

Curriculum Vitae
TIFFANY R. WILLIAMS

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

PEER-REVIEWED PUBLICATIONS (** = Graduate Student Contributor)

Williams, T. R., Swain, M. *, Jennings, D. *, Wyatt, W. *, & Roberts, T. * (under review). Unpacking the stress of 2020: Helping Black Americans cope with COVID-19, racism, and systemic trauma. *Journal of Black Psychology*.

Williams, T. R., Walker, T., & Wyatt, W. L.* (revised and resubmitted). Conceptualizing racism through a systemic trauma lens: Impacts on Black college students. *Journal of Psychotherapy Integration*.

Autin, K. A., **Williams, T. R.**, Allan, B. A., Herdt, M.* (under review). Decent work among people of color: The moderating role of critical consciousness. *The Counseling Psychologist*.

Williams, T.R. & Raney, S. (2020). Relational cultural supervision enhances the professional development of postdoctoral residents of color in Health Service Psychology. *Journal of Psychotherapy Integration*, 30, 140-146.

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 is built on a social justice framework that challenges disenfranchised systems and reveals sociopolitical and sociocultural barriers to accessing work, healthcare, and education for marginalized populations. My main research focus is to understand the work-life interface of individuals with intersecting oppressed identities to promote resilience and wellness. In terms of “work” I examine vocational psychology concepts as informed by contextual factors, racial or social injustice, or systemic barriers for racial and ethnic minority workers. As for “life” I have an interest in quality of life as informed by mental health and health disparities among stigmatized communities.

ACTIVE RESEARCH/WORKING PAPERS

Williams, T. R. & Erving, C. L. Black women’s experiences of systemic oppression (racial stress and gendered racial microaggressions) and effects on mental health (anxiety, depression, and traumatic stress. [Data collection]

Williams, T. R. & Erving, C. L. Black women’s experiences of systemic oppression and effects on self-esteem, resilience, and social support [Data collection]

Williams, T. R. & Lynch, E. Black students’ at HBCU’s experiences of COVID-19 pandemic climate and social distancing. [IRB proposal 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. [Manuscript preparation]

Williams, T. R. & Autin, K. A Psychology of Working investigation: The mediating effects of Blacks’ career adaptability and work volition on access to decent work. [Manuscript preparation]

TEACHING HISTORY

Tennessee State University , Nashville, TN	Aug 2019 – present
PSYC 7368: Doctoral Practicum	Spr 2021
PSYC 7750: Career Development: Theories, Methods, & Contemporary Issues	Spr 2021
PSYC 7730: Qualitative Research	Spr 2021
PSYC 7131: Advanced Independent Study II	Fall 2020
PSYC 5120: Techniques of Counseling & Interviewing	Fall 2020
PSYC 7557: Assessment, Theory, & Intervention in Supervision	Fall 2020
PSYC 7367: Doctoral Practicum	Fall 2020
PSYC 8097: Internship in Counseling Psychology	Sum 2020
PSYC 7368: Doctoral Practicum	Spr 2020
PSYC 7750: Career Development: Theories, Methods, & Contemporary Issues	Spr 2020
PSYC 5120: Techniques of Counseling & Interviewing	Fall 2019
PSYC 7557: Assessment, Theory, & Intervention in Supervision	Fall 2019

Northeast Ohio Medical University, Rootstown, OH

Sept 2014 – June 2015

MST1-10111: Foundations for Clinical Medicine I (Adjunct Instructor)

MST2-20211: Foundations for Clinical Medicine II (Adjunct Instructor)

Cleveland State University, Cleveland, OH

Aug 2012 – Aug 2015

CNS 650: Case Conceptualization and Treatment Planning (Adjunct Instructor)

CNS 623: Group Process and Practice Course (Teaching Assistant)

EDB 601: Teaching Assistant, Educational Research Course (Teaching Assistant)

EDU 802: Quantitative Research Course (Teaching Assistant)

FUNDING

Submitted Grant to Spencer Foundation

Dec 2020

- Title: *Navigating a Tumultuous Academic Journey at an HBCU: Black Students' Experience of COVID-19 and Social Distancing*
- Role: Co-Principal Investigator
- Amount: \$4,000
- Status: Writing Proposal

Submitted Grant to Spencer Foundation

June 2020

- Title: *Black Students' at HBCU's Experience of COVID-19 Pandemic Climate*
- Role: Co-Principal Investigator
- Amount: \$50,000
- Status: Not funded

SCHOLARSHIPS, HONORS, AND AWARDS

- The Ohio State University Professional Development Award (\$1,000)
- 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

NATIONAL PRESENTATIONS (* = Graduate Student Contributor)

Williams, T. R., Autin, K., & Roberts, T.* (2020; Withdrawn: COVID-19 Pandemic). *An investigation of Psychology of Working Theory among employed Blacks*. Poster was to be presented at the American Psychological Association's Convention, Washington, DC.

