

Curriculum Vitae
TIFFANY R. WILLIAMS

Department of Psychology || Counseling Psychology
Tennessee State University
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ACADEMIC APPOINTMENT

Assistant Professor of Psychology, Tennessee State University, Nashville, TN Aug 2019 – present

EDUCATION

Cleveland State University, Cleveland, OH Aug 2011 – Aug 2017
Ph.D. Urban Education: Counseling Psychology, APA-Accredited

Cleveland State University, Cleveland, OH Aug 2008 – Aug 2011
Master of Education: Clinical Mental Health Counseling, CACREP-Accredited

Cleveland State University, Cleveland, OH Aug 2004 – May 2007
Bachelor of Arts: Psychology, Sociology, concentration in Criminology, summa cum laude

LICENSURE

Licensed Psychologist OH License#: P. 07908 Issued: July 2019 Expires: Aug 2020

Professional Counselor OH License#: C.1000126 Issued: Aug 2011 Expires: Aug 2021

PEER-REVIEWED PUBLICATIONS

Williams, T.R. & Raney, S. (In press). Relational cultural supervision enhances the professional development of postdoctoral residents of color in Health Service Psychology. *Journal of Psychotherapy Integration*.

Davis, B., Pitre, S., **Williams, T.R.**, Quinn, K., & Bagakas, J. G. (2013). Importance of peer relationships in doctoral programs. *The Ohio Psychologist, 60*, 38-40.

Davis, B., **Williams, T. R.**, & Pitre, S. (2013). Preventing attrition of minority counseling psychology graduate students: The value of feminist and relational cultural advising. *Prevention in Counseling Psychology: Theory, Research, and Practice, 6*, 9-11.

RESEARCH INTERESTS

My research program includes quantitatively and qualitatively investigating topics that fall within four pillars of interest: training, supervision, wellness, and vocational psychology, especially for diverse and marginalized populations (i.e., Black/African Americans, Women of Color, etc.) and the ways these areas are informed by systemic oppression, racism, discrimination, and other social injustices.

ACTIVE RESEARCH

Williams, T. R. Women of Color (WOC) in graduate programs and professional programs experiences stress and social injustice and impacts on physical and mental health issues [IRB preparation]

Williams, T. R. & Autin, K. An examination of the moderating effects of social connection and belonging on African Americans' perceptions of decent work: Testing the Psychology of Working structural model. [Data collection complete]

Autin, K. & **Williams, T. R.** A Psychology of Working investigation: The moderating effects of racial and ethnic minorities' critical consciousness, social support, and proactive personality on economic constraints on freedom of work choice. [Manuscript preparation]

Williams, T. R. & Walker, T. Conceptualizing racism through a lens of systemic trauma: Effects of racial trauma on Black college students' academic performance. [Manuscript preparation]

Walker, T. & **Williams, T. R.** Black/African Americans experiences of racism and social media consumption and impacts on mental and physical well-being and self-care behaviors [Data collection in progress]

Williams, T. R. & Walker, T. Moderating effects of resilience and social support on Black/African Americans' experiences of racism and social media consumption [Data collection in progress]

NATIONAL PRESENTATIONS

Williams, T. R. & Davis, B. (2019). *Relational Cultural Supervision: Supporting and empowering minority psychology trainees through experiences of microaggressions*. Roundtable presented at the National Multicultural Conference and Summit, Denver, CO.

Williams, T. R., Davis, B., & Schultheiss, D. (2019). *Minority stress theory: Black graduate students' experiences of microaggressions and career attitudes*. Poster presented at the National Multicultural Conference and Summit, Denver, CO.

Davis, B. & **Williams, T. R.** (2019). An intersectional approach to sexual trauma treatment, outreach, and prevention on college campuses. Roundtable presented at the National Multicultural Conference and Summit, Denver, CO.

