concentration) 2007
 Kanika Coleman, M.S. in Psychology (Counseling Psychology Concentration), 2006
 Aisha Greene, M.S. in Psychology (Counseling Psychology Concentration), 2006
 Nekisha Jones, M.S. in Psychology (Counseling Psychology Concentration), 2006
 Michelle Salada, M.S. in Psychology (Counseling Psychology Concentration), 2006
 Torry Smith, M.S. in Psychology (Counseling Psychology Concentration), 2006
 Ronald Taylor, M.S. in Psychology (Counseling Psychology Concentration), 2006
 Tadzia Williams. M.S. in Psychology (Counseling Psychology Concentration), 2006
 Ola Aolojawe, M.S. in Psychology (Counseling Psychology Concentration), 2005
 Shantel Flowers, M.S. in Psychology (Counseling Psychology Concentration), 2005
 Myra Webb, M.S. in Psychology (Counseling Psychology Concentration), 2004

SELECTED NON-CLASS-RELATED STUDENT MENTORING (over 50 students supported by grant funding)

- * Brown, Rachele S. (2019). *The Relation Between STEM Self-Efficacy, Outcome Expectations, & Intent To Persist In STEM For African American Undergraduate Women*. Undergraduate Poster presented at the TSU University-wide Research Symposium, Nashville, TN, April, 3, 2013.
- * Swain, M. (2018). *An examination of the differential effect of racial/ethnic status on a culturally-appropriate career intervention*. (Graduate Student). Presentation proposal submitted to the 2019 Emerging Researchers National Conference in STEM, February 21-3, 2019. Sponsored by the American Association for the Advancement of Science and the National Science Foundation.
- * Swain, M. (2018). Travel Award proposal submitted to the 2019 Emerging Researchers National (ERN) Conference in STEM, Washington, D.C., February 21-3, 2019. Sponsored by the American Association for the Advancement of Science and the National Science Foundation.
- * Candie, A. (2018). *How maternal education, and socioeconomic status affect a Student's Choice to be in the STEM Field*. (Undergraduate Student). Presentation proposal submitted to the 2019 Emerging Researchers National Conference in STEM, February 21-3, 2019. Sponsored by the American Association for the Advancement of Science and the National Science Foundation.
- * Candie, A. (2018). Travel Award proposal submitted to the 2019 Emerging Researchers National (ERN) Conference in STEM, Washington, D.C., February 21-3, 2019. Sponsored by the American Association for the Advancement of Science and the National Science Foundation.
- * Brown, R (2018). *STEM self-efficacy in HBCU females and how it relates to persistence in STEM*. (Undergraduate). (Undergraduate Student). Presentation and travel award proposal submitted to the 2019 Emerging Researchers National Conference in STEM, February 21-3, 2019. Sponsored by the American Association for the Advancement of Science and the National Science Foundation.
- * Brown, R (2018). Travel Award proposal submitted to the 2019 Emerging Researchers National (ERN) Conference in STEM, Washington, D.C., February 21-3, 2019. Sponsored by the American Association for the Advancement of Science and the National Science Foundation.
- * McKoy, T. (2017). *Retention factors in African American engineering students*. Oral Presentation - 2nd place award. (Graduate Student). University-wide Research Symposium, Nashville, TN, April 18, 2017.
- * Burks, M. (2017). *The relationship between ethnic identity and self-efficacy amongst undergraduate STEM students*. (Graduate Student). Paper submitted for presentation at the 2017 Emerging Researchers National (ERN) Conference in STEM, Washington, D.C., March 2-4, 2017. (with fully-funded travel award)
- * Johnson, K. (2017). *Career Intervention Effects on Agricultural Students' Career Development at an HBCU*. (Graduate Student). Paper submitted for presentation at the 2017 Emerging Researchers National (ERN) Conference in STEM, Washington, D.C., March 2-4, 2017.
- * Shelton, D. (2017). *The roles of self-efficacy, interests, and expectations in predicting career persistence for undergraduate African American biology majors*. (Graduate Student). Paper submitted for presentation at the 2017 Emerging Researchers National (ERN) Conference in STEM, Washington, D.C., March 2-4, 2017. (with fully-funded travel award)
- * Berman, A. B. (2014, February). *Career Development of African American STEM Undergraduate Students*. (Graduate Student). Paper presented at the 2014 Emerging Researchers National (ERN) Conference in STEM, Washington, D.C., February 20-22, 2014. (with fully-funded travel award)