- Williams, T. R.,** Walker, T., Roberts, T.,* Nelson, T.* & Heckman, L.* (2020; Withdrawn: COVID-19 Pandemic). Racial stress and social media as predictors of Blacks' well-being. Poster was to be presented at the American Psychological Association's Convention, Washington, DC
- Wyatt, W.*, Jennings, D.*, & **Williams, T. R.** (2020; Withdrawn: COVID-19 Pandemic). *Post. Like. Follow. Tweet: The Black woman's shift on social media*. Roundtable was to be presented at the American Psychological Association's Convention, Washington, DC.
- Raney, S. & **Williams, T. R.** (2020, Conference Canceled: COVID-19 Pandemic). The benefits and challenges of racial/ethnic matching of client-therapist dyads. Roundtable was to be presented at the 2020 Counseling Psychology Conference, New Orleans, LA.
- Williams, T. R.,** Austin, C., & Davis, A. (2020, Conference Canceled: COVID-19 Pandemic). Hoop earrings and red lipstick: The socialization of shifting for women of color in the workplace. Roundtable was to be presented at the 2020 Counseling Psychology Conference, New Orleans, LA.
- Autin, K. A., **Williams, T. R.,** & Herdt, M.* (2020, Conference Canceled: COVID-19 Pandemic). *Psychology of Working: A liberation – based paradigm for a challenging era*. Symposium was to be presented at the 2020 Counseling Psychology Conference, New Orleans, LA.
- Williams, T. R.** & Fleming, A.* (2020, Conference Canceled: COVID-19 Pandemic). John Henryism and physical health: Supporting graduate women of color. Roundtable was to be presented at the 66th Southeastern Psychological Association Annual Meeting, New Orleans, LA.
- Williams, T. R.** & Wyatt, W.* (2020, Conference Canceled: COVID-19 Pandemic). Help wanted: The treatment of Blacks coping with systemic trauma. Roundtable was to be presented at the 66th Southeastern Psychological Association Annual Meeting, New Orleans, LA.
- 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.

REGIONAL PRESENTATIONS

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.

PAID RESEARCH EXPERIENCES

Northeast Ohio Applied Health (NOAH), Macedonia, OH July 2016 – July 2016
Qualitative Research Consultant

Cleveland State University, Cleveland, OH Spr 2012 – July 2016
Quantitative & Qualitative Research Assistant

PROFESSIONAL AFFILIATIONS, MEMBERSHIPS, AND SERVICE

APA Division 17: Society of Counseling Psychology ECP Committee 2020 – present
Committee Member

Ohio Psychological Association 2020 – present
Professional Member

Tennessee State University 2020 – present
Graduate Council: Psychology Coordinator
Faculty Search Committee

Southeast Psychological Association Annual Meeting 2019 – 2020
Program Review Committee

Southeast Psychological Association 2019 – 2020
Professional Member

2020 Counseling Psychology Conference 2019 – 2020
Program Committee

2019 National Multicultural Summit and Conference Program Review Committee	2018 – 2018
The Ohio State University Senior Staff Therapist Search Committee Psychology Intern Selection Committee	2018 – 2019
APA Convention; Division 45 Program Review Committee	2017 – present
2016 APA Division 45 Research Conference Program Review Committee	2016 – 2016
2016 Great Lakes Counseling Psychology Regional Conference Program Review Committee	2016 – 2016
APA: Division 35, Section 1 (Psychology of Black Women) Awards Committee Chair	2015 – 2018
American Psychological Association: Society of Counseling Psychology Awards and Recognition Special Task Group 2	2015 – 2015
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 Reviewer	2014 – present
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

LICENSURE

Licensed Psychologist-HSP	TN License#: 3695	Issued: Jan 2020	Expires: Jun 2022
Licensed Psychologist	OH License#: P.07908	Issued: July 2019	Expires: Dec 2020
Professional Counselor	OH License#: C.1000126	Issued: Aug 2011	Expires: Aug 2021

CLINICAL EMPLOYMENT

Imani Behavioral Health , Clarksville, TN <i>Licensed Psychologist-HSP</i>	Mar 2020 – present
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

PROVISION OF CLINICAL SUPERVISION

Imani Behavioral Health, TN	Aug 2020 – present
Counseling & Consultation Service, The Ohio State University, OH	Aug 2017 – July 2019
Counseling Center, University of Missouri, MO	Aug 2016 – July 2017
Cleveland State University, OH	Jan 2014 – May 2014

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

CLINICAL TRAINING EXPEREINCES

PRE-DOCTORAL PSYCHOLOGY APA-ACCREDITED INTERNSHIP

University of Missouri Counseling Center, Columbia, MO Aug 2016 – Aug 2017

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 PRACTICUME/INTERNSHIP

The Centers for Families and Children, Cleveland, OH May 2010 – May 2011
Psychotherapy Practicum/Internship