- Lemon, C. & **Williams, T.R.** (2018). *"I don't feel like white-girling today:" A discussion of the implications of the "Shifting" phenomenon among Black Women.* 60-minute Content Session presented at the 2018 Black Mental Health Symposium (BMHS), Charlotte, NC.
- Williams, T. R.** & Davis, B. (2016). *Mitigating minorities' experiences of workplace microaggressions: A relational cultural perspective.* Roundtable presented at the Society for Vocational Psychology, 2016 Biennial Conference, Tallahassee, FL.
- Davis, B. & **Williams, T. R.** (2016). *Psychology of working applied to graduate students' work-life: Importance of relational mentoring.* Roundtable presented at the Society for Vocational Psychology, 2016 Biennial Conference, Tallahassee, FL.
- Davis, B. & **Williams, T. R.** (2016). *The application of evidence-based practice to qualitative career assessment.* Roundtable presented at the Society for Vocational Psychology, 2016 Biennial Conference, Tallahassee, FL.
- Williams, T. R.**, Schultheiss, D., & Davis, B. (2014). *Dancing to oppressive beats: Hip-hop videos promoting a culture of sexual objectification of women.* Roundtable presented at the American Psychological Association's Convention, Washington, DC.
- Williams, T. R.** & Davis, B. (2014). *Supporting future African American leaders: Mitigating effects of experiences with microaggressions in doctoral programs.* Roundtable presented at the 2014 Counseling Psychology Conference, Atlanta, GA.
- Williams, T. R.** & Davis, B. (2014). *Prevention of drug-related suicides among urban youth: The need for social change agents.* Poster presented at the 2014 Counseling Psychology Conference, Atlanta, GA.
- Davis, B., **Williams, T. R.**, & Schultheiss, D. (2013). *LGBQ workplace sexual-identity management: A qualitative study.* Poster presented at the American Psychological Association's Convention, Honolulu, HI.
- Williams, T. R.** (2013). *The journey to having it all: African American women's experiences in pursuit of career and family.* Roundtable presented at the 2013 NCDA Global Career Development Conference, Boston, MA.
- Williams, T. R.** & MacCluskie, K. (2013). *Encouraging resilience: Counselor educators' role in educating novice counselors on burnout.* Roundtable presented at the 2013 NCDA Global Career Development Conference, Boston, MA.
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- REGIONAL PRESENTATIONS
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- Williams, T. R.** (2013). *Barriers for minority women in academia: Keeping the ivory tower of the academy White.* Roundtable presented at the Great Lakes Conference, Western Michigan University, Kalamazoo, MI.

- Davis, B., **Williams, T. R.**, Pitre, S., & Phillips, J. C. (2013). *Isolated at "minority": The importance of relational mentoring for minority students in counseling psychology programs*. Symposium presented at the Great Lakes Regional Counseling Psychology Conference, Western Michigan University, Kalamazoo, MI.
- Galletta, A., Lamb, J., Giraldo-Garcia, R., Quinn, K., **Williams, T. R.**, & Thai, L. T. (2012). *Layers of inquiry, identity, and change: A study of K-8 transition into high school*. Paper presented at the Mid-Western Education Research Association, Evanston, IL.
- Galletta, A., Quinn, K., & **Williams, T. R.** (2012). *Meaning-making with early adolescents about participatory action research and transition into high school*. Paper presented at the Mid-Western Education Research Association, Evanston, IL.
- Quinn, K., **Williams, T. R.**, Davis, B., Pitre, S., & Bagaka's, J. (2012). *Exploring bullying in doctoral programs: Reducing negative peer relationships*. Poster session presented at the Mid-Western Education Research Association, Evanston, IL.
- Williams, T. R.** (2012). *Psychologists' experiences and perceptions of compassion fatigue and effects on client care*. Poster session presented at the Great Lakes Conference, Purdue University, West Lafayette, IN.

STATE AND LOCAL PRESENTATIONS

- Williams, T. R.** & Trombetta, A. (2015). *College retention and completion for African American and Latino/a undergraduate students: Ways to combat social structural barriers and improve academic success*. Poster presented at the Educational Research Exchange, Cleveland State University, Cleveland, OH.
- Lawrence, J. R., **Williams, T. R.**, Bisgrove, L., & Welfel, E. (2015). *Graduate student recruitment: Prospective counseling psychology students' perceptions of doctoral program websites*. Poster presented at the Educational Research Exchange, Cleveland State University, Cleveland, OH.
- Davis, B. & **Williams, T. R.** (2013). *Schools protecting sexual minorities: Interventions and policies*. Poster presented at the Educational Research Exchange, Cleveland State University, Cleveland, OH.
- Williams, T. R.** & Davis, B. (2013). *Bolstering adolescents' social competence: Modification to computer-supported collaborative learning educational and vocational training programs*. Poster presented at the Educational Research Exchange, Cleveland State University, Cleveland, OH.
- Williams, T. R.** (2013). *Parents of children of color in the special needs world: Unique challenges and opportunities*. Paper presented for Parent Group Discussion at Connecting for Kids Organization, Westlake, OH.

Davis, B., Pitre, S., **Williams, T. R.**, Quinn, K. & Bagaka's, J. (2012). *The importance of peer relationships in graduate programs*. Poster presented at the Ohio Psychological Association Student Poster Session, Columbus, OH.

