

CURRICULUM VITAE OF

RUTH E. FASSINGER

Associate Professor

Department of Counseling and Personnel Services

College of Education

University of Maryland at College Park, College Park, MD 20742

CERTIFICATION

I have read the following and certify that this curriculum vita is a current and accurate statement of my professional record.

Date: 2/04

Signature:

I. PERSONAL INFORMATION for Ruth E. Fassinger

Present appointment: Professor (Appointed August, 2003)
Department of Counseling and Personnel Services (CAPS)
College of Education
University of Maryland at College Park
Affiliate Faculty, Women's Studies
Co-Director, College Park Scholars Advocates for Children
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A. Academic Background

1. Degrees

1987 Ph.D., Psychology, Ohio State University, Columbus, OH
Minor: Statistics

1984 M.A., Psychology, Ohio State University, Columbus, OH
Minor: College Student Personnel

1978 M.A., with Honors, English, State University of New York, Fredonia, NY

1973 B.A., Magna cum laude, President's Scholar, Education and English, State University of New York, Fredonia, NY

2. Certification and licenses

Licensed Psychologist, Maryland (License #2512)

Certified Teacher, K-12, New York (Inactive)

B. Employment Background

- 1994-2003 Associate Professor, Department of Counseling and Personnel Services, University of Maryland at College Park; Affiliate Faculty, Women's Studies and College Park Scholars
- 1988-1994 Assistant Professor, Department of Counseling and Personnel Services, University of Maryland at College Park; Affiliate Faculty, Women's Studies
- 1987-1988 Counseling Psychologist, Counseling and Consultation, and Coordinator, Eating Disorders Program, Student Health Service, Arizona State University, Tempe, AZ
- 1987-1988 Adjunct Instructor, Department of Counseling Psychology, Arizona State University, Tempe, AZ
- 1986-1987 Counseling Psychologist, Counseling and Career Services, University of California, Santa Barbara, CA
- 1985-1986 Psychology Intern, Counseling and Career Services, University of California, Santa Barbara, CA
- 1984-1985 Psychology Trainee, Veterans Administration Outpatient Clinic, Columbus, OH
- 1983-1985 Graduate Teaching Assistant, Department of Psychology, Ohio State University, Columbus, OH
- 1982-1983 Communications Associate, Office of Student Development, Ohio State University, Columbus, OH
- 1981-1982 Assistant Hall Director, Office of Student Development, Ohio State University, Columbus, OH
- 1979-1981 English Teacher, West Genesee High School, Camillus, NY
- 1973-1979 Elementary Teacher, Jamestown Public Schools, Jamestown, NY

II. RESEARCH, SCHOLARLY, AND CREATIVE ACTIVITIES

Note: Senior authorship is indicated by name being in first position in author

lists, italics indicate graduate student authors, and underlined names indicate undergraduate student authors (status at time primary work was completed); * indicates invited contribution.

A. Books

1. Books and Journal Special Issues Edited

Fassinger, R.E. (Ed.). (1991). Counseling lesbian women and gay men. The Counseling Psychologist, 19, 156-252. (Special issue)

Fassinger, R.E. (Ed.). (April, 2003). Gender and sexual orientation in counseling: Implications for minority populations. Journal of Multicultural Counseling and Development. (Special issue)

Fassinger, R.E. (Ed.). (In press). Integration of feminism and multiculturalism in counseling. Journal of Multicultural Counseling and Development. (Special double issue in press)

Fassinger, R.E. & Morrow, S.L. (Eds.). (Under review). Sex in the Margins: Erotic Experiences and Behaviors of Sexual Minorities. Washington, DC: American Psychological Association Books.

2. Chapters in Edited Books

*Fassinger, R.E. & Schlossberg, N.K. (1992). Understanding the adult years: Perspectives and implications. Handbook of Counseling Psychology, 2nd ed. (pp. 217-250), S. Brown & R. Lent (Eds.). NY: John Wiley & Sons, Inc.

*Fassinger, R.E. (1993). And gladly teach: Lesbian and gay issues in education. Homosexual Issues in the Workplace (pp. 119-142), L. Diamant (Ed). Washington, DC: Taylor & Francis.

*Fitzgerald, L.F., Fassinger, R.E. & Betz, N.E. (1995). Theoretical issues in the vocational psychology of women. Handbook of Vocational Psychology, 2nd ed. (pp. 67-109), B. Walsh & S. Osipow (Eds.). Mahwah, NJ: Lawrence Erlbaum Associates.

*Fassinger, R.E. & Morrow, S.L. (1995). OverCome: Repositioning lesbian sexualities. The Psychology of Sexual Orientation, Behavior, and Identity: A Handbook (pp. 197-219), L. Diamant & R. McAnulty (Eds.). Westport, CT: Greenwood Publishing Group.

*Fassinger, R.E. & *Richie, B.S.* (1997). Sex matters: Gender and sexual orientation in training for multicultural counseling competency. Multicultural Counseling Competencies: Assessment, Education and Training, and Supervision (pp. 83-110), D. Pope-Davis & H. Coleman (Eds.). Newbury Park, CA: Sage Publications.

*Fassinger, R.E. (1998). Lesbian/gay/bisexual identity and student development

theory. Working with Lesbian, Gay, and Bisexual College Students: A Handbook for Administrators and Faculty (pp. 13-22), R. Sanlo (Ed.). Westport, CT: Greenwood Publishing Group, Inc.

*Fassinger, R.E. (2000). Applying counseling theories to lesbian, gay, and bisexual clients: Possibilities and pitfalls. Handbook of Counseling and Therapy with Lesbians, Gays, and Bisexuals (pp.107-132), R. Perez, K. DeBord, & K. Bieschke (Eds.). Washington, DC: American Psychological Association.

*Fassinger, R.E. (2000). Gender and sexuality in human development: Implications for prevention and advocacy in counseling psychology. Handbook of Counseling Psychology, 3rd Ed. (pp. 346-378), S. Brown & R. Lent (Eds.). NY: John Wiley & Sons, Inc.

*Fassinger, R.E. & O'Brien, K.M. (2000). Career counseling with college women: A scientist-practitioner-advocate model of intervention. Career Development of College Students: Translating Theory and Research into Practice (pp.253-265), D. Luzzo (Ed.) Washington, DC : American Psychological Association Books.

*Fassinger, R.E. (2001). Diversity at work: Research issues in vocational development. The Intersection of Race, Class, and Gender in Multicultural Counseling (pp. 267-288), D. Pope-Davis & H. Coleman (Eds.). Newbury Park, CA: Sage Publications.

*Fassinger, R.E. (2001). Women in nontraditional work fields. Encyclopedia of Women and Gender, Vol 2 (pp.1169-1180), J. Worrell (Ed.). San Diego, CA: Academic Press.

*Fassinger, R.E. (2002). Hitting the ceiling: Gendered barriers to occupational entry, advancement, and achievement. The Psychology of Sex, Gender, and Jobs: Issues and Solutions (pp. 21-46), L. Diamant & J. Lee (Eds.). Westport, CT: Greenwood Publishing Group, Inc.

**Gomez, M.J., Fassinger, R.E., Prosser, J., Cooke, K., Mejia, B., & Luna, J.* (2002). Sample Research Proposal: A Qualitative Study. Voces abriendo caminos: (voices forging paths): A qualitative study of the career development of notable Latinas. Proposing Empirical Research: A Guide to the Fundamentals (2nd Ed.) (pp. 131-139), F. Pyszczak (Ed.). Los Angeles, CA: Pyszczak Publishing. (Invited revision and reprint)

**Tomlinson, M.* & Fassinger, R.E. (2002). Faces of feminist pedagogy: A survey of psychologists and their students. Charting a New Course for Feminist Psychology (pp. 37-64), L. Collins, J. Chrisler, & M. Dunlap (Eds.). Westport, CT: Praeger.

*Fassinger, R.E. (2003). Leona Tyler: Pioneer of possibilities. Portraits of Pioneers in Psychology, Volume V (pp. 231-248). G. Kimble & M. Wertheimer (Eds.). Washington, DC: American Psychological Association, and Mahweh, NJ: Lawrence Erlbaum Associates, Inc., Publishers.

*Fassinger, R.E. (In press). Theoretical issues in the study of women's career development: Building bridges in a brave new world. W.B. Walsh & M.L. Savickas

(Eds.), Handbook of Vocational Psychology (3rd Ed.), Mahweh, NJ: Lawrence Erlbaum Associates, Inc., Publishers.

Fassinger, R.E. & *Hensler-McGinnis, N.* (In press). Multicultural feminist mentoring as individual and small group pedagogy. C. Enns & A. Sinacore (Eds.), Teaching and Social Justice: Integrating Multicultural and Feminist Theories in the Classroom. Washington, DC: American Psychological Association Books.

Fassinger, R.E. & *Asay, P.A.* (Under review). Career counseling for women in math, science, technology, and engineering fields. W.B. Walsh & M. Heppner (Eds.), Career Counseling for Women, 2nd Ed. Mahweh, NJ: Lawrence Erlbaum Associates, Inc., Publishers.

Fassinger, R.E. & *Arseneau, J.R.* (Under review). Defining boundaries: What differentiates lesbian, gay, bisexual, and transgender people? R.M. Perez, K.A. DeBord, & K.J. Bieschke (Eds.), Handbook of Counseling and Therapy with Lesbian, Gay, and Bisexual Clients, 2nd Ed. Washington, DC: American Psychological Association Books.

B. Articles in Refereed Journals

*Fassinger R.E. (1987). Use of structural equation modeling in counseling psychology research. Journal of Counseling Psychology (Special issue) 34, 425-436.

Fassinger, R.E. (1990). Causal models of career choice in two samples of college women. Journal of Vocational Behavior, 36, 225-248.

*Gelso, C.J., & Fassinger, R.E. (1990). Counseling psychology: Theory and research on interventions. Annual Review of Psychology, 41, 355-386.

Fassinger, R.E. (1991). The hidden minority: Issues and challenges in working with lesbian women and gay men. The Counseling Psychologist, 19, 157-176.

*Gelso, C.J. & Fassinger, R.E. (1992). Personality, development, and counseling psychology: Depth, ambivalence, and actualization. Journal of Counseling Psychology, 39, 275-298.

Heppner, P.P., Carter, J. Claiborn, C., Brooks, L., Gelso, C.J. Fassinger, R.E., Stone, G.L., Holloway, E.L., Wampold, B.E., & Galassi, J.P. (1992). A proposal to integrate science and practice in counseling psychology. The Counseling Psychologist, 20, 107-122.

O'Brien, K.M. & Fassinger, R.E. (1993) A causal model of the career orientation and career choice of adolescent women. Journal of Counseling Psychology, 40, 456-469.

Fassinger, R.E., & *Richie, B.S.* (1994) Being the best: Preliminary results from a national study of the achievement of prominent Black and White women. Journal of

Counseling Psychology, 41, 191-204.

Gomez, M.J. & Fassinger, R.E. (1994) An initial model of Latina achievement: Acculturation, biculturalism, and achieving styles. Journal of Counseling Psychology, 41, 205-215.

Fassinger, R.E. (1994). Development and testing of the "Attitudes Toward Feminism and the Women's Movement" (FWM) Scale. Psychology of Women Quarterly, 18, 389-402.

Gelso, C.J., Fassinger, R.E., *Gomez, M.J., & Latts, M. (1995)*. Countertransference reactions to lesbian clients: The roles of homophobia, counselor gender, and countertransference management. Journal of Counseling Psychology, 42, 356-364.

Beil, E.R. & Fassinger, R.E. (1995). Miscarriage and grief: An empirical study of the impact of definition, explanation, repercussions, and satisfaction with medical care. Journal of Obstetrics and Gynecologic Physical Therapy, 19, 10-16.

Fassinger, R.E. (1995). From invisibility to integration: Lesbian identity in the workplace. Career Development Quarterly, 44, 148-167.

McCarn, S.R. & Fassinger, R.E. (1996). Re-visioning sexual minority identity formation: A new model of lesbian development and its implications for counseling and research. The Counseling Psychologist, 24, 508-534.

*Fassinger, R.E. (1996). Adolescence: Options and optimization. The Counseling Psychologist, 24, 491-497.

Fassinger, R.E. & Miller, B.A. (1996). Validation of an inclusive model of homosexual identity formation in a sample of gay men. Journal of Homosexuality, 32(2), 53-78.

Driscoll, J.M., Kelley, F.A., & Fassinger, R.E. (1996). Lesbian identity management and self-disclosure in the workplace: Relation to occupational stress and satisfaction. Journal of Vocational Behavior, 48, 229-242.

Fassinger, R.E. (1996). Notes from the margins: Integrating lesbian experience into the vocational psychology of women. Journal of Vocational Behavior, 48, 160-175.

Richie, B.S., Fassinger, R.E., Linn, S., Johnson, J., Prosser, J., & Robinson, S. (1997). Persistence, connection, and passion: A qualitative study of the career development of highly achieving African American/Black and White women. Journal of Counseling Psychology, 44, 133-148.

*Fassinger, R.E. (1997). Time's power: Group work with older lesbians. Group: Journal of the Eastern Group Psychotherapy Society, 21, 191-210.

Lent, R., O'Brien, K.M., & Fassinger, R.E. (1998). School-to-work transition and

the role of vocational counseling psychology. The Counseling Psychologist, 26, 489-494.

Mohr, J.J. & Fassinger, R.E. (2000). Measuring dimensions of lesbian and gay male experience. Journal of Measurement and Evaluation in Counseling, 33, 66-90.

Gomez, M.J., Fassinger, R.E., Prosser, J, Cooke, K., Mejia, B., & Luna, J. (2001). Voces abriendo caminos (voices forging paths): A qualitative study of the career development of notable Latinas. Journal of Counseling Psychology, 48(3), 286-300.

Gelso, C.J., Latts, M.G., Gomez, M.J., & Fassinger, R.E. (2002). Countertransference management and therapy outcome: An initial evaluation. Journal of Clinical Psychology, 58, 861-867.

Hollingsworth, M.A. & Fassinger, R.E. (2002). The role of faculty mentors in the research training of counseling psychology doctoral students. Journal of Counseling Psychology, 49, 324-330.

Mohr, J.J. & Fassinger, R.E. (2003). Self-acceptance and self-disclosure of sexual orientation in lesbian, gay, and bisexual adults: An attachment perspective. Journal of Counseling Psychology, 50, 482-495.

Tomlinson, M.J. & Fassinger, R.E. (2003). Career development, lesbian identity development, and campus climate among lesbian college students. Journal of College Student Development, 44, 845-860.

Noonan, B.M., Gallor, S., Hensler-McGinnis, N., Fassinger, R.E., Wang, S., & Goodman, J. (2004). Challenge and success: A qualitative study of the career development of highly achieving women with physical and sensory disabilities. Journal of Counseling Psychology, 51, 68-80.

C. Monographs (refereed)

Fassinger, R.E. (1985). A causal model of college women's career choice. Journal of Vocational Behavior, 27, 123-153.

D. Book Reviews, Other Articles

Caldwell-Colbert, A.T., Fassinger, R.E. Horvat Jr., J.J., Lamas, J., Mona, L.R., Moritsugu, J.N., & Wade, C.E. (1998). Expanding the psychology curriculum: An annotated bibliography on diversity in psychology. Office of Teaching Resources in Psychology and OTRP-Online, Society for the Teaching of Psychology (Division 2, APA). Washington, DC: American Psychological Association.

Lent, R. & Fassinger, R.E. (2000). Constructing a career lifeline. In M. Pope & C. Minor (Eds.), Experiential activities for teaching career counseling. Alexandria, VA:

National Career Development Association.

Fassinger, R.E. (2000). Practice with lesbians and bisexual women: Perspectives from health and social work. Psychology of Women Quarterly, 24, 272-273.

Fassinger, R.E. (2000). Mentoring issues for lesbian, gay, and bisexual students and professionals: Advice and admonitions. Newsletter of the Society for the Psychological Study of Lesbian, Gay and Bisexual Issues (Division 44), American Psychological Association, 16 (3), 6-7.

Fassinger, R.E. (1997). Gay Identity Questionnaire. Unpublished instrument, University of Maryland.

Fassinger, R.E. (1998). Gay Identity Questionnaire (Revised). Unpublished instrument, University of Maryland.

Fassinger, R.E. & *McCarn, S.R.* (1997). Lesbian Identity Questionnaire. Unpublished instrument, University of Maryland.

Fassinger, R.E. (1998). Lesbian Identity Questionnaire (Revised). Unpublished instrument, University of Maryland.

E. Research in progress:

Fassinger, R.E. (In preparation). Paradigms, Problems, Praxis, and Promise: Grounded theory in counseling psychology research. Journal of Counseling Psychology (special issue).

Fassinger, R.E. & *Gallor, S.M.* (In preparation). Tools for remodeling the master's house: Advocating for social justice in education and work. R. Toporek, N. Fouad, G. Sadowsky, T. Israel, & L. Gerstein (Eds.), Handbook for Social Justice in Counseling Psychology: Leadership, Vision, and Action. Washington, DC: American Psychological Association Books.

Prosser, J., Fassinger, R.E., & *Chopra, S.* (In preparation). A qualitative study of the career paths of notable Asian American women in the U.S. University of Maryland.

Fassinger, R.E., *Hollingsworth, M.*, & *Tomlinson, M.* (In preparation). Working it "out": A qualitative study of the career development of prominent U.S. lesbians. University of Maryland.

Gallor, S.M. & Fassinger, R.E. (In preparation). Social support for lesbian and gay people of color. University of Maryland.

Lyons, H.Z., *Brenner, B.R.*, & Fassinger, R.E. (In preparation). Testing the role of experiences with heterosexism in the theory of work adjustment. University of Maryland.

Ligiero, D. & Fassinger, R.E. (In preparation). A qualitative investigation of

experiences of Latina survivors of sexual abuse. University of Maryland

Fassinger, R.E. & Haldeman, D. (In preparation). "Coming out" of the therapy office: Psychologists as advocates for lesbian, gay, and bisexual issues. University of Maryland.

Fassinger, R.E. & Hancock, K.A. (In preparation). Training implications of the guidelines for therapy with lesbian and gay clients. University of Maryland.

Fassinger, R.E. & *Mohr, J.J.* (In preparation). Where race and sexual orientation meet: Dimensions of lesbian and gay experience unique to racial/ethnic minorities. University of Maryland.

Morrow, S.L., Fassinger, R.E., Hawxhurst, D. & Tozer, E. (In preparation). Beyond lesbian bed death: Sex in long-term relationships between women. In R.E. Fassinger & S.L. Morrow (Eds.), Sex in the Margins: Erotic Experiences and Behaviors of Sexual Minorities. Washington, DC: American Psychological Association Books.

F. Talks, Abstracts, and Other Professional Papers Presented

1. Invited Talks

a. National/International

*Fassinger, R.E. (March, 1992). "An inclusive model of lesbian identity formation: Implications for intervention". Invited presentation, annual conference of the Association for Women in Psychology, Long Beach, CA.

Fassinger, R.E. (January, 1993). "Gender issues in communication: Their impact on men and women in the workplace." Invited presentation, Women's Council, National Center for Health Statistics, Hyattsville, MD.

Fassinger, R.E. (November, 1994). "Don't ask, don't tell, but serve: Lesbian/gay identity development models and their implications for mental health professionals in military settings." Invited presentation as Distinguished Visiting Professor, Lackland U.S. Air Force Base, San Antonio, Texas.

Fassinger, R.E. (November, 1994). "Barriers to career development for women in scientific and technical fields." Invited presentation as Distinguished Visiting Professor, Lackland U.S. Air Force Base, San Antonio, Texas.

Fassinger, R.E. (November, 1994). "Gendered communication in the workplace: Challenges for women and men." Invited presentation as Distinguished Visiting Professor Lackland U.S. Air Force Base, San Antonio, Texas.

Fassinger, R.E. (May, 1995). "'Out' right: Anti-gay discrimination and mental health." Invited symposium presentation, annual meeting of the Medical Library Association, Washington, D.C.

Fassinger, R.E. (June, 1996). "'Out'ward bound: Lesbian and gay identity development in contemporary society." Invited presentation, National Institutes of

Health Gay and Lesbian Employees Forum, Bethesda, MD.

Fassinger, R.E. (August, 1997). "Dangerous liaisons: Reflections on feminist mentoring." Invited Woman of the Year Award address, Division 17 (Counseling psychology) Section on Women, presented at the annual meeting of the American Psychological Association, Chicago, IL.

*Fassinger, R.E. & O'Brien, K.M. (May, 1999). "Contextual factors in women's career development: Radical strategies for intervention and change." Invited presentation, Fourth Biennial Conference of the Society for Vocational Psychology, Milwaukee, WI.

Fassinger, R.E. (June, 1999). "Gender and sexuality in counseling: An overview." Invited presentation, Office of Graduate Programs, Maryland in Europe, Heidelberg, Germany.

Fassinger, R.E. (August, 1999). "Some days the dragon wins: Reflections on a decade." Invited Fellow Address, Division 17 (Counseling Psychology), presented at the annual meeting of the American Psychological Association, Boston, MA.

Fassinger, R.E. (August, 1999). "Mentoring LGB students: 'Advanced' issues." Invited presentation, Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues (Division 44), annual meeting of the American Psychological Association, Boston, MA.

*Fassinger, R.E. & Bullis, D. (November, 1999). "Advanced topics in gender and sexuality issues in counseling." Invited Learning Institute, annual conference of the European Branch-American Counseling Association, Trier, Germany.

Fassinger, R.E. (August, 2000). "Mentoring issues for lesbian/gay/bisexual students and professionals: Advice and admonitions." Invited presentation, Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues (Division 44), annual meeting of the American Psychological Association, Washington, DC.

Fassinger, R.E. (March, 2001). "On remodeling the master's house: Tools for dismantling sticky floors and glass ceilings." Invited Keynote Address, Fifth Biennial Conference of the Society for Vocational Psychology, Houston, TX.

Fassinger, R.E. (January, 2002). "When familiarity breeds content: The management of similarity and difference in lesbian relationships." Invited presentation, Co-sponsored conference on psychotherapy with women: Kaleidoscope of Women's Lives, APA Divisions 17 (Counseling Psychology) & 35 (Psychology of Women), Austin, TX.

Fassinger, R.E. (August, 2002). "Getting the most of out mentoring relationships." Invited presentation, Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues (Div 44), American Psychological Association, Chicago, IL.

Fassinger, R.E. (June, 2003). "Career issues for women in the United States:

Experiences of prominent women." Invited presentation, Sixth Biannual Conference of the Society for Vocational Psychology, Coimbra, Portugal.

Fassinger, R.E. (August, 2003). "Mentoring issues for lesbian, gay, and bisexual students." Invited presentation, Society for the Psychological Study of Lesbian, Gay, and Bisexual issues (Div. 44), American Psychological Association, Toronto, Canada.

b. Regional/State/Local

Fassinger, R.E. (October, 1985). "The career development of women." Invited presentation, Santa Barbara City College, Santa Barbara, CA.

Fassinger, R.E. (February, 1986). "Issues in counseling and therapy with women." Invited presentation, Antioch University, Santa Barbara, CA.

Fassinger, R.E. (March, 1986). "The invisible minority: Counseling gays and their families." Invited address, South Coast Chapter, California Association of Marriage and Family Counselors, Santa Barbara, CA.

Fassinger, R.E. (May, 1987). "Barriers to women's career development." Invited presentation, Santa Barbara Annual Career Symposium, Santa Barbara, CA.

Fassinger, R.E. (November, 1987). "Etiology and treatment of eating disorders." Invited presentation, Desert Samaritan Hospital, Mesa, AZ.

Fassinger, R.E. (February-March, 1988). "Testing causal models of women's career development." Invited presentations at Virginia Commonwealth University, University of Missouri/Columbia, and University of Maryland.

Fassinger, R.E. (June, 1989). "Assessment in vocational counseling for disadvantaged and handicapped students." Invited presentation, Maryland State Education Department Conference on Disadvantaged and Handicapped Students, Piney Point, MD.

Fassinger, R.E. (June, 1989). "School counseling issues with victims of child sexual abuse." Invited presentation, Maryland State Education Department Conference on Disadvantaged and Handicapped Students, Piney Point, MD.

Fassinger, R.E. (April, 1990). "Career counseling with women students: A focus on math/science and nontraditional fields." Invited presentation, annual Maryland High School Counselors' Symposium, University of Maryland, College Park, MD.

Fassinger, R.E. & *Richie, B.S.* (January, 1993). "Being the best: Results from a national study of women's achievement." Invited presentation, Research and Development Series, Counseling Center, University of Maryland, College Park, MD.

Fassinger, R.E. & Miller, B.A. (April, 1993). "Development and testing of a new model of gay identity formation: Implications for counseling." Invited presentation, Gay Men's Peer Counseling Service, Whitman-Walker Clinic, Inc., Washington, D.C.

Fassinger, R.E. (November, 1993). "Gay and lesbian issues: A challenge for psychology." Invited presentation, Senior Seminar on Science and Technology, Jewish Community Center of Greater Washington, Rockville, MD.

Fassinger, R.E. (February, 1994). "Sexual orientation and identity development: Human dignity for all?" Invited address, 20th Annual Maryland Student Affairs Conference, University of Maryland, College Park, MD.

Fassinger, R.E. (June, 1994). "Positively pointless: Life without decimals (Girls, math, and career guidance)." Invited presentation, 1994 Equity 2000 Summer Guidance Institute, Prince Georges County Board of Education, Bowie, MD.

Fassinger, R.E. (June, 1994). "Sexual harassment: Psychological and sociological issues." Invited presentation, University Equity Office, George Mason University, Fairfax, VA.

Fassinger, R.E. & Lehne, G. (March, 1995). "Homosexualities: Issues in gay and lesbian development and implications for physicians." Invited presentation, Sexual Behaviors Consultation Unit, Johns Hopkins Medical School, Baltimore, MD.

Fassinger, R.E. (March, 1995). "Plugging the leaks: Working with students who have been historically lost in the math/science pipeline." Invited Keynote Address, Equity 2000 Counselor In-Service, Prince Georges County Public Schools, Bowie, MD.

Fassinger, R.E. (October, 1995). "Lesbian and gay clients: Identity and counseling issues." Invited staff development presentation, Towson State University Counseling Center, Towson, MD.

Fassinger, R.E. (April, 1997). "Going 'out' into the real world: Career issues for lesbian, gay, and bisexual people." Invited address, Lesbian/Gay/Bisexual Coalition and Counseling Psychology Program, Boston College, Chestnut Hill, MA.

Fassinger, R.E. (September, 1997). "Preparing to go 'out' into the world: Lesbian/gay/bisexual identity development and the college experience." Invited address, Commission for Lesbian, Gay, and Bisexual Equity, Division of Student Affairs, Pennsylvania State University, University Park, PA.

Fassinger, R.E. (September, 1997). "Implications of lesbian/gay/bisexual identity formation for vocational development and counseling." Invited address, Counseling Psychology Program, College of Education, Pennsylvania State University, University Park, PA.

Fassinger, R.E. (October, 1997). "Going 'out' into the real world: Career development issues for lesbian, gay, and bisexual college students." Invited address, Counseling Psychology Program, College of Education, Michigan State University, East Lansing, MI.

Fassinger, R.E. & *Mohr, J.J.* (November, 1997). "Lesbian and gay couples:

Myths and realities.” Invited presentation, PARTNERS -- Metro DC, Washington, DC.

Fassinger, R.E. (September, 1998). “Still I rise: Career journeys of prominent U.S. women.” Invited Exemplary Research Address, 50th Anniversary Symposium of the Student Personnel Assistant Program, Department of Higher Education and Student Affairs, Ohio State University, Columbus, OH.

Fassinger, R.E. (November, 1998). “Still I rise: Career journeys of prominent, diverse women.” Invited Distinguished Scholar-Teacher Lecture, University of Maryland, College Park, MD.

Fassinger, R.E. (March, 1999). “Challenges and rewards of doing psychological research.” Invited presentation, UMD Honors Program, University of Maryland, College Park, MD.

Fassinger, R.E. (April, 1999). “Collecting lives: The incredibly true confessions of a qualitative researcher.” Invited presentation, Faculty Lecture Series, University of Maryland, College Park, MD.

Fassinger, R.E. & *Mohr, J.J.* (September, 1999). “Same-sex couples: What do we know?” Invited presentation, Lesbian/Gay/Bisexual Staff and Faculty Association, University of Maryland, College Park, MD.

Fassinger, R.E. (October, 1999). “Development of sexual orientation: Implications for college counselors.” Invited staff development presentation, Counseling and Psychiatric Service, Georgetown University, Washington, DC.

Fassinger, R.E. (October, 1999). “We are family: Preliminary findings from a national study of lesbian and gay couples.” Invited colloquium, Institute for Scholarship in the Liberal Arts and Graduate School Office of Research, University of Notre Dame, Notre Dame, IN.

Fassinger, R.E. (October, 1999). “For crying ‘out’ loud: Affirmative counseling with lesbian, gay, and bisexual students.” Invited presentation, University Counseling Center, University of Notre Dame, Notre Dame, IN.

Fassinger, R.E. (February, 2000). “Counseling issues with lesbian, gay, and bisexual clients.” Invited staff development workshop, Counseling Center, George Washington University, Washington, DC.

Fassinger, R.E. (March, 2000). “Professional paths of accomplished women: Selected results from a national study.” Invited presentation, American Association of University Women (College Park Branch), University of Maryland, College Park, MD.

Fassinger, R.E. (April, 2000). “The accidental modelist: Incredibly true confessions of an itinerant investigator.” Invited Keynote Address, Annual Research Day, Counseling Psychology Program, Seton Hall University, South Orange, NJ.

Fassinger, R.E. (June, 2000). "Gender and sexual orientation in psychotherapy." Invited presentation, Department of Professional Psychology and Family Therapy, Seton Hall University, South Orange, NJ.

Fassinger, R.E. (March, 2001). "Career development and lesbian/gay/bisexual/transgendered (LGBT) issues." Invited address, Symposium on Sex and the University, President's Commission on LGBT Issues, University of Maryland, College Park, MD.

Fassinger, R.E. (May, 2001). "Life without decimals is pointless: Reflections on three decades of teaching and learning." Invited Keynote Address, Kappa Delta Pi Education Honor Society Spring Initiation Ceremony, University of Maryland, College Park, MD.

Fassinger, R.E. (December, 2001). "A qualitative examination of highly achieving women with disabilities." Invited presentation, Research and Development Series, Counseling Center, University of Maryland, College Park, MD.

Fassinger, R.E. (March, 2002). "One hundred years of platitude: Women in the history of psychological science and practice. Invited Address, Diversity Series, Department of Psychology, St. Mary's College, St. Mary's City, MD.

Fassinger, R.E. (March 2002). "Still I rise: Career journeys of prominent, diverse women." Invited Keynote Address, 2002 Seton Hall University Women's Conference, Seton Hall University, South Orange, NJ.

Fassinger, R.E. (March 2002). "Feminist therapy: Empowering diverse clients for personal and systemic change." Invited presentation, Department of Professional Psychology and Family Therapy, Seton Hall University, South Orange, NJ.

Fassinger, R.E. (November, 2003). "The accidental modelist: True confessions from two decades of theorizing women's career development." Department Symposium, Department of Measurement and Statistics, University of Maryland, College Park, MD.

2. Refereed Conference Proceedings

a. National/International

Fassinger, R.E. (August, 1988). "Causal models of women's career choice in two college populations." Paper presented at the annual meeting of the American Psychological Association, Atlanta, GA.

Fitzgerald, L.F., Fassinger, R.E., & Betz, N. (August, 1989). "An individual differences model of vocational choice in college women." Symposium presentation at the annual meeting of the American Psychological Association, New Orleans, LA.

Fassinger, R.E. (August, 1990). "Contemporary Multivariate Analysis for

Counseling Psychology Research: Structural equation modeling." Symposium presentation at the annual meeting of the American Psychological Association, Boston, MA.

Fassinger, R.E. (August, 1990). "Lesbians and gay men: Issues and challenges for counseling psychologists." Symposium chair and participant at the annual meeting of the American Psychological Association, Boston, MA.

Carter, J.A. & Fassinger, R.E. (August, 1990). "Can this marriage be saved? Renewed commitment to science and practice." Symposium presentation at the annual meeting of the American Psychological Association, Boston, MA.

Fassinger, R.E. (August, 1990). "Future directions in promoting science in Division 17: Promoting communication to enhance research." Roundtable presentation at the annual meeting of the American Psychological Association, Boston, MA.

Gurse, C. & Fassinger, R.E. (January, 1991). "Miscommunication, violence, or an ism?: The real genesis of acquaintance sexual assault." Workshop presentation at the Fifth National Conference on Campus Violence, Towson, MD.

Fassinger, R.E. & *McCarn, S.R.* (March, 1991). "Embracing our diversity: An inclusive model of lesbian identity development." Paper presented at the annual conference of the Association for Women in Psychology, Hartford, CT.

Fassinger, R.E. (August, 1992). "Affirmative approaches for working with lesbian women." Paper presented at the annual meeting of the American Psychological Association, Washington, D.C.

Fassinger, R.E. (August, 1992). "Sexual Harassment in public institutional settings." Roundtable presentation at the annual meeting of the American Psychological Association, Washington, D.C.

Fassinger, R.E., & Barker, K. (August, 1992). "The PC agenda and the psychological lens of history." Roundtable presentation at the Continuing Education Workshop: Teaching Psychology of Women and Gender, American Psychological Association, Washington, D.C.

Richie, B.S. & Fassinger, R.E. (August, 1992). "Women at the top: Achieving styles and coping strategies". Paper presented at the annual meeting of the American Psychological Association, Washington, D.C.

Fassinger, R.E., *Richie, B.S.* & *Gomez, M.J.* (March, 1993). "Achieving, adjusting, acculturating: Experiences of diverse women." Paper presented at the annual conference of the Association for Women in Psychology, Atlanta, GA.

O'Brien, K.M. & Fassinger, R.E. (March, 1993). "Adolescent women: Career choices and aspirations." Paper presented at the annual conference of the Association for Women in Psychology, Atlanta, GA.

Fassinger, R.E. (April, 1993). "From 'add and stir' to paradigmatic challenge: Transforming courses in history and systems of psychology." Paper presented at the New Jersey National Conference on Transforming the Curriculum, Parsippany, NJ.

Fassinger, R.E. & O'Brien, K.M. (August, 1993). "Using modeling strategies to explore vocational processes in adolescent women." Symposium presentation at the annual meeting of the American Psychological Association, Toronto, Canada.

Fassinger, R.E. (August, 1993). "Understanding the career choice process for women and minorities." Symposium chair and discussant at the annual meeting of the American Psychological Association, Toronto, Canada.

Gomez, M.J. & Fassinger, R.E. (August, 1993). "Emerging profiles of Latina achievement: Acculturation and achieving styles." Paper presented at the annual meeting of the American Psychological Association, Toronto, Canada.

Gilliland, B.E. & Fassinger, R.E. (August, 1993). "Gay-related work: Issues and challenges for psychologists." Symposium chair and participant at the annual meeting of the American Psychological Association, Toronto, Canada.

Fassinger, R.E. (August, 1993). "Women's connections in transitional times: In-service training in the false memory syndrome." Roundtable presentation at the American Psychological Association, Toronto, Canada.

Fassinger, R.E. & Croteau, J. (August, 1993). "Making career counseling relevant for the new majority: Lesbian, gay, and bisexual workers." Roundtable presentation at the annual meeting of the American Psychological Association, Toronto, Canada.

Fassinger, R.E. (January, 1994). "Identity and work: Issues in the vocational psychology of lesbians." Paper presented at the annual conference of the National Career Development Association, Albuquerque, NM.

Pope, M., Prince, J., Fassinger, R.E., & Chung, Y.B. (January, 1994). "Gay and lesbian career development: Setting a ten-year research agenda." Paper presented at the annual conference of the National Career development Association, Albuquerque, NM.

Kim, S.H. & Fassinger, R.E. (June, 1994). "The empiricism and introspection of Juan Luis Vives (1492-1540)." Paper presented at the 26th Annual Meeting of Cheiron, the International Society for the History of the Behavioral and Social Sciences, Montreal, Quebec, Canada.

Gerrity, D.A., Fassinger, R.E., & Foxworth, V. (August, 1994). "Sexual harassment and male university employees: Consultation and needs assessment." Paper presented at the annual meeting of the American Psychological Association, Los Angeles, CA.

Fassinger, R.E. (August, 1995). "Finding voice: Using qualitative research to discover untold stories." Symposium chair and participant at the annual meeting of the American Psychological Association, New York, NY.

Richie, B.S., Geschmay, S., & Fassinger, R.E. (August, 1995). "Career development of highly achieving African American women." Symposium presentation at the annual meeting of the American Psychological Association, New York, NY.

Gomez, M.J. & Fassinger, R.E. (August, 1995). "Career paths of highly accomplished Latinas." Symposium presentation at the annual meeting of the American Psychological Association, New York, NY.

Fassinger, R.E. & Bieschke, K.J. (August, 1995). "Integrating lesbian experience into the vocational psychology of women." Roundtable presentation at the annual meeting of the American Psychological Association, New York, NY.

Fassinger, R.E. (August, 1995). "Training psychologists to provide competent services to survivors of childhood sexual abuse." Roundtable presentation at the annual meeting of the American Psychological Association, New York, NY.

Fassinger, R.E. (August, 1995). "Professional milestones and hurdles in facilitating career development: Getting on an editorial board." Roundtable presentation at the annual meeting of the American Psychological Association, New York, NY.

Fassinger, R.E. (August, 1996). "Gendering multicultural issues in counselor training programs." Symposium presentation at the annual meeting of the American Psychological Association, Toronto, Canada.

Fassinger, R.E. (August, 1996). "Up with our foremothers -- On to the future!" Symposium chair and participant at the annual meeting of the American Psychological Association, Toronto, Canada.

Fassinger, R.E. (August, 1996). "Beyond tenure and promotion: Salient issues throughout the career span for women in academia." Roundtable presentation at the annual meeting of the American Psychological Association, Toronto, Canada.

Fassinger, R.E. (March, 1997). "Forging a feminist workplace: Career journeys of diverse, highly successful women." Symposium chair and participant at the annual conference of the Association for Women in Psychology, Pittsburgh, PA.

Linn, S.G., Richie, B.S., & Fassinger, R.E. (March, 1997). "In color: A qualitative study of the career development of highly achieving African American women." Symposium presentation at the annual conference of the Association for Women in Psychology, Pittsburgh, PA.

Gomez, M.J. & Fassinger, R.E. (March, 1997). "Conversaciones: The career development of notable Latinas." Symposium presentation at the annual conference of the Association for Women in Psychology, Pittsburgh, PA.

Hollingsworth, M., Tomlinson, M., & Fassinger, R.E. (March, 1997). "'Out' in the workplace: A qualitative study of career development among prominent U.S. lesbians."

Symposium presentation at the annual conference of the Association for Women in Psychology, Pittsburgh, PA.

Noonan, B. & Fassinger, R.E. (March, 1997). "Empowerment and challenge: A qualitative analysis of renowned women with disabilities and their career development." Symposium presentation at the annual conference of the Association for Women in Psychology, Pittsburgh, PA.

Mohr, J., Fassinger, R.E., & Chang, G. (August, 1997). "Attachment, sexual identity, and relationship functioning in same-sex couples." Symposium presentation at the annual meeting of the American Psychological Association, Chicago, IL.

Fassinger, R.E. (August, 1997). "Structural equation models of women's career choice: Issues in assessment." Symposium presentation at the annual meeting of the American Psychological Association, Chicago, IL.

Mohr, J. & Fassinger, R.E. (August, 1997). "Romantic attachment, parental attachment, and lesbian identity development." Paper presented at the annual meeting of the American Psychological Association, Chicago, IL.

Gomez, M.J., Fassinger, R.E., & Prosser, J. (August, 1997). "The career development of Latinas: An emerging model." Symposium presentation at the annual meeting of the American Psychological Association, Chicago, IL.

Hollingsworth, M.A., Tomlinson, M.J., & Fassinger, R.E. (August, 1997). "Working it 'out': Career development among prominent lesbian women." Symposium presentation at the annual meeting of the American Psychological Association, Chicago, IL.

Fassinger, R.E. & Mintz, L.B. (August, 1997). "The many faces of feminist practice: Tales from the 1980's." Symposium presentation at the annual meeting of the American Psychological Association, Chicago, IL.

Fassinger, R.E. & Nord, D. (August, 1997). "Facilitating the professional development of vocational psychologists: Obtaining a professional position." Roundtable presentation at the annual meeting of the American Psychological Association, Chicago, IL.

Fassinger, R.E. & Morrow, S.L. (August, 1997). "Gender guidelines and issues in developing professional practice guidelines for lesbian, gay, and bisexual clients." Roundtable presentation at the annual meeting of the American Psychological Association, Chicago, IL.

Fassinger, R.E., Enns, C.Z., & *Boatwright, K.* (August, 1997). "Future of feminist counseling psychology: A cross-generational dialogue on feminist pedagogy." Roundtable presentation at the annual meeting of the American Psychological Association, Chicago, IL.

Hollingsworth, M., Fassinger, R.E., & Tomlinson, M. (March, 1998). "Moving up and 'out': Mentoring experiences of prominent lesbian women in the workplace." Symposium presentation at the annual conference of the Association for Women in Psychology, Baltimore, MD.

Tomlinson, M. & Fassinger, R. (March, 1998). "The faces of feminist pedagogy: A survey of feminist psychologists." Symposium presentation at the annual conference of the Association for Women in Psychology, Baltimore, MD.

Fassinger, R.E. (March, 1998). "Highly successful women and their diverse career journeys." Symposium chair and participant at the annual conference of the Association for Women in Psychology, Baltimore, MD.

Noonan, B. & Fassinger, R.E. (March, 1998). "Empowering the challenged: A qualitative analysis of the career development of highly achieving women with physical and sensory disabilities." Symposium presentation at the annual conference of the Association for Women in Psychology, Baltimore, MD.

Prosser, J., Chopra, S., & Fassinger, R.E. (March, 1998). "A qualitative study of the careers of prominent Asian American women." Symposium presentation at the annual conference of the Association for Women in Psychology, Baltimore, MD.

Fassinger, R.E. (August, 1998). "Gender as a contextual factor in career services delivery: A modest proposal." Symposium presentation at the annual meeting of the American Psychological Association, San Francisco, CA.

Morrow, S.L. & Fassinger, R.E. (August, 1998). "The frying pan into the fire: Activism in academe." Roundtable presentation at the annual meeting of the American Psychological Association, San Francisco, CA.

Fassinger, R.E. (August, 1999). "Theories and therapies: Taking an affirmative stance with lesbian/gay/bisexual clients." Symposium presentation at the annual meeting of the American Psychological Association, Boston, MA.

Noonan, B. & Fassinger, R.E. (August, 1999). "Career development of highly achieving women with disabilities: An analysis." Symposium presentation at the annual meeting of the American Psychological Association, Boston, MA.

Mohr, J. & Fassinger, R.E. (August, 1999). "Same-sex romantic attachment and lesbian/gay identity." Symposium presentation at the annual meeting of the American Psychological Association, Boston, MA.

Fassinger, R.E. & Bullis, D. (November, 1999). "Gender and Sexuality Issues in Counseling." Workshop presentation at the annual conference of the European Branch-American Counseling Association, Trier, Germany.

Tomlinson, M. & Fassinger, R.E. (March, 2000). "The psychosocial development of lesbian college students." Symposium presentation at the annual conference of the Association for Women in Psychology, Salt Lake City, UT.

Fassinger, R.E. (August, 2000). "Theoretically speaking: Competent counseling with lesbian/gay/bisexual clients." Symposium presentation at the annual meeting of the American Psychological Association, Washington, DC.

O'Brien, K.M., Fassinger, R.E., & Rozycki, A. (August, 2000). "Our sisters' career paths: Applying structural equation modeling to African American women." Symposium presentation at the annual meeting of the American Psychological Association, Washington, DC.

Chopra, S. & Fassinger, R.E. (March, 2001). "Sex, acculturation, and attitudes toward career and family among Asian American college students. Paper presented at the annual conference of the Association for Women in Psychology, Los Angeles, CA.

Fassinger, R.E. (March, 2001). "A diversity agenda for science: Implications of the National Multicultural Conference and Summit for counseling psychology." Symposium presentation at National Counseling Psychology Conference, Houston, TX.

Fassinger, R.E. (March, 2001). "Counseling psychologists as agents of social change: Advocacy at the federal level." Symposium presentation at the National Conference for Counseling Psychology, Houston, TX.

Fassinger, R.E. (August, 2001). "Using Science to improve public policy or Fairy tales can come true." Symposium presentation at the annual meeting of the American Psychological Association, San Francisco, CA.

Scantlebury, K. & Fassinger, R.E. (August, 2002). "COACH: Lowering the activation energy for female academic chemists." Symposium presentation at the national meeting of the American Chemical Society, Boston, MA.

Fassinger, R.E. (August, 2002). "Honoring women's diversity: A new, inclusive theory of career development." Paper presented at the annual meeting of the American Psychological Association, Chicago, IL.

Fassinger, R.E. (January, 2003). "Results of the National Gay and Lesbian Experiences Study." Symposium chair and participant, National Multicultural Conference and Summit, Los Angeles, CA.

Gallor, S.M. & Fassinger, R.E. (January, 2003). "Social support for lesbian/gay people of color." Symposium presentation at the National Multicultural Conference and Summit, Los Angeles, CA.

Kolchakian, M.R. & Fassinger, R.E. (January, 2003). "Role of identity in relationship functioning for diverse same-sex couples." Symposium presentation at the National Multicultural Conference and Summit, Los Angeles, CA.

Brenner, B., Lyons, H.Z., & Fassinger, R.E. (January, 2003). "Examination of work adjustment theory in diverse lesbians/gay men." Symposium presentation at the National Multicultural Conference and Summit, Los Angeles, CA.

Kellems, I. & Fassinger, R.E. (January, 2003). "Role of spirituality/religiosity in the

lives of diverse lesbian/gay individuals." Symposium presentation at the National Multicultural Conference and Summit, Los Angeles, CA.

Fassinger, R.E. (August, 2003). "A thousand points of slight: Lesbian eroticism in heterosexual context." Invited cluster address presented at the annual meeting of the American Psychological Association, Toronto, Canada.

Scantlebury, K., Fassinger, R.E., & Richmond, G. (September, 2003). "Grace under fire: Women chemists' perseverance in and dedication to chemistry." Paper presented at the national meeting of the American Chemical Society, New York, NY.

Scantlebury, K., Richmond, G., & Fassinger, R.E. (September, 2003). "COACH: Catalyzing the career achievements of female academic chemists and chemical engineers through mentoring and leadership programs." Symposium presentation at the national meeting of the American Chemical Society, New York, NY.

Scantlebury, K., Fassinger, R.E., & Richmond, G. (March, 2004). "There is no crying in chemistry: The lives of female academic chemists." Paper presented at the annual meeting of the National Association of Research in Science Teaching, Vancouver, BC, Canada.

Scantlebury, K., Fassinger, R., & Richmond, G. (April, 2004). "Grace under fire: The lives of female academic chemists. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.

b. Regional/State/Local

Fassinger, R.E., & Riley-Wasserman, E. (October, 1983). "Roommate contracting: A preventive approach to roommate conflict." Paper presented at the annual convention of the National Orientation Directors Association, Muncie, IN.

Fassinger, R.E. (January, 1988). "Counseling gay men and lesbians." Paper presented at the American Psychological Association Regional Conference, Los Angeles, CA.

Fassinger, R.E. (April, 1988). "Treating survivors of incest and molestation." Paper presented at the spring meeting of the Arizona Association for Women in Psychology, Tempe, AZ.

Fassinger, R.E., and Wenz, K. (October, 1988). "Weaving the anima into the fabric of patriarchy: Feminism, sociocultural individuation, and world peace." Paper presented at the annual conference of the Arizona Association for Women in Psychology, Tempe, AZ.

Fassinger, R.E. & *McCarn, S.R.* (November, 1991). "What I am/who we are: An inclusive model of lesbian identity formation." Paper presented at the annual Women's Research Forum, University of Maryland, College Park, MD.

Fassinger, R.E. (November, 1995). "Qualitative study of the career paths of diverse women." Presented at the annual Women's Studies Research Forum, University of Maryland, College Park, MD.

F. Films

Hollingsworth, R., Fassinger, R.E., & Carter, N. (1982). "OSU: Choice, challenge, and success." Multi-media presentation created for freshman orientation, Ohio State University, Columbus, OH.

G. Contracts and Grants

1. Research Grants

- 1989 Principal Investigator, "Testing a Structural Equation Model of Risk Factors for the Development of Eating Disorders in College Women." General Research Board Summer Research Award, Graduate Studies and Research, University of Maryland. Total: \$4,750 (Funded).
- 1989-90 Principal Investigator, "Critical Incidents in the Development of Women's Achieving Styles: The Impact of Race and Class." Assistant Professor Research Grant, Center for Educational Research and Development, College of Education, University of Maryland. Total: \$ 5,000 (Funded).
- 1996-97 Principal Investigator, "Still I Rise: Career Paths of Prominent U.S. Women." General Research Board Semester Research Award, Graduate Studies and Research, University of Maryland. Total: \$6,500 (Funded).
- 2002-05 Principal Investigator, "Women's Participation and Experiences in Chemical Business and Industry in the U.S." Grant from the National Science Foundation. Total: \$354,000 (Funded).
- 2003-06 Principal Investigator, "Women's Protective Strategies in Sexual Relationships." Grant from the National Institutes of Health. Total: \$765,000 (Not funded).

2. Instructional Grants

- 1994 Co-Awardee and Instructor, "Identity and Difference: Development of a New CORE Human Cultural Diversity Course." Support for the Improvement of Instruction Grant, Office of the Dean for Undergraduate Studies and the Center for Teaching Excellence, University of Maryland. Total: \$9,000 (Funded).
- 2002-03 Principal Awardee and Administrator , "Developing a CAPS Citation

Program in Diversity, Equity, and Social Justice.” Support for the Improvement of Instruction Grant, Office of the Dean for Undergraduate Studies and the Center for Teaching Excellence, University of Maryland. Total: \$4,000 (Funded)

2002-03 Principal Awardee and Administrator, “Enhancing CAPS Faculty Skills for Undergraduate Teaching.” Faculty Development Fund Grant, Office of Vice Chancellor for Academic Affairs, University System of Maryland. Total: \$3,500 (Funded)

3. Research Grant Consultancies

1990-93 Research Consultant, “Sexual Harassment in the Workplace.” Grant from Harry Frank Guggenheim Foundation to Louise F. Fitzgerald, University of Illinois, Champaign, IL (Funded).

1997-98 Research Consultant, “Women in the Workplace.” Grant from National Institutes of Health to Patricia Raskin, Teachers College of Columbia University, New York, NY (Funded)

2000-04 Research Consultant, “Committee on the Advancement of Women in the Chemical Sciences (COACH).” Grant from the US Department of Energy, National Science Foundation, and National Institutes of Health to Geraldine Richmond, University of Oregon, Eugene, OR (Funded).

H. Fellowships, Prizes, Awards, and Honors

- 1981 Master Teacher, Syracuse University
- 1991 Lesbian Psychologies Award, Association for Women in Psychology
- 1994 Outstanding Teacher, Office of the Associate Provost for Academic Affairs, University of Maryland
- 1994 Distinguished Visiting Professor, Lackland U.S. Air Force Base
- 1994 Invited Participant, Summit on Women in Science, Women's Leadership Institute, Mills College
- 1996 Woman of the Year Award, Division 17 (Counseling Psychology) Section on Women, American Psychological Association
- 1997-98 Semester Research Award, General Research Board, University of Maryland
- 1997 Faculty Woman of Influence Award, Committee on Undergraduate

Women's Leadership, University of Maryland

- 1997 Early Career Scientist-Practitioner Award, Division 17 (Counseling Psychology), American Psychological Association
- 1998 Distinguished Scholar-Teacher Award, Office of the Associate Provost for Faculty Affairs, University of Maryland
- 1998 Fellow, Division 17 (Counseling Psychology), American Psychological Association
- 1998 Instructor, National Academy of Feminist Practice, Society for the Psychology of Women (Division 35), American Psychological Association
- 1998 Kathryn L. Hopwood Alumni Award, Counseling Psychology and Student Personnel Assistant Programs, Ohio State University
- 1998 Honor Roll, President's Commission for Lesbian, Gay, and Bisexual Issues, University of Maryland
- 1999 Fellow, Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues (Division 44), American Psychological Association
- 2001 Women of Color Psychologies Award, Association for Women in Psychology
- 2002 Champion of Our Community Award, Office of Lesbian, Gay, Bisexual, and Transgender Equity, University of Maryland
- 2002 Celebrating Teachers Award, Office of the Associate Provost for Academic Affairs, University of Maryland
- 2002-03 Lilly-CTE Teaching Fellow, Office of the Dean for Undergraduate Studies and Center for Teaching Excellence, University of Maryland
- 2003 Distinguished Contributions to Education and Training Award, Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues (Division 44), American Psychological Association
- 2003 Fellow, Society for the Psychology of Women (Division 35), American Psychological Association
- 2004-5 Semester Research Award, General Research Board, University of Maryland

I. Editorships, Editorial Boards, and Reviewing Activities

1990-1993, 2003-present	Editorial Board, <u>Journal of Counseling Psychology</u>
1991-94, 1998-present	Editorial Board, <u>Psychology of Women Quarterly</u>
1994-1997	Editorial Board, <u>The Counseling Psychologist</u>
2004	Reviewer, Social Sciences and Humanities Research Council of Canada
2003-present	Ad hoc reviewer, <u>Sex Roles</u>
1988-94, 1997-present	Ad hoc reviewer, <u>The Counseling Psychologist</u>
1987-1997	Ad hoc reviewer, <u>Journal of Vocational Behavior</u>
1990-1995	Ad hoc reviewer, <u>Journal of Counseling and Development</u>
1992-1997	Ad hoc reviewer, <u>Journal of Personality & Social Psychology</u>
1992-1997	Ad hoc reviewer, <u>School Psychology Review</u>
1993-1998	Ad hoc reviewer, <u>Journal of Career Assessment</u>
1994-2003	Ad hoc reviewer, <u>Journal of Counseling Psychology</u>
1994-1998	Ad hoc reviewer, <u>Psychology of Women Quarterly</u>
1997-2000	Ad hoc reviewer, <u>Professional Psychology: Research and Practice</u>
2001-2003	Ad hoc reviewer, <u>Academy of Management Journal</u>
2001-2002	Ad hoc reviewer, <u>Journal of Lesbian Studies</u>

III. TEACHING AND ADVISING

Note: Enrollments listed in parentheses after each course; independent study, internship, and thesis/doctoral research courses not listed; current location of doctoral graduates listed in parentheses after their names

A. Courses Taught (last 5 years)

1. Undergraduate

FA, 1997	EDUC 388H: Education Honors Synthesis Seminar (7) EDUC 499H: Education Honors Thesis Seminar (9)
SP, 1998	EDUC 388H: Education Honors Synthesis Seminar (8) EDUC 499H: Education Honors Thesis Seