**MARIE S. HAMMOND, Ph.D.**

Professor, Psychology

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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.

**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.

ACADEMIC APPOINTMENTS

2003-present Department of Psychology, Tennessee State University, Nashville, Tennessee.

* 2020 – present *Professor & Distinguished Researcher*
* 2017 – present *Full Professor*
* 2008-2017 *Associate Professor*
* 2003-2008 *Assistant Professor*

1999-2003 *Adjunct Professor*, Psychology Department, The University of Tulsa, Tulsa, Oklahoma.

1997-1998 *Practicum Assistant*, Career Counseling Services, University of Missouri-Columbia, Columbia, Missouri.

1996-1997 *Graduate Instructor/Teaching Assistant*, Educational & Counseling Psychology, University of Missouri-Columbia, Columbia, Missouri.

1992 *Adjunct Instructor*, Psychology Department, William Woods University, Fulton, Missouri.

1987-1988 *Adjunct Instructor*, Psychology Department, Lincoln University, Jefferson City, Missouri.

1986-1988 City Colleges of Chicago, Karlsruhe, Federal Republic of Germany, Headquarters U.S. Armed Forces Europe, APO, New York.

* *Instructor*, Psychology Department
* *Site Coordinator/Field Representative* (institutional branch manager)

1984-1985 *Instructor/Institutional Researcher*, Department of Psychology Lincoln University, Jefferson City, Missouri

RESEARCH/CONSULTATION EXPERIENCE

1995-1996 *Research Assistant*, MU Partnership for Educational Renewal, University of Missouri-Columbia, Columbia, Missouri.

1992-1995 *Director, Institutional Research*, William Woods University, Fulton, Missouri.

1988-1990 *Research Analyst*, Division of Research, Missouri State Senate, Jefferson City, Missouri.

1985 *Supervisor, Testing & Assessment Division*, Missouri Department of Elementary and Secondary Education, Jefferson City, Missouri.

1984-1985 *Institutional Researcher/Instructor*, *Institutional Research*, Lincoln University, Jefferson City, Missouri

1981-1984 *Research Specialist*, Cooperative Research and Extension, Lincoln University, Jefferson City, Missouri. Role: Intervention designer & Data Analyst. 10-year, $1.5 million Minority Career Research Project, U.S. Department of Agriculture

EVALUATION EXPERIENCE

2015-2016 *Grant Evaluator*, TSU-NERVE Program, National Science Foundation

2014 *Reviewer*, Minority Evaluator Development Program, American Evaluation Association

2013-2016 *Grant Evaluator*, NIH MARC Program, Tennessee State University

2011-2015 *Grant Evaluator*, NSF TLSAMP Program, Tennessee State University

2013 *Grant Reviewer*, Tennessee Board of Regents Access & Diversity Grant Program

2012-2015 *Grant Evaluator*, USDA AFRI grant, Tennessee State University

2011-2015 *Grant Evaluator*, HRSA MCGEC, Meharry Medical College

2009-2012 *Grant Evaluator*, NSF Advance-Catalyst grant, Tennessee State University

2009-2011 *Grant Evaluator*, NSF URM grant, Tennessee State University

2008-2012 *Grant Evaluator*, NSF HBCU-UP grant, Tennessee State University

2008-2009 *Program Evaluator*, Center of Excellence in Learning Sciences

2008-2016 *Grant Reviewer*, National Science Foundation

2007-2011 *Grant Evaluation Consultant*, Center for Health Research

2007-2009 *Grant Evaluation Consultant*, Center for Service Learning & Civic Engagement

2007-2008 *Program Evaluation Consultant*, Freshman Orientation Program Committee

2006-2008 *Evaluation Consultant*, NCATE Re-accreditation Committee

2003-2004 *Internal Evaluator*, Counseling Psychology Concentration, Department of Psychology, Tennessee State University

1995-1998 *Evaluator/Owner*, Summit Information Services, Holts Summit, Missouri.

1987-1988 *Job Training Program Specialist I (Evaluator)*, Program Monitoring Unit, Missouri Division of Job Development and Training, Jefferson City, Missouri.

CLINICAL/CONSULTATION EXPERIENCE

2011-present *Vocational Psychologist/Consultant/Owner*, Center for Career & Work Issues, PLLC, Nashville, Tennessee

1999-2003 *Career Counselor/Staff Psychologist*, Career Counseling Center & Counseling & Psychological Services, The University of Tulsa, Tulsa, Oklahoma

1997-1998 *Coordinator*, Community Career Counseling Services, University of Missouri-Columbia, Columbia, Missouri.

1993-1998 *Counselor,* Career Planning & Placement Center, University of Missouri-Columbia, Columbia, Missouri.

1990-1993 *Director*, Career & Internship Development, William Woods University, Fulton, Missouri.

SUPERVISED TRAINING EXPERIENCE

1998-1999 *Psychology Intern*, Psychological Services, Salt Lake City Veterans Affairs Medical Center, Salt Lake City, Utah. (APA accredited Pre-doctoral Internship)

Spring, 1998 *Process Consultant Trainee*, Center for the Study of Organizational Change, University of Missouri-Columbia, Columbia, Missouri.

Spring, 1998 *Counseling Psychology Trainee*, Counseling Center, Parker Hall, University of Missouri-Columbia, Missouri.

Fall, 1997 *Psychology Trainee*, Chronic Pain Management Program, Harry S. Truman Veterans Hospital, Columbia, Missouri.

1996-1997 *Counseling Psychology Trainee*, Counseling Center, Parker Hall, University of Missouri-Columbia, Missouri.

Spring, 1995 *Counseling Psychology Trainee*, Community Career Services Program, University of Missouri-Columbia, Columbia, Missouri.

Fall, 1980 *Counselor Trainee*, Counseling Center, University of Missouri-Columbia, Columbia, Missouri.

Fall, 1980 *Structured Group Facilitator*, Psychology Department, University of Missouri-Columbia, Columbia, Missouri.

GRANT SPONSORSHIP

**EXTERNALLY FUNDED GRANT PROPOSALS IN PREPARATION OR UNDER REVIEW**

**Hammond, M. S**., (2024). *Understanding Black Transgender and Gender Expansive Student Persistence in STEM.* Role: PI. Three-year, $500,000 National Science Foundation EHU Core Research (ECR) grant proposal. [under review]

**Hammond, M.S.** (2024). *Extending the impact of NSF-funded research: A meta-analysis of STEM-focused research using Social Cognitive Career Theory. Role*: PI. Three-year, $400,000 National Science Foundation HBCU Excellence in Research grant proposal. [under review]

**EXTERNALLY FUNDED AWARDS**

**Hammond, M.S.** (2023). *Extending the impact of research using Social Cognitive Career Theory through meta-analysis and systematic review*. Role: PI. One-year, $99,999 National Science Foundation’s HBCU Excellence in Research Planning Grant. (#2332074)

**Hammond, M. S**., Broyles, T. W., & Martin, E. D. (2023). *Understanding faculty attitudes and skills in providing STEM career development, socialization, and professional development to African American STEM students*. Role: PI. Three-year, $349,991 National Science Foundation’s HBCU-UP Broadening Participation Research grant award. (#2306671)

**Hammond, M. S**., Broyles, T. W., & Martin, E. D. (2020). *Understanding the role of culture in an intervention to increase the persistence of African American STEM students*. Role: PI. Three-year, $349,968 National Science Foundation’s HBCU-UP Broadening Participation Research grant award. (#2011931)

**Hammond, M. S**., Hall, J., Hargrove, S., & Young-Seigler, A. C. (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)

**Hammond, M. S**., Hargrove, S., Hall, J., & Martin, E. D. (2016). *Career Commitment and Retention in STEM: Building the STEM Workforce*. Role: PI. Three-year, $350,000 National Science Foundation’s HBCU-UP Broadening Participation Research grant. (#1623145).