SELECTED NON-CLASS-RELATED STUDENT MENTORING (continued)

- * Caldwell, D.M. (2014). *Differences in the career development of STEM students*. (Undergraduate Student). Poster presented at the Psychology Department Research Symposium, Tennessee State University, Nashville, TN.
- * Berman, A.B. (2013, November). *Understanding Immigrant College Student Career Development in STEM*. Graduate Student Poster Session presentation proposal submitted for the 2013 Tennessee Psychological Association Annual Convention, Nashville, TN, November 1, 2013.
- * Atkins, S. & Zaire, L. (2013). *Socio-economic status, social class, and distance from privilege and power among college students at an institution designated as an Historically Black University*. (Graduate & Undergraduate Student, respectively). Student poster accepted for presentation at the Tennessee Counseling Association Conference, Nashville, TN, November 23-24, 2013.
- * Zaire, L. & Atkins, S. (2013). *The Interaction of Decisiveness, Decidedness, and Choice Importance Across Educational Cohorts in a Sample of Undergraduate Students*. (Graduate & Undergraduate Student, respectively). Poster presented at the TSU University-wide Research Symposium, Nashville, TN, April, 3, 2013.
- * Bucknor, C. & Berman, A.B. (2013). *The Impact of Breadth of Career Interest on STEM commitment in African American College Students*. (Graduate Students). Poster presented at the TSU University-wide Research Symposium, Nashville, TN, April, 3, 2013.
- * Bucknor, C.B. & Berman, A.B. (2013). *Career commitment and retention in STEM in African American College Students*. (Graduate Students). Paper presented at the NSF Emerging Researcher 2013 National Conference, Washington, DC, February 28, 2013.

SUMMARY OF COURSES TAUGHT*Doctoral level –*

Content courses: Career Development: Theories, Methods & Contemporary Issues; Career Intervention and Development; Consultation & Program Evaluation; Assessment of Psychopathology; Consultation; Advanced Independent Study: Consultation & Evaluation Practicum (semesters 1, 2, & 3); Statistics & Computer Applications to Research; Advanced Statistics & Research Methods; Assessment, Theory & Interventions with Military Service Members and Families; Internship Preparation Seminar; Assessment, Theory & Intervention in Supervision.

Practica: Doctoral Practicum in Vocational Psychology; Supervision Practicum; Advanced Doctoral Practicum in Counseling Psychology; Doctoral Practicum in Counseling Psychology; Doctoral Pre-Practicum.

Master's level –

Content courses: Career Assessment & Development; Career Psychology; Vocational Theory & Testing; Multicultural Community Psychology; Psychometrics; Theories of Personality; Measurement of Interests & Personality; Statistics & Computer Applications; Statistics & Methodology.

Practica: Masters' Practicum in Counseling Psychology.

SUMMARY OF COURSES TAUGHT (continued)

Undergraduate – Elementary Statistics; Multicultural Community Psychology; Personal Adjustment; Child Development; Adolescent Development; General Psychology; Career Planning; Freshman Orientation; Elementary Spanish I & II.

COURSES TAUGHT AT CURRENT INSTITUTION (* = Core courses)

Career Counseling & Vocational Psychology:

- *Vocational Theory and Testing (PSYC 5270)
- *Career Development: Theories, Methods & Contemporary Issues (PSYC 7750)
- Career Counseling Practicum (Doctoral Independent Study)

Assessment:

- *Psychometrics (PSYC 5530)
- *Assessment of Psychopathology (PSYC 7256)

Consultation/Program Evaluation:

- *Consultation (PSYC 7530)
- *Consultation & Program Evaluation (PSYC 7535)
- *Consultation & Evaluation Practicum (PSYC 7130 – Advanced Independent Study)

Statistics & Research Methods:

- Elementary Statistics (PSYC 2180)
- *Statistics and Methodology (PSYC 5040)
- *Statistics & Computer Applications to Research (PSYC 7136)
- *Advanced Statistics and Research Methods (PSYC 7137)

Theory/Intervention and Practica:

- *Theories of Personality (PSYC 5135)
- *Masters Practicum (PSYC 6505/6)
- *Doctoral Pre-practicum (PSYC 7160)
- *Doctoral Practicum II (PSYC 7360)
- *Doctoral Summer Practicum (PSYC 7369)
- *Advanced Doctoral Practica in Counseling Psychology (PSYC 7370/1)
- Assessment, Theory & Interventions with Military Service Members and Families (PSYC 7559)
- *Assessment, Theory & Interventions in Supervision (PSYC 7557)
- Clinical Supervision Lab (PSYC 7558)

Other:

- Pre-Doctoral Internship Preparation Seminar (PSYC 7790)
- Advanced Teaching of Psychology Practicum (Advanced Independent Study)
- Curriculum Development in Graduate Psychology (Advanced Independent Study)

COURSES DEVELOPED AT CURRENT INSTITUTION

Research & Statistical Methods: led effort to transform individual departmental coursework in these areas to a college-level system of graduate-level coursework, including developing syllabi and completing revisions paperwork to eight research methods and statistics courses.

Practice: Clinical Supervision Lab; Agency Administration & Supervision; Organizational Consulting & Intervention; Assessment, Theory & Interventions with Military Service Members and Families; Trauma & Crisis Interventions; Multicultural Counseling; Consultation/Evaluation: Program Evaluation Practicum; Consultation & Evaluation Practicum

Seminar: Advanced Writing in Professional Psychology (Dissertation Prospectus Development)

GRANT/PROGRAM REVIEWER & EVALUATOR

- 2015-6 Grant Evaluator, TSU-NERVE Program, National Science Foundation
- 2014 Reviewer, Minority Evaluator Development Program, American Evaluation Association
- 2013-6 Grant Evaluator, NIH MARC Program, Tennessee State University
- 2011-5 Grant Evaluator, NSF TLSAMP Program, Tennessee State University
- 2013 Grant Reviewer, Tennessee Board of Regents Access & Diversity Grant Program
- 2012-5 Grant Evaluator, USDA AFRI grant, Tennessee State University
- 2011-5 Grant Evaluator, HRSA MCGEC, Meharry Medical College
- 2009-12 Grant Evaluator, NSF Advance-Catalyst grant, Tennessee State University
- 2009-11 Grant Evaluator, NSF URM grant, Tennessee State University
- 2008-12 Grant Evaluator, NSF HBCU-UP grant, Tennessee State University
- 2008-9 Program Evaluator, Center of Excellence in Learning Sciences
- 2008-16 Grant Reviewer, National Science Foundation
- 2007-11 Grant Evaluation Consultant, Center for Health Research
- 2007-9 Grant Evaluation Consultant, Center for Service Learning & Civic Engagement
- 2007-8 Program Evaluation Consultant, Freshman Orientation Program Committee
- 2006-8 Evaluation Consultant, NCATE Re-accreditation Committee
- 2003-4 Internal Evaluator, Counseling Psychology Concentration

EDITORIAL BOARD MEMBERSHIPS

- International Journal for Educational and Vocational Guidance (2018-present)
- Journal of Career Development (2012-2018)
- Journal of Employment Counseling (2009-2016)

AD HOC REVIEWER

International Journal for Educational and Vocational Guidance (2014-present)
The Counseling Psychologist (2011-present)
Journal of Career Development (2005-present)
Journal of Counseling Psychology (2001-present)
Journal of Employment Counseling (2010-2016)
Perceptual & Motor Skills (2014)
South African Journal of Psychology (2010)
Routledge, (Book review): 2010
Wadsworth (Book review): 2007
Allyn Bacon (Book review): 2005
Sage Publications (Book reviews): 2004, 2005, 2010, 2011
Wiley (Book review): 2004