Williams, T. R. (2012). *A consensual qualitative research inquiry: How psychologists' experiences with burnout detract the quality of client care*. Poster presented at the Annual Diversity Colloquium Cleveland State University, Cleveland, OH.

Davis, B., **Williams, T.R.**, & Pitre, S. (2012). *Feminist and multicultural advising: The importance of "relationship" for minorities in doctoral counseling psychology programs*. Poster presented at the Annual Diversity Colloquium Cleveland State University, Cleveland, OH.

Williams, T. R. (2011). *Career longevity in the mental health counseling profession: Proactively utilizing self-care strategies*. Paper presented at The Centers for Families and Children Mental Health Agency, Cleveland, OH.

Williams, T. R. (2007). *The effects of sentence context on the perception of homographs*. Paper presented to Cleveland State University's Psychology Department, Cleveland, OH.

Williams, T. (2007). *Documenting the carceral archipelago: Ethnographic responses to Michel Foucault*. Paper presented to Cleveland State University's Sociology Department, Cleveland, OH.

Williams, T. R. (2005). *Parent(s) socioeconomic status: The impact on an adolescent's post secondary educational decisions*. Poster session presented at the University of Akron's Conference on Undergraduate & Graduate Student Research, University of Akron, Akron, OH.

RESEARCH HISTORY

Cleveland State University, Cleveland, OH Aug 2014 – July 2017
Minority Stress and Career Attitudes of African American Psychology Graduate Students
Dissertation Research

Northeast Ohio Applied Health (NOAH), Macedonia, OH July 2016 – July 2016
Parent-Teacher Perceptions of the Factors that Interfere with Productive Parent-Teacher Relationships in Urban Schools
Qualitative Research Consultant

Cleveland State University, Cleveland, OH May 2014 – July 2016
Teacher Education
CSUteach and MUST STEM Research Assistant

Cleveland State University, Cleveland, OH Spr 2012 – Spr 2013
Attachment and Peer Relationships: Mitigating the Psychological Distress of Counseling Psychology
Doctoral Students
Research Team

Cleveland State University, Cleveland, OH Fall 2011 – Spr 2013
Now & Then: A Cross-Generational Conversation about Community & School Change
Research Team

Cleveland State University, Cleveland, OH Fall 2011 – Fall 2013
Lives in Transition
Research Team

Cleveland State University, Cleveland, OH Fall 2010 – Sum 2011
Career Longevity in the Mental Health Counseling Profession: Proactively Utilizing Self-Care Strategies
Independent Master's Thesis Research

University Hospital's Rainbow Babies & Children's Hospital, Cleveland, OH Sum 2007
Department of Pediatrics
Research Assistant

Cleveland State University, Cleveland, OH Spr 2007
Psychology Language Laboratory
Research Assistant

TEACHING HISTORY

Cleveland State University, Cleveland, OH May 2015 – Aug 2015
Adjunct Faculty, Case Conceptualization and Treatment Planning, CNS 650

Northeast Ohio Medical University, Rootstown, OH Sept 2014 – June 2015
Instructor of Family and Community Medicine, Foundations for Clinical Medicine I and II

Cleveland State University, Cleveland, OH Jan 2013 – May 2013
Teaching Assistant, Group Process and Practice Course, CNS 623

Cleveland State University, Cleveland, OH Aug 2012 – May 2013
Teaching Assistant, Educational Research Course, EDB 601; Quantitative Research Course, EDU 802

INVITED TALKS/WORKSHOPS/SEMINARS

The Ohio State University, Columbus, OH	2017 – 2019
Coping, Self-Care, and Building Community Promotes Resilience for Black Males: Impacts on Adjustment and Achievement	
Balancing Individualism and Collectivism: Promoting Sense of Belonging for Women in Undergraduate Engineering Programs	
Underrepresented Students in STEM Can Build Resilience through Coping with Stress and Anxiety	
Relational Cultural Theory: Mentoring, Supervision, & Clinical Work	
Conversation and Canvas: A Meeting of the Minds to Reduce Stigma in Communities of Color	
Canvas Away Your Cares: Self-Care and Stress Management for Students of Color	
Ecological Theory as a Clinical Framework	
Black/African American Student Wellness	
Stress Management for Women of Color	
Cleveland State University, Cleveland, OH	2014 – 2015
Careers in Health and Medical Professions (CHAMPS) program: Minorities Transitioning into College	
TRIO Summer Enrichment Program: College Study Skills, Effective Study Habits, and Career Exploration for Students from Urban High Schools	

PROFESSIONAL AFFILIATIONS, MEMBERSHIPS, AND SERVICE

Southeast Psychological Association	2019 – present
Professional Member	
2020 Counseling Psychology Conference	2019 – present
Committee Member	
2019 National Multicultural Summit and Conference	2018 – 2018
Program Review Committee Member	
APA Convention; Division 45	2017 – present
Program Review Committee Member	
2016 APA Division 45 Research Conference	2016 – 2016
Program Review Committee Member	
2016 Great Lakes Counseling Psychology Regional Conference	2016 – 2016
Program Review Committee Member	
APA: Division 35, Section 1 (Psychology of Black Women)	2015 – 2018
Awards Committee Chair	
American Psychological Association: Society of Counseling Psychology	2015 – 2015
Awards and Recognition Special Task Group 2	

APA: Division 35, Section 1 (Psychology of Black Women) Graduate Student Representative and Social Media	2014 – 2015
Stop the Hate: Youth Speak Out Essay Contest Middle/High School Essay Reviewer	2014 – 2017
Translational Issues in Psychological Science Ad-Hoc Reviewer	2014 – 2018
2014 Great Lakes Counseling Psychology Regional Conference Program Review Committee Co-chair	2013 – 2014
Student Affiliates of Seventeen (SAS; Division 17 Student Group) Co-wrote proposal leading to CSU being named as Host Institution	2012 – 2013
Journal of Counseling Psychology Ad-Hoc Student Co-Reviewer	2012 – 2013
American Psychological Association (APA) APAGS, Divisions 17, 35, and 45	2012 – present
American Counseling Association Professional Member	2012 – 2014

CLINICAL EMPLOYMENT

Counseling & Consultation Service, Ohio State University, Columbus, OH <i>Senior Staff Therapist – Generalist with African/African American Specialization</i>	Aug 2017 – July 2019
FrontLine Service, Cleveland, OH <i>Crisis Intervention Specialist – Adult Mobile Crisis Team</i>	May 2013 – July 2014
Behavioral Health Services of Greater Cleveland, Rocky River, OH <i>Licensed Professional Counselor</i>	Feb 2012 – Aug 2013
Cleveland State University Counseling Center, Cleveland, OH <i>Counseling Graduate Assistant</i>	Aug 2011 – May 2012
The Centers for Families and Children, Cleveland, OH <i>Community Psychiatric Supportive Treatment Caseworker</i>	Sept 2008 – Aug 2011
The Nord Center, Lorain, OH <i>Intake Assessment Clinician</i>	Mar 2008 – Sept 2008

CLINICAL TRAINING EXPERIENCES

PRE-DOCTORAL PSYCHOLOGY APA-ACCREDITED INTERNSHIP

University of Missouri Counseling Center, Columbia, MO

Aug 2016 – Aug 2017

- Focus Area: Training and Supervision

DOCTORAL PRACTICUM EXPERIENCES

Portage Path Behavioral Health, Akron, OH

Aug 2015 – May 2016

Advanced Psychotherapy Practicum

Bellefaire Jewish Children's Bureau, Shaker Heights, OH

July 2014 – May 2015

Assessment Practicum

Oberlin College & Conservatory Counseling Center, Oberlin, OH

Nov 2012 – May 2013

Psychotherapy Practicum

Charak Center for Health & Wellness, Cleveland, OH

Aug 2012 – Oct 2012

Psychotherapy Practicum

MASTER'S LEVEL PRACTICUM/INTERNSHIP

The Centers for Families and Children, Cleveland, OH

May 2010 – May 2011

Psychotherapy Practicum/Internship

SUPERVISION EXPERIENCE

Counseling & Consultation Service, The Ohio State University, OH

Aug 2017 – July 2019

University of Missouri Counseling Center, MO

Aug 2016 – July 2017

Cleveland State University, OH

Jan 2014 – May 2014

SCHOLARSHIPS, HONORS, AND AWARDS

- Cleveland State University Dissertation Research Award (\$4,875)
- Ford Foundation Fellowship Honorable Mention – 2016 Dissertation Competition
- Cleveland State University Graduate Student Conference Travel Award (2012; 2013; 2014; 2016)
- Best Non-Empirical Graduate Student Poster at the 2012 OPA Poster Session
- Now & Then Participatory Action Research Recognition Award
- Golden Key National Honour Society; Alpha Kappa Delta; Psi Chi; University Honor's Program
- International Honor Society in Psychology; David Hill Honor's Scholarship
- New England Psychological Association's Honorary Undergraduate Scholar Award