**Hammond, M. S**., Luke, C., Michael, T. & Hartwig, M. (2015). *Increasing retention and graduation in undergraduate students through attention to change processes*. Role: PI. 18-month, $40,000 grant funded by the TBR Faculty Research Grant program.

**Hammond, M. S**., Hayslett, W., & Hargrove, S. (2012). *Career Commitment and Retention in STEM: Building the STEM Workforce*. Role: PI. Three-year, $419,998 National Science Foundation’s HBCU-UP Broadening Participation Research grant. (#1238778).

Betz, N. S., **Hammond, M. S**., Multon, K. D. (2008). *Validation of the Work Values Inventory-Revised for African American college students*. Role: Co-PI. Donation of 600 copies of WVI-R scale for validation study.

**Hammond, M. S**., Oatis-Ballew, R., & Ault, L. (2008). *Personality Factors and Mental Health Problems: A Feasibility Study of Assessment Efficacy*. Role: 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.

**Hammond, M. S**. (2007). Project site under K. Favor’s *HBCU Evaluators Consortium Planning Proposal*. Role: Site PI. Two-year, $200,000, six institution collaboration in planning grant from the National Science Foundation of which Tennessee State University received $23,000. (#0748934)

**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.* Role: Site PI. Three-year, $500,000 National Science Foundation grant of which Tennessee State University received $57,514. Institutional Collaborators: University of Kansas & Arizona State University. (#0624720)

**INTERNALLY FUNDED GRANTS**

**Hammond, M.S.** (2022). *Non-Instructional Award* grant. Role: PI. Semester-long course releases (with full pay) from teaching and service activities to focus on research work. Tennessee State University, Nashville, Tennessee.

**Hammond, M. S**. (2014*). Mid-career Faculty Development Project*. Role: PI. Four-month, $16,500 Title III Faculty Development Grant subcontract to lead faculty team evaluating productivity development opportunity for mid-career faculty members. Tennessee State University, Nashville, Tennessee.

Uzzell-Baggett, K. & **Hammond, M. S**., & Guthrie, L. R. (2012). *Career Counseling for Success (Improving the retention and graduation rates of undecided students)*. Role: Co-PI. Five-year, $50,000 Title III grant subcontract, Tennessee State University, Nashville, Tennessee.

**Hammond, M. S**. (2010). *Race to the Top: Attitudes towards Mathematics in K-12 Teachers* (U.S. Department of Education). Role: 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. Tennessee State University, Nashville, Tennessee.

**Hammond, M. S**. (2007). *Personality Factors and Mental Health Problems: A Feasibility Study of Assessment Efficacy*. Role: PI. Three-month, $12,000 grant from the Tennessee State University’s Faculty Research Awards small grants program, Tennessee State University, Nashville, Tennessee.

**Hammond, M. S**. (2007). *Service-Learning Course Conversion: PSYC 5270 Vocational Theories and Testing*. Role: PI. Three-month, $1,000 U.S. Housing and Urban Development Historically Black Colleges and Universities Program, Service-Learning Grant Program, Tennessee State University, Nashville, Tennessee.

**Hammond, M. S**. (2005). *The relationship between Super’s Lifespan model of career development and the Stages of Change*. Role: PI. Six-month, $6,500 Title III Summer Research Grants, College of Education, Tennessee State University, Nashville, Tennessee.

**Hammond, M. S**. (2004). *A re-validation of the Career Assessment Diagnostic Inventory using a non-Texas based sample*. Role: PI. Seven-month, $3,000 Title III Summer Research Grants, College of Education, Tennessee State University, Nashville, Tennessee.

**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*. Role: PI. Seven-month, $3,000 Title III Summer Research Grants, College of Education, Tennessee State University, Nashville, Tennessee.

**Hammond, M. S**. (2001). *Baseline career development level of entering freshmen.* Role: PI. One year, $600 assessment grant from the University-wide Assessment Committee, University of Tulsa, Tulsa, Oklahoma.

**Hammond, M. S.** (2001). *Baseline career development level of entering freshmen*. Role: PI. One year, $600 printing grant from the Career Services Office, University of Tulsa, Tulsa, Oklahoma.

SCHOLARSHIP (\* indicates “empirical”; student names italicized)

**BOOKS & CHAPTERS**

**Hammond, M. S.** & Brady-Amoon, P. (2022). *Building Your Career in Psychology*. Routledge. ISBN 9780367274993.

**Hammond, M. S.**, *Berman, A. B*., Reid, A. M., *Oyeteju M. O., & Kettelhake, M.* (2021). STEM-related career development of Immigrant and International college students at an Historically Black University (26-55). In J. Keengwe & K. Kungu (Eds.), *Handbook of Research on Immigrant Career Development Practices*. Hershey, PA: IGI Global.

**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

**Hammond, M. S.** (2005). 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

**Hammond, M. S**. (2005). 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

**Hammond, M. S**. (2005). 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

**PEER-REVIEWED PUBLICATIONS**

Kerr, B.A., Long, H., Multon, K.D., Kurpius, S. E. & Hammond, M.S. (2024, September 5). Beyond Self-Efficacy: How Gender Relations, Privilege, and Achievement Predict Persistence and Aspirations of College Women in STEM. [submitted – International Journal of STEM Education (STEM-D-24-00073)

Björnsdóttir, M.D., Einarsdóttir, S., Arnkelsson, G.B., **Hammond, M.S**., & Lenz, J.G. (2024). Short- and Long-Term Outcomes of Career Interventions for Upper Secondary Students in Iceland. *Nordic Journal of Transitions, Careers and Guidance, 5*(1), pp. 137–151. DOI: https://doi.org/10.16993/njtcg.94

\**Strate, L.,* Michael, T., & **Hammond, M.S**. (2023). Vocational identity and career decision-making in college students: A path analysis of early childhood attachment, gender, age, and socioeconomic status. *COUNS-EDU: The International Journal of Counseling and Education 8*(1), 45-53. https://doi.org/10.23916/0020230842010

\***Hammond, M.S.,** Girresch-Ward, S., Rochester, N., Lehmann, J.S., Leachman, R., Kepley, L.N., Roberts, T.N. (2023). *Validating the Engineering Fields Questionnaire for use with African American Science, Technology, Engineering, and Mathematics Students*. *Journal of Career Assessment, 32*(3), 482-503.

\**Roberts, T. N*., **Hammond, M. S**., Morrison, M. M., Williams, T., Lynch, E. M., & Young-Seigler, A. C. (2023). Decent work and mental health during the COVID-19 pandemic: The case of un/underemployed workers. *Swiss Psychology Open*, 3(1), 6, 1-18. https://doi.org/10.5334/spo.43.

\**Audette, L.M., Johnson, K.A*., **Hammond, M.S**., *Lehmann, J.S., & Oyeteju, M*. (2022). Merging Complex or Divergent Datasets using SPSS: A Method and Tutorial. *Graduate Student Journal of Psychology, 19*, 5-14. https://doi.org/10.52214/gsjp.v19i.10033

**Hammond, M. S**., Brady-Amoon, P., & Greene, R. L. (2022). Best practices for engaging diverse students in career development in psychology. In H. Scherschel & D. S. Rudmann (Eds.) *Teaching tips: A compendium of conference presentations on teaching*, 2021-22 (pp. 133-135). Society for the Teaching of Psychology. <http://teachpsych.org/ebooks/teachingtips7>

\**Smith, C. K*., Young-Seigler, A. C., Martin, E. D., *Capretto, J. J*., & **Hammond, M. S.** (2021). Retaining Underrepresented Students in Biology: Outcomes of a Culturally Responsive Intervention on Perceptions of Supports and Barriers. *Journal of Women & Minorities in Science and Engineering**, 27*(6), 1-20. DOI: 10.1615/JWomenMinorScienEng.2021034959

\**McKoy, T. L*., Beane, C. D., *Oyeteju, M. O*., **Hammond, M. S**., & Hargrove, S. K. (2020). Persistence of African American Females in Engineering: The Mathematics Identity Factor. *Urban Education Research & Policy Annuals (UERPA*), 7(1), 68-79.

**Hammond, M. S.** & Brady-Amoon, P. (2020). Dominant contexts, institutional cultures, and individual differences. In S. Baker (Ed.), *Teaching tips: A compendium of conference presentations on teaching* (pp. 106-109). Society for the Teaching of Psychology. <http://teachpsych.org/ebooks/teachingtips4>

\**Audette, L. M*., **Hammond, M. S**., & *Rochester, N*. (2019). Methodological Issues with Coding Participants in Anonymous Psychological Longitudinal Studies. *Educational and Psychological Measurement, 80*(1), 163-185. https://doi.org/10.1177/0013164419843576

\**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

\***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.

\***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)

**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

**Hammond, M. S.** (2014, April). Helping Clients Change: The Stages of Change Model and Career Development Work. *NCDA Career Convergence* (online professional magazine).

\***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

\*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

**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

\***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. 117/10690727209354201

\***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, 1* (3), 266-275. DOI: 10.1177/1069072710364792

**Hammond, M. S**. (2009). Program Planning. In B.T. Erford (ed.), *The ACA Encyclopedia of Counseling*. Alexandria, VA: American Counseling Association.

**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.

**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.

\**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. 1177/1069072706 298020

\*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

**Hammond, M. S.** (2001). 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

**Hammond, M. S**. (2001). 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 IN REVISION & PREPARATION**

Girresch-Ward, S., Hammond, M.S., McKoy, T.N., Rochester, N.K., Lehmann, J.S., Kepley, L.N., McCall, G.L., & Jackson, O.N. (2023, November 11). Validating the Supports and Barriers Scales of the Engineering Fields Questionnaire for use with African American undergraduate STEM Students at an HBCU. [submitted]

\***Hammond, M. S**., Temple, R.A., Smith, C. K., *Lehmann, J.S.,* Brady-Amoon, P., *Leachman, R.S., Idrizi, K., & Zalazar-Correa, A*. (2023*)* *The evolving career development of diverse graduate students: perspectives for research and practice*. [in revision – splitting into two]

Hammond, M. S., Michael, T., Luke, C., **Lehmann, J. S.**, Hamilton, L. L. P., Foster, S., & Mastin, T. (2019). At-risk, underrepresented students’ decision to withdraw: Effects of personality, career, and developmental factors on intent to return [Unpublished manuscript]. Department of Psychological Sciences & Counseling, Tennessee State University.

\*Young-Seigler, A., Broyles, T.W., **Hammond, M.S**., Martin, E.D., Reid, A., Schumaker, R., Lehmann, J.S., & Kepley, L. (2023). *Differences among post-secondary students in natural sciences in applied vs. basic programs at an HBCU*. (manuscript in preparation]

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

\*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)**

**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.

**Hammond, M. S**. (2012). *Tennessee State University Alumni Satisfaction Survey Analysis*. Office of Institutional Planning and Assessment, Tennessee State University, Nashville, TN.

**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.

**Hammond, M. S**. (2003). *Career development patterns of University of Tulsa freshmen: Report to the university assessment committee*. The University of Tulsa, Tulsa, Oklahoma.

**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.

**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.

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

**INVITED PRESENTATIONS, CE WORKSHOPS, COLLOQUIA & SYMPOSIA CHAIR (\* indicates “empirical”)**

**Hammond, M.S.** (2023, November 8). American Psychological Association Format. Webinar presented to the faculty & graduate students at Tennessee State University, Nashville, TN, United State.

**Hammond, M.S**., *Lehman, S., & McClintick, K*. (2023, October 23). *Workplace influences on and contributions to employee psychological functioning: Etiology and Interventions*. Continuing Education Workshop presented at the Tennessee Psychological Association Conference, Nashville, TN, United States.

**Hammond, M.S.** (2023, May 15). *Quantitatively Speaking*. Sponsored by the Tennessee State University’s Research & Sponsored Programs office. Workshop presented to the participants in the TSU 2023 Summer Writing Retreat, Tennessee State University, Nashville, TN, United States.

Brown, C. & **Hammond, M.S**. (2023, April 21). *Building Your Publication Portfolio: Making Progress*. Workshop sponsored by the Center for Prevention Research to the faculty members at Tennessee State University, Nashville, TN, United States.

Mata-Gonzalez, R., Charlesworth, D.D., Newman, B., **Hammond, M.S**., & Quick, Q.A. (2023, March 23). *Article-style theses and dissertations* [Panel discussion]. M. Millet (moderator). Sponsored by the School of Graduate & Professional Studies, Tennessee State University, Nashville, Tennessee, United States.

**Hammond, M.S.** & Brady-Amoon, P. (2023, January 27). *Best practices for increasing retention of diverse students in psychology through career development*. Continuing Education Workshop sponsored by the American Psychological Association’s Continuing Education in Psychology program.

**Hammond, M.S.** (2022, May 6).Moving a Program of Research Forward: Strategic Funding Planning. In *Moving Beyond HBCU-UP* [Panel Session]. QEM/NSF Virtual Workshop entitled: Leveraging your Success: Research Beyond the HBCU-UP Program, Washington, D.C., United States.

**Hammond, M. S.** (2020). *Counseling Psychology and Vocational Psychology: etiology and problem-solving* [Conference session]. Division 17 (APA) Fellows Talk. American Psychological Association Annual Convention, Washington, D.C., United States.

**Hammond, M. S.** (2019, April 30). *Applications of Structural Equation Modeling to Culturally Competent Research* [Colloquium]. Department of Psychology, Tennessee State University, Nashville, TN, United States.

\***Hammond, M. S.** (2018, October 18). *Changing the face of science: Retaining African American students in STEM* [Colloquium]. College of Education, University of Alabama-Tuscaloosa, Tuscaloosa, AL, United States.

**Hammond, M. S.** (2018, September 26). *Conducting culturally competent research* [Colloquium]. Department of Psychology, Tennessee State University, Nashville, TN, United States.