PROFESSIONAL AND COMMUNITY SERVICE

National-Level Service

Member, NSF EHR Core PI Convening Planning Committee (meeting held 9/25-6/2017)
Group Facilitator, Social Justice Town Hall, American Psychological Association's Annual Convention (August 2017)
Member, Society for Counseling Psychology (Div. 17) Program Committee (2015-2018)
Member, Veteran's Committee, National Career Development Association (NCDA; 2013-2016)
Member, Research Subcommittee, Veteran's Committee (NCDA; 2013-2016)
Treasurer, Society for Vocational Psychology (2012-2016)
Member, COUNTS Caucus (APA; 2014-2015)
Member, Military & Veteran's Special Interest Group (Society for Counseling Psychology; 2013-2015)
Member, Awards Committee (Div. 17's Social Justice Award Subcommittee; 2011-2014)
Member, Society for Counseling Psychology (Div. 17) Awards & Recognitions Committee (2012-2014)
Member, Minority-Serving Institution Program Advisory Board, Am. Evaluation Assn. (2012-2013)
Treasurer, Phi Delta Kappa (2011-2013)
Member, National Career Development Association Research Committee (2007 - 2012)
Reviewer, Research Proposals, Division 5 (Evaluation, Measurement, & Statistics, 2004 – 2010)
Reviewer, Presentation Proposals, AEA (Multicultural Issues in Evaluation Topical Interest Group, 2010)
Member, Career Development Quarterly Annual Best Article Award Committee (2009)
Member, National Career Development Association Graduate Student Award Committee (2009)
Co-Chair, Professional Standards Committee, National Career Development Association (2006-2009)

PROFESSIONAL AND COMMUNITY SERVICE (continued)

National-Level Service (continued)

Member, Professional Standards Committee, National Career Development Association (2004-2009)

Member, Professional Mentoring Program, National Career Development Association (2005-2006)

Chair, Public Relations Committee, National Career Development Association (2003-2004)

Member, Public Relations Committee, National Career Development Association (2002-2004)

State-Level Service

Member, Tennessee Board of Regents' Productive Persistence Taskforce (2015-2017)

Member, TN Board of Regents' Researcher Development Institute Organizing Committee (2012 – 2014)

President, Career Guidance Network of Oklahoma (2002-2003)

Chair, Conference Planning Committee, Career Guidance Network of Oklahoma, (2001-2003; CEU-bearing)

President-elect, Career Guidance Network of Oklahoma (2001-2002)

Member, Career Guidance Network of Oklahoma (1999-2003)

Member, MCPA Fall Conference Workshop Committee, Midwest College Placement Association (MCPA; 1990-1991)

Local-Level Service

Presenter, TWISTER, Adventure Science Center, Nashville, TN (2007, 2009)

Facilitator, Career Exploration workshops ("RealSports" Academy for High School Athletes; 2005)

Member, GEAR-UP, University of Tulsa (1999-2003; program to enhance minority students' entrance into college)

Chair, Career Planning and Placement Committee, Mid-Missouri Association of Colleges and Universities (1991-1992)

Member, Education Committee, Fulton Chamber of Commerce, Fulton, Missouri (1990-1992)

Co-Chair, "Gateways to Careers" Job Fair Steering Committee, St. Louis, Missouri (1991-1992)

Member, Career Planning & Placement Committee, Mid-Missouri Association of Colleges & Universities (MMACU; 1990-1992)

ACADEMIC SERVICE – CURRENT INSTITUTION

University-Level

Member, Center for Prevention Research Search Committee (2016)

Member, Faculty Senate Research Committee (2013 – 2016)

Member, TLSAMP Director Search Committee (2013 – 2014)

Member, Communication Subcommittee, Faculty Cultural Roadmap (2013 – 2014)

Member, MARC Advisory Board (2012 – present)

ACADEMIC SERVICE – CURRENT INSTITUTION (continued)University-Level (continued)

Presenter, MARC Professional Development Workshops (2012-present)
Reviewer, Access & Diversity Grant, Tennessee State University (2012 – 2014)
Member, Institutional Review Board (2011 – 2013)
Member, University-wide Research Symposium Committee (2006 - 2009)

College-Level

Co-chair, College of Education Accreditation Assessment Committee (2016-7)
Member, Educational Leadership Search Committee (2015-2016)
Member, College of Education Tenure and Promotion Committee (2013–2016)
Chair, College of Education Research Support and Development Committee (2012-2017)
Department Representative, College of Education Newsletter Committee (2009–2012)
Member, College of Education Journal Development Committee (2005–2007)
Member, College of Education Building Expansion Project Committee (2005- 006)
Facilitator, Biennial workshops on APA Publication Style for College of Education (2005-2006)
Member, Doctoral Assessment Process Review Ad Hoc Committee (2003-2004)

Department-Level

External Member, Admissions Committee, Professional School Guidance (2004-2017)
Chair, Psychology Department Research Symposium Committee (2014-2015)
Member, Tenure/Promotion Committee (2011-2013)
External Member, Grievance/Appeals Committee, Professional School Guidance (2004-2017)
Member, Curriculum & Instruction Committee (2012-2013)
Member, Academic Integrity Committee (2007-2012)
Member, Department Strategic Planning Committee (2007-2012)
Chair, Counseling Psychology Faculty Search Committee (3 positions; 2007-2008)
Psychology Research Symposium (Ex-Officio Member, Co-coordinator, Coordinator, 2005-2010)
Chair, Psychology Department Head Search Committee (2005-2006)
Faculty Advisor, Psi Chi (2005-2006)
Member, Faculty Senate (Psychology Department Representative; 2004)
Facilitator, Biennial workshops on APA Publication Style for Department of Psychology and College of Education (2003-2006)

Counseling Psychology Program-Level

Microaggression Work Group (2019-present)
Research Coordinator (2017-2019)
Practicum/Internship Coordinator (Ph.D.; 2015-7)
Admissions Coordinator, Counseling Psychology (M.S. & Ph.D.; 2014-2015)
Coordinator, Military Specialization (2013-present)
Examination Coordinator, Counseling Psychology (M.S. & Ph.D.; 2013-2014)
Program Coordinator, Counseling Psychology Doctoral Concentration (2012-13, 2008)
Assistant Program Coordinator, Counseling Psychology Doctoral Concentration (2008-2012)
Webmaster, Counseling Psychology program (2007-2009)

ACADEMIC SERVICE – CURRENT INSTITUTION (continued)Counseling Psychology Program-Level (continued)

Chair, Counseling Psychology Doctoral Admissions Pre-screening Committee (2006-2012)
Assistant Coordinator, Counseling Psychology Research Symposium (2005)
Member, Counseling Psychology Curriculum Committee (M.S. & Ph.D.; 2003-present)
Member, Counseling Psychology Admissions Committee (M.S. & Ph.D.; 2003-present)
Member, Counseling Psychology Doctoral Admissions Pre-screening Committee (2003-2005)
Statistician, Counseling Psychology Accreditation/Assessment (2003-2012)

UNIVERSITY SERVICE – PRIOR INSTITUTIONS*University of Tulsa, Tulsa, Oklahoma*

2002-2003 University Assessment Committee (design and implement North Central Association university-wide assessment procedures.)
 2002-2003 Institutional Review Board member
 1999-2003 Member, Northeastern Oklahoma Psychology Internship Program (leadership and planning group for Consortium activities)
 1999-2003 GEAR-UP Academy Instructor (provide career exploration experiences for Middle School students)

William Woods College/University, Fulton, Missouri

1995 New Student Orientation Committee
 1994-95 Strategic Planning Committee
 1994-95 External Scanning Taskforce
 1994 Chair, Vice Presidential Search Committee
 1993-94 Women's Leadership Committee
 1993-94 International Studies Coordination Committee
 1990-92 All College Council
 1990-92 Recruiting, Retention, and Advisement Committee
 1990-92 Assessment Task Force Facilitator
 1990-91 Freshman Seminar Development Committee

Lincoln University, Jefferson City, Missouri

1984-85 Coordinating Board for Higher Education Recommendations Committee
 1983-85 Interface Task Force, Co-Chair, Cluster Committee
 1983-84 Affirmative Action Committee
 1982-85 CLUSTER Program (National Alliance of Business' Partnership program)
 1982-85 Ethnic Studies Committee
 1982-83 New Faculty/Staff Orientation Committee
 1981-82 International Recruitment Committee
 1981-85 Recruitment Resource Committee