\***Hammond, M. S.**., Riegle-Crumb, & Shifrer, D. (Co-chairs). (2017, September 25). *STEM Workforce Diversity* [Roundtable]. NSF ECR PI Convening Meeting, Alexandria, VA, United States.

\***Hammond, M. S.** & Hughley, J. (2017, September 26). *Development and persistence in STEM careers and career tracks* [Invited Expertise Exchange]. NSF ECR PI Convening Meeting, Alexandria, VA, United States.

\*Wilkins-Yel, K. G., Bernstein, B. B., Flores, L., Byars-Winston, A. & **Hammond, M. S.** (2017, August 3-6). *Women of Color in STEM: Promoting academic and career persistence through an increased understanding of the influence of the race-gender intersectionality* [Roundtable]. American Psychological Association Annual Convention, Washington, D.C., U.S.

**Hammond, M. S.** (Chair). (2013, June 20). *Adulthood and career construction*. [Symposium]. Life Designing and Career Counseling Conference, Padua, Italy.

**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.

**Hammond, M. S.** (2011, November 6). *Building policy on a strong foundation: Culturally Competent Evaluation in the Service of Social Justice and the Greater Good* [Conference session]. Biennial Conference of the Society for Vocational Psychology, “Forging Career Policy for the Greater Good", Boston MA, United States.

**Hammond, M. S.** (2011, March 15). *The future of mental health services: Evidence-based treatment, practice in psychology and program/service evaluation* [Conference session]. 7th annual Psychology Department Research Day, Tennessee State University, Nashville, TN, United States.

**Hammond, M. S.** & Campbell, J. L. (2010, June 14)*. Capacity Building in Evaluation: Developing an HBCU Collaboration for Understanding Student Mental Health Concerns at HBCUs* [Workshop]. American Evaluation Association/Centers for Disease Control Summer Institute, Atlanta, GA, United States.

\***Hammond, M. S.** (2008, November 11). *Personality, Symptoms, & Race* [Colloquium]. College of Education, Tennessee State University, Nashville, TN, United States.

**Hammond, M. S.** (2008, January). *Reviewing Journal Articles* [Colloquium]. College of Education Faculty as part of training for new reviewers to the College’s online journal, Tennessee State University, Nashville, TN, United States.

\***Hammond, M. S.** (2006, January 27). *Personality: Influences on resilience, coping and presenting symptoms* [Colloquium]. Center for Health Research, Tennessee State University, Nashville, TN, United States.

**Hammond, M. S.** (2002, April 5). *Ethics and Internet Career Counseling* [Conference session]. Career Guidance Network of Oklahoma Spring Conference, Oklahoma City, OK, United States.

**INTERNATIONAL REFEREED PRESENTATIONS**

**Hammond, M. S.**, *Rochester, N.,* & *Audette, L.M*. (2018, June 30). *Best Practices: Examining Methodological Issues Coding Participants in Anonymous Psychological Longitudinal Studies* [Paper presentation]. International Congress of Applied Psychology, Montreal, Canada.

\**McKoy, T*., **Hammond, M. S.**, & Armwood, C. (2017, March 2-5). *Persistence of African American Females in Engineering: The Identity Factor* [Paper presentation]. American Society for Engineering Education (Zone II) Conference, San Juan, Puerto Rico.

Armwood, C., *McKoy, T.,* & **Hammond, M. S.** (2017, March 5). A survey of the role career & professional development practices impact graduate in Engineering & Science Education [Paper presentation]. American Society for Engineering Education (Zone II) Conference, San Juan, Puerto Rico.

\*Hurst, C. & **Hammond, M. S.** (2015, September 3). *Developing a measure of Coping with Career Plateaus* [Paper presentation]. Annual Irish Academy of Management Conference, Dublin, Ireland.

\***Hammond, M. S.** & *Scott, A*. (2014, July 16). *The Career Development of Graduate Students: Into the Establishment Stage* [Paper presentation]. Society for Vocational Psychology Biennial Conference, Coimbra, Portugal.

**Hammond, M. S.** & Brady-Amoon, M. (2014, July 9*). Intersectionality and multidimensionality of identity: Implications for well-being and development in women* [Paper presentation]. International Congress of Applied Psychology, Paris, France.

Brady-Amoon, P. & **Hammond, M. S.** (2014, July 13). *Women’s midlife career transitions: Barriers, risks, and opportunities* [Paper presentation]. International Congress of Applied Psychology, Paris, France.

\***Hammond, M. S.** (2013, June 20-23). *Hope and the Tripartite Model of Career Indecision: Exploring the relationship between career indecision and hope* [Paper presentation]. International Conference on Life Design and Career Counseling, Padova, Italy.

\***Hammond, M. S.** (2013, June 22). *Hope and the career development of African American STEM students* [Paper presentation]. International Conference on Life Design and Career Counseling, Padova, Italy.

\*Husaini, B.A., **Hammond, M. S.**, Hull, P., *Novotny, M.,* Cain, V., Samad, Z., Sampson, U., et al. (2011, July 8-10). *Role of depression in stroke: An analysis of stroke-related hospitalization cost of 17,010 Tennessee patients in 2008 by race & sex* [Poster presentation]. Annual Conference of the International Society of Hypertension in Blacks (ISHIB), Boston, MA, United States.

\*Kerr, B.A., Multon, K.D., *Syme, M. Fray, N.,* **Hammond, M. S.**, Kurpius, S., *Owens, R*., & *Ackerman, C*. (2008, March 8). *Development of the Distance from Privilege Measure* [Poster presentation]. International Counseling Psychology Conference, Chicago, IL, United States.

\**Johnson, D., Vargas, C.,* Multon, K.D., & **Hammond, M. S.** (2008, March 7). *A Comparison of the Career Aspirations of African American College Students at an Historically Black University and a Predominantly White Institution* [Poster presentation] International Counseling Psychology Conference, Chicago, IL, United States.

\***Hammond, M. S.**, *Singleton-Deams, P.R.,* & *Walker, S*. (2005, June 3). *Stages of Change in Career Counseling: A comparison of two instrument validation techniques* [Poster presentation]. Society for Vocational Psychology, Vancouver, British Columbia, Canada.

**Hammond, M. S.** (Chair). (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.

\***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.

**NATIONAL-LEVEL REFEREED PRESENTATIONS**

Brady-Amoon, P., Hammond, M.S., Quiroz, K., & Crofts, F. (2025). *What happens at midlife? Definitions and clarifications*. Poster proposal accepted for presentation at the American Psychological Association’s Annual Convention.

Ashari, S. & Hammond, M.S. (2025, January 7). *Navigating Trauma at the Crossroads of Culture, Race, and Identity in Immigrant Communities*. Poster presentation submitted for presentation at the American Psychological Association’s Annual Convention. [under review]

Hammond, M.S., Broyles T.W., Martin, E.D., Parthasarathy, R., Lehmann, J.S., & Kepley, L.N. (2025, April 9). Faculty Career Advising Attitudes Scale: Development & Validation. Poster accepted for presentation at the annual HBCU-UP 2025 NSF HBCU-UP Principal Investigators’ meeting, Leesburg, VA, United States.

Echeverry, C., Hammond M.S., & Rappaport, B., (2024, October). *Latinx, Afro-Latinx, and Caribbean Immigrants Mental Health.* Poster presented at the Latinx Psychological Association Conference, San Juan, Puerto Rico.

Oatis-Ballew, R. (Chair), Lynch, E., Campbell, J.L., Webb, T., **Hammond, M. S.**., Williams, T., & Rappaport, B. (2022, August). *I Hear a Symphony: Education and Training Focused Upon Diversity, Inclusion, and Social Justice* [symposium]. American Psychological Association Annual Convention, Minneapolis, MN, USA, United States.

**Hammond, M. S.**, Brady-Amoon, P., & Greene, R. (2021, October 14-16). *Best practices for engaging diverse students in career development in psychology* [Symposium session]. Society for Teaching’s Annual Conference on Teaching, Louisville, KY, United States.

Oatis-Ballew, R., Lynch, E., Campbell, J.L., Webb, T., **Hammond, M. S.**., Williams, T., & Rappaport, B. (2021, September). Climate & Community Building in Counseling Psychology Training Programs. Council of Counseling Psychology Training Programs (virtual).

*Hamilton-Robinson, L., Muwele, C*. & **Hammond, M. S.** (2021, August 12-15). *Nashville are you OK? A Tornado, COVID-19, Isolation, the Christmas bomb* [Symposium session]. American Psychological Association Annual Convention (virtual).

Brady-Amoon, P. & **Hammond, M. S.** (2021, August 12-15). Leveraging psychology faculty’s scientific foundation: Using data to promote social justice at multiple levels [Symposium session]. K. Keefe-Cooperman (Chair), *Teaching diversity: Using data in context to promote social justice*. American Psychological Association Annual Convention (virtual).

\**McKoy, T.L.,* **Hammond, M. S.,** & Bryan, K. (2020, August 12-15). *A Place For Us? - African American Female Engineering Students' Sense of Belonging at an HBCU*. [Poster presentation]. Annual Convention of the American Psychological Association, Washington, D.C., United States (virtual).

Brady-Amoon, M. & **Hammond, M. S.** (2020, August12-15). Promoting cultural competence and ally development through teaching, advisement, and mentoring. [Symposium session]. T. Ling (Chair), *Liberating diversity in teaching: Using identity to change the invisible landscape*. American Psychological Association Annual Convention, Washington, DC, United States (virtual).

**Hammond, M. S.** (2020 April 2-5). *Exploring the contribution of Vocational Psychology to integrated health care* [Paper presentation]. Society for Counseling Psychology Conference (cancelled due to COVID-19), New Orleans, LA, United States.

\*Brady-Amoon, M. & **Hammond, M. S.** (2020, April 4). *Differential academic career trajectories: The effect of age, institutional status, gender, race/ethnicity, and personal/family status* [Poster presentation]. Society for Counseling Psychology Conference (cancelled due to COVID-19), New Orleans, LA, United States.

\**White, G.D., Derisse, M.P., Patel, P.S.*, **Hammond, M. S.**, Reid, A., Broyles, T. W., Young-Seigler, A. C., Martin, E. D, & Dumenyo, C. K. (2020, April 2-5). *Examining the effect of socioeconomic status and gender on coping efficacy among students* [Poster presentation]. Society for Counseling Psychology Conference (cancelled due to COVID-19), New Orleans, LA, United States.

\**Simpson, I., Oyeteju, M. Audette, L.M.,* **Hammond, M. S.**., Luke, C., & Michael, T. (2020 April 2-5). *An exploration of psychological constructs and their impact on underrepresented STEM college students’ intent to return* [Poster presentation]. Society for Counseling Psychology Conference (cancelled due to COVID-19), New Orleans, LA, United States.

\*Broyles, T. W., Reid, A. M., **Hammond, M. S.**& Martin, E. D. (2019 December 9). *Agricultural Science Student Success and Retention: Developing Students for Successful Agricultural Careers* [Paper presentation]. 77th Professional Agricultural Workers Conference, Tuskegee, AL, 77th Professional Agricultural Workers Conference.

Brady-Amoon, P. & **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.

**Hammond, M. S**. & Brady-Amoon, M. (2019, August). Dominant contexts, institutional cultures, & individual differences. Presentation as part of a collaborative symposium. [Symposium session]. K. Keefe-Cooperman (Chair), *From lip service to action: A systems approach to transcending resistance in teaching diversity.* American Psychological Association Annual Convention, Chicago, IL, August 10, 2019.

\**Audette, L*., **Hammond, M. S**., & *Johnson, K.A.* (2018, August). Combining Datasets in SPSS - An Experimental Study. [Paper presentation]. American Psychological Association Annual Convention, San Francisco, United States.

\***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 presentation]. The Society for Vocational Psychology’s 13th Biennial Conference, Scottsdale, Arizona, United States.

**Hammond, M. S.** (2018, March). Career Development: Vocational Psychology’s contribution to college student retention and persistence. [Paper presentation]. M.S. Hammond (Chair) *Theory-to-Practice: Using Research-Based Intervention to Enhance STEM Student Persistence and Engagement.* 83rd Annual Conference of the Association of Social and Behavioral Scientists, Inc., Nashville, Tennessee, United States.

**Hammond, M. S**., Martin, E. D., 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 presentation]. The National Science Foundation’s HBCU-UP/CREST PI/PD meeting, Alexandria, Virginia, United States.

\**McKoy, T*., King Wilkes, B., Beane, C., Hargrove, S. K., & **Hammond, M. S.** (2017, November). Psychological Retention Factors of African American Engineering Students at an HBU. [Paper presentation]. The National Symposium on Student Retention, Destin, Florida, United States.

\***Hammond, M. S**. & Turner, S. (2017, August). Factors Predicting College Major Decidedness in a Diverse Sample: Decision Factors & Problem Solving. [Poster presentation]. American Psychological Association Annual Convention, Washington, DC, United States

Turner, S., **Hammond, M. S**., & Lapan, R.T. (2017, June). Promoting the Participation of Women & Minorities in Science, Technology, Engineering, & Math (STEM). [Roundtable presentation]. The National Career Development Association Annual Conference, Orlando, Florida, United States.

**Hammond, M. S.** (2017, February). Career Commitment and Retention in STEM. [Poster presentation]. The National Science Foundation HBCU-UP/CREST PI/PD meeting, Alexandria, Virginia, United States.

\***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 presentation]. The National Science Foundation HBCU-UP/CREST PI/PD meeting, Alexandria, Virginia, United States.

\***Hammond, M. S.,** Hargrove, S. K., Hall, J., Martin, E. D., 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 presentation]. The Biennial Conference of the Society of Vocational Psychology, Tallahassee, Florida, United States.

\***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 presentation]. The Biennial Conference of the Society of Vocational Psychology, Tallahassee, Florida, United States.

\***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 presentation]. The Biennial Conference of the Society of Vocational Psychology, Tallahassee, Florida, United States.

\**Smith, C.K,* & **Hammond, M. S.** (2016, May). Community and Career: A Recursive Relationship Among Social Class, Privilege, Power and Work Values. [Paper presentation]. The Biennial Conference of the Society of Vocational Psychology, Tallahassee, Florida, United States.

\**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 presentation]. Annual Convention of the American Psychological Association, Washington, D.C., United States.

\**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 presentation]. Annual Convention of the American Psychological Association, Washington, D.C., United States.

\**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 presentation]. Annual Convention of the American Psychological Association, Washington, D.C., United States.

\**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 presentation]. Annual Convention of the American Psychological Association, Washington, D.C., United States.

\**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 presentation]. American College Personnel Association Conference, Indianapolis, Indiana, United States.

Brady-Amoon, M. & **Hammond, M. S.** (2014, March). Midlife Career Changers: Are we neglecting age? [Roundtable presentation]. The Society for Counseling Psychology Conference, Atlanta, Georgia, United States.

**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]. Annual Convention of the American Psychological Association, Honolulu, Hawai’i, United States. (Low enrollment affected implementation.)

\**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 presentation]. Annual Convention of the American Psychological Association, Honolulu, Hawai’i, United States.

\**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 presentation]. Annual Convention of the American Psychological Association, Honolulu, Hawai’i, United States.

\**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 presentation]. Annual Convention of the American Psychological Association, Honolulu, Hawai’i, United States.

\**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 presentation]. Annual Convention of the American Psychological Association, Honolulu, Hawai’i, United States.

**Hammond, M. S.** (2013, March). STEAM Student Success and Retention: Incorporating Theory and Research-based Interventions. [Paper presentation]. Thurgood Marshall College Fund Member Universities Professional Institute on Improving Retention, Graduation & Career Readiness in STEAM (Science, Technology, Engineering, Agriculture, and Mathematics), New Orleans, Louisiana, United States.

Solberg, S. & **Hammond, M. S.** (2012, August). Developing Multi-institutional Research Collaborations: Raising the profile of Counseling Psychology. [Roundtable]. Annual Convention of the American Psychological Association, Orlando, Florida, United States.

\**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]. Annual Convention of the American Psychological Association, Orlando, Florida, United States.

\***Hammond, M. S.** & *Pitts, A.* (2011, August). Intersection of culture, work, identity development, and career choice. [Symposium session]. M.S. Hammond (chair), *Women in Transition: A Feminist Approach to Career and Relational Identity*. American Psychological Association, Washington, DC, United States.

\***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.

\*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.

\**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.

\***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.

\**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.

\***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.

\*Kerr, B. A., Multon, K. D., 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.

**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.

\*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.

\**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.

\*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.

**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.

\***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.

Knox, P.L, Guthrie, L.R., **Hammond, M. S.,** Ascençao, 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.

\***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.

\*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.

\***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.

\*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.

\***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.

**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.

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.

\**Humphrey, C.F., Bengstsson, 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.

\***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.

**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**

\*Carter, J. & Hammond, M.S. (2025). *Somatic Theory in Motion: Exploring Movement Therapy for BIPOC Women*. Conversation hour proposal accepted for presentation at the Annual Southeastern Psychological Association Convention, Atlanta, GA.

\**Swain, M., Simpson, I., White, G.,* **Hammond, M. S**., Broyles, T. W., Martin, E. D., Young-Seigler, A. C., & Dumenyo, C. D. (2020). Gender Differences in Perceived Supports & Barriers in STEM Persistence. Poster presentation (cancelled due to COVID-19). 2020 Southeastern Psychological Association Conference, New Orleans, LA, April 1-4, 2020.

\**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.

*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 TN, United States.

\**Temple, R.A.* & **Hammond, M. S.** (2006, May 29-30). The career development of graduate students: Into the establishment stage? Poster presented at the Great Lakes Regional Conference, West Lafayette, IN, United States.

\**Deams, P.R*., **Hammond, M. S**., *Holdsclaw, C., Stevens, F.L.*, & *Temple, R.A.* (2006, May 29-30). How many factors does it take? Applying a trait measure of Emotional Intelligence to college students. Poster presented at the Great Lakes Regional Conference, West Lafayette, IN, United States.

\***Hammond, M. S**., *Singleton-Deams, P., Holdsclaw, C.* (2005, April 7-9). Emotional intelligence and the career development of minority college students. Poster presented at the annual conference of the Southeastern Psychological Association, Nashville, TN, United States.

\***Hammond, M. S**., *Walker, S.,* & *Singleton-Deams, P.R.* (2005, April 2-3). Differences between minority and non-minority career development. Paper presented at the Great Lakes Regional Conference, Bloomington, IN, United States.

**Hammond, M. S**. (2003, April 3-4). Stages of Change: Implications for Career Development and Interventions [Paper]. University of Missouri-Columbia’s 50 Years of Accreditation Conference, Columbia, MO, United States.

**Hammond, M. S.** (2000, February). Career centers and need assessments: Getting the information you need to increase your success [Paper]. National Career Center Conference for the Millennium, Columbia, MO, United States.

\***Hammond, M. S.** (2000, February). Personality & Career Counseling: the Five-Factor Model [Poster]. The Millennial National Career Center Conference, Columbia, MO, United States.

**Hammond, M. S.** (1997, February). Personality & Career Counseling: A new look at the core of our work [Poster]. 7th annual National Career Center Conference, Columbia, MO, United States.

 **STATE/LOCAL REFEREED PRESENTATIONS**

\**Roberts, T. N*., **Hammond, M. S**., Morrison, M. M., Williams, T. R., Lynch, E. M, & Young-Seigler, A. C. (2021, November 4). Mental Health and Coping During the COVID-19 Pandemic: The case of un/underemployed workers [Poster]. Annual Tennessee Psychological Association Meeting, Nashville, TN, United States.

**Hammond, M. S.**, *Armstrong, A., Hall, D.,* & *Newman, J.* (2012, November 2). Using Research Teams to Facilitate Research Self-Efficacy [Workshop]. Psychology Educators of Tennessee Fall Conference, Murfreesboro, TN, United States.

\***Hammond, M. S**. (2012, January 19). Exploring Barriers to Vocational Identity Development [Colloquium]. Arizona State University, Tempe, AZ, United States.

\***Hammond, M. S**. (2009). Personality & Mental Health Symptoms: A Pilot Study. Presentation to the staff of Centerstone Community Mental Health Center, Nashville, TN, United States.

**Dekutoski, M.S**. (1982, November). Minorities in Agribusiness - Affecting Interest in Career Choice [Paper] Missouri Personnel and Guidance Association Convention, Columbia, Missouri, United States.

INTERNATIONAL EXPERIENCE

**COUNTRIES:**

Ecuador, France, Germany, Iceland, Italy, Mexico, and Portugal

**LANGUAGES:**

English (native), Spanish (Working Knowledge), German (Basic Knowledge), French (Basic Knowledge)

AWARDS, HONORS, RECOGNITIONS

**HONOR SOCIETY MEMBERSHIP**

Psi Chi (Psychology Honor Society, elected – 2005)

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

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

ARETE (Collegiate Honor Society, elected 1977)

**AWARDS, RECOGNITIONS AND HONORS**

T.I.G.E.R. Award for research efforts and achievements, sponsored by the TSU Research & Sponsored Programs Office (4/7/2023)

Council of Counseling Psychology Training Program’s (CCPTP) SCAID Program Award for “Excellence in Promoting Advocacy, Inclusion, & Diversity (2021)

Distinguished Researcher Award (Department of Psychology, TSU, March 2020)

Division 17 Fellow, American Psychological Association (August 2019)

American Psychological Association (APA) Suinn Minority Achievement Program Award (2019)

APA Advanced Training Institute Awardee (SEM in Longitudinal Research, 2018)

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

$1 Million Dollar Club Inductee (recipient of a single grant of at least $1 million)

Researcher Professional Development Award (Tennessee Board of Regents - 2016, $3,000 honorarium; 2012, $2,500 honorarium)

Faculty Researcher Development Award (Tennessee State University - 2016, $4,800 honorarium; 2010, $1,500 honorarium; 2008, $1,500 honorarium)

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)

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

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 (academic excellence in Spanish, 1977)

LICENSES & CERTIFICATIONS

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

PROFESSIONAL AFFILIATIONS

American Educational Research Association:

- Division D – Measurement & Research Methodologies

- Division E – Counseling & Human Development

American Psychological Association:

- Division 5 – Quantitative & Qualitative Methods

- Division 13 – Consulting Psychology

- Division 17 - Counseling Psychology

- Society for Vocational Psychology

- Division 45 - Society for the Psychological Study of Culture, Ethnicity & Race

American Evaluation Association:

- Multiethnic Issues in Evaluation Topical Interest Group

- Teaching of Evaluation Topical Interest Group

International Association of Applied Psychology

- Division 1 – Work & Organizational Psychology

- Division 2 – Psychological Assessment & Evaluation

- Division 16 – Counseling Psychology

National Career Development Association:

* Tennessee Career Development Association (Charter Member)

GRADUATE DISSERTATION/THESIS COMMITTEES

**DISSERTATIONS CHAIRED AT TSU (by stage/year student graduated)**

Lehmann, Jenna. (late stage). *Development and validation of the Negative Attitudes Toward Nonbinary Individuals Scale*. (Ph.D., Counseling Psychology).

Gao, Fanchen. (late stage). *The Impact of Supervisor Cultural Humility on The Supervisory Working Alliance: Perspectives from International Trainees and Their Supervisors*. (Ph.D., Counseling Psychology).

Hamilton., Lakeisha. (2024). *Factors that Impact African American Males’ Attitudes Towards Career Counseling* (Ph.D., Counseling Psychology).

Elizabetta, Sarah. (2024). *Trauma & Disordered Eating in African American Women*. (Ph.D., Counseling Psychology).

In Hye “Claire” Jang. (2024). *COVID-19 Racism & East Asian Mental Health: Roles of Acculturation and Social Support.* (Ph.D., Counseling Psychology).

Oyeteju, Michael O. (2022). *The Essence of Racial (Dis)Empowerment and Racial Consciousness Experienced by Black College Student-Athletes at a Historically Black College and University* (Ph.D., Counseling Psychology).

Audette, Lillian M. (2020). *The Relations between Agentic and Communal Caring, Gender, and STEM Interest for Undergraduates at an HBCU* (Ph.D., Counseling Psychology).

Harris-Wyatt, Georgetta A. (2019). *An Analysis of Factors that Impact Civilian Attitudes Toward Police Treatment of Minority Males* (PhD, Counseling Psychology).

McKoy, Tonya L. (2019). *A Qualitative Study of African American Female Engineering College Students' Intersecting Identities, Sense of Belonging, and Intent to Persist* (Ph.D., Counseling Psychology)

Armstrong, Aisha P. (2018). *African American Women in Stem: Self-Efficacy, Perceived Barriers, and Coping Efficacy* (PhD, Counseling Psychology).

LaFramboise, Shannon Davis. (2015). *An evaluation of practicing psychologists' perceptions of identified future trends in the field of psychology* (PhD, Counseling Psychology).

Mitchell, Kevin. (2015). *An Exploration of Factors Toward Seeking Psychological Help for African American Male College Students* (PhD, Counseling Psychology).

Barzizza, Lindsey C. (2013). *Interpersonal processes in engaging emerging adults who have "aged out" of foster care PhD in Psychology* (Counseling Psychology).

Joppich, Heather. (2012). *Diagnostic differences in relationships with voices, beliefs about voices, and coping methods* (PhD, Counseling Psychology).

Temple, Rebecca A. (2009). *Law enforcement officers' personality and perceptions of organizational stress: An SEM study* (PhD, Counseling Psychology).

Singleton-Deams, Pernella R. (2007). *Emotional intelligence, relationship attachment, and family dynamics amongst African Americans* (PhD, Counseling Psychology).

Armour, Jerry D. (2007). *Effects of therapists' personal therapy experience on perceptions and help-seeking decisions of potential consumers* (PhD, Counseling Psychology).

**DISSERTATION COMMITTEE MEMBERSHIP (by stage/year student graduated)**

Pippen, Bradford. (proposed). *Investigating the Relationship between Love Languages and Forgiveness*. (PhD, Counseling Psychology).

White, Gianna. (2023). *Men’s gender socialization and masculinity effect on men’s expressed fear of crime*. (PhD, Counseling Psychology).

Griggs, Marque. (2023). *Using critical theories to understand partner selection in Black Men who date men*. (PhD, Counseling Psychology).

Reda, Ashley. (2019). *How Motivation from a Self-determination Theory Perspective Impacts the Therapeutic Change Process* (PhD, Counseling Psychology).

Björnsdóttir, María Dóra. (2018). *Evaluation of short- and long-term outcomes of two career interventions for students finishing upper-secondary school in Iceland* (PhD, Career Counseling, University of Iceland).

Boling, Timothy B. (2013). *The relationship between social class, racial identity, and masculine ideology in African American males* (PhD, Counseling Psychology).

Williams, Charles R. (2012). *Father involvement and offspring subjective well-being in African Americans* (PhD, Counseling Psychology).

Eckenrod, Kelly M. (2011). *Adolescent school attendance patterns and the effects of coping style* (Ph.D.,School Psychology).

Vrooman, Pamela A. (2006). *Does personality predict emotional response to therapy?* (Ph.D., Clinical Psychology, University of Tulsa).

Mattox, Lara. (2003). *The relationship between pre-existing client personality and initial perceptions of the treatment alliance* (Ph.D., Clinical Psychology, University of Tulsa).

**THESIS CHAIR (by stage/year student graduated)**

Roberts, Taylor N. (2021). *The Effect of Psychological Factors and Decent Work on Un/Underemployed Workers Mental Health in the COVID-19 Pandemic* (M.S., Counseling Psychology).

Johnson, Katherine A. (2016). *The Effect of Posttraumatic Stress Disorder on Reintegration Following Combat Deployment* (M.S., Counseling Psychology).

Welsh, Lauren. (2015). *The relationships among neuroticism, negative career thoughts and feelings, and lack of information in African American college students* (M.S., Counseling Psychology).

Joyner, Jordan R. (2014*). Co-occurring mild traumatic brain injury and posttraumatic stress disorder in the military* (M.S., Counseling Psychology).

Henry, Marquitta. (2009). *Vocational identity development and affect among African American and Caucasian undergraduate men* (M.S., Counseling Psychology).

Brinson, Jarvis S. (2008). *Factors leading to adultery in the military population* (M.S., Counseling Psychology).

Crawford, April. (2006). *Self-esteem and depression as factors in selection of adoption type* (M.S., Counseling Psychology), 2006

Demetris Chaney, (2005). *The revalidation of the Career Decision-making Self-efficacy Scale with African American college students* (M.S., Counseling Psychology).

Henning, Tanika. (2005). *Body modification and Locus of Control: Self-expression or modern-day tribe*. (M.S., Counseling Psychology).

Troutman, Brandi. (2005). *An examination of the relationship between perceived stress and health-related quality of life* (M.S., Counseling Psychology).

Watson, Jessica L. (2005). *Academic Integrity:* *What is the role of Locus of Control and Moral Orientation in a predominantly African American college population* (M.S., Counseling Psychology).

**THESIS COMMITTEE MEMBERSHIP (by stage/year student graduated)**

Griner, Brian. (2009). *Attitudes towards AIDS* (M.S., Counseling Psychology).

Pruitt, Alarick. (2008). *Job satisfaction and organizational commitment within Davidson County Community Corrections and Davidson County Drug Court Residential Programs* (M.A., Criminal Justice).

Curtis, Joy Beth. (2008). *Comparison of female body images at a Christian college and secular university* (M.S., Counseling Psychology).

Roberts, Kyna. (2006). *Dating violence and gender attitudes* (M.S., Counseling Psychology).

Jessee, Michelle. (2006). *An Examination of Attitudes toward people with disabilities* (M.S., Counseling Psychology).

Scales, Samuel. (2005). *Prostate cancer & Self efficacy* M.S., Counseling Psychology).

Smith, David A. (2005). *The differences between African Americans and Caucasians regarding the adoption of a specific time perspective and the relationship to subjective well-being*. M.S., Counseling Psychology).

INSTRUCTION & COURSE DEVELOPMENT EXPERIENCE

**COURSES TAUGHT AT CURRENT INSTITUTION (\* = Core program courses)**

Assessment:

 - \*Psychometrics (PSYC 5530)

 - \*Tests & Measures (PSYC 6590)

 - \*Assessment of Psychopathology (PSYC 7256)

Career Counseling & Vocational Psychology:

 - Careers for Psychology Majors (PSYC 2050)

 - \*Vocational Theory and Testing (PSYC 5270)

 - \*Career Development: Theories, Methods & Contemporary Issues (PSYC 7750)

 - Career Counseling Practicum (Doctoral Independent Study)

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 & Families (PSYC 7559)

 - \*Assessment, Theory & Interventions in Supervision (PSYC 7557)

 - Clinical Supervision Lab (PSYC 7558)

Other:

 - Teaching of Psychology (PSYC 7280)

* Pre-Doctoral Internship Preparation Seminar (PSYC 7790)

 - Grant Writing (Advanced Independent Study)

 - Advanced Teaching of Psychology Practicum (Advanced Independent Study)

 - Curriculum Development in Graduate Psychology (Advanced Independent Study)

**COURSES DEVELOPED AT CURRENT INSTITUTION**

Practice: Clinical Supervision Lab; Agency Administration & Supervision; Organizational Consulting & Intervention.

Content: 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

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.

**SUMMARY OF COURSES TAUGHT AT PREVIOUS INSTITUTIONS**

Career Counseling & Vocational Psychology: Career Intervention and Development; Career Assessment & Development; Career Psychology; Career Planning

Practica: Doctoral Practicum in Vocational Psychology

Other: Multicultural Community Psychology; Personal Adjustment; Child Development; Adolescent Development; General Psychology; Freshman Orientation; Elementary Spanish I & II.

EDITORIAL EXPERIENCE

**EDITORIAL BOARD MEMBERSHIPS**

 Career Development Quarterly (2021-present)

 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)

 American Psychological Association (2021-present)

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 & 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 (NCDA; 2009)

Co-Chair, Professional Standards Committee, National Career Development Association (NCDA; 2006-2009)

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

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

Chair, Public Relations Committee (NCDA; 2003-2004)

Member, Public Relations Committee (NCDA; 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)

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**

Professional Consultant, COHS Interdisciplinary Practice & Education Event (2021 – present)

Member, Strategic Planning Committee (R2 to R1; 2022-2024)

Member, MARC Advisory Board (2012 – 2020)

Presenter, MARC Professional Development Workshops (2012-2020)

Member, Faculty Senate Research Committee (2020 – present, 2013 – 2016)

Member, Center for Prevention Research Search Committee (2016)

Member, TLSAMP Director Search Committee (2013 – 2014)

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

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**

Chair, College of Education Research Support and Development Committee (2012-2017; 2023-present)

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**

Member, Diversity, Engagement, and Inclusion (DivE In!) Committee (2016-18)

Chair, Psychology Department Research Symposium Committee (2014-2015)

Member, Tenure/Promotion Committee (2011-2013)

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 faculty 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)

External Member, Grievance/Appeals Committee, Professional School Guidance (2004-2017)

External Member, Admissions Committee, Professional School Guidance (2004-2017)

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**

Member, Counseling Psychology Curriculum Committee (2003-present)

Member, Counseling Psychology Admissions Committee (2003-present)

Microaggressions Work Group (2019-2021)

Research Coordinator (2017-present)

Practicum/Internship Coordinator (Ph.D.; 2015-2017)

Admissions Coordinator, Counseling Psychology (2014-2015)

Coordinator, Military Specialization (2013-2018)

Examination Coordinator, Counseling Psychology (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)

Chair, Counseling Psychology Doctoral Admissions Pre-screening Committee (2006-2012)

Assistant Coordinator, Counseling Psychology Research Symposium (2005)

Statistician, Counseling Psychology Accreditation/Assessment (2003-2012)

Member, Counseling Psychology Doctoral Admissions Pre-screening Committee (2003-2005)

ACADEMIC SERVICE – PRIOR INSTITUTIONS

**UNIVERSITY OF TULSA, TULSA, OKLAHOMA**

2002-03 Member, University Assessment Committee (design and implement North Central Association university-wide assessment procedures.)

2002-03 Member, Institutional Review Board member

2000-03 Supervisor, doctoral practicum site

1999-03 Supervisor, Northeastern Oklahoma Psychology Internship Program (NOPIP; APPIC-accredited pre-doctoral internship)

1999-03 Member, Northeastern Oklahoma Psychology Internship Program (leadership and planning group for Consortium activities)

**WILLIAM WOODS COLLEGE/UNIVERSITY, FULTON, MISSOURI**

1995 Member, New Student Orientation Committee

1994-95 Member, Strategic Planning Committee

1994-95 Member, External Scanning Taskforce

1994 Chair, Vice Presidential Search Committee

1993-94 Member, Women's Leadership Committee

1993-94 Member, International Studies Coordination Committee

1990-92 Member, All College Council

1990-92 Member, Recruiting, Retention, and Advisement Committee

1990-92 Member, Assessment Task Force Facilitator

1990-91 Member, Freshman Seminar Development Committee

**LINCOLN UNIVERSITY, JEFFERSON CITY, MISSOURI**

1984-85 Member, Coordinating Board for Higher Education Recommendations Committee

1983-85 Member, Interface Task Force, Co-Chair, Cluster Committee

1983-84 Member, Affirmative Action Committee

1982-85 Member, CLUSTER Program (National Alliance of Business’ Partnership program)

1982-85 Member, Ethnic Studies Committee

1982-83 Member, New Faculty/Staff Orientation Committee

1981-82 Member, International Recruitment Committee

1981-85 Member, Recruitment Resource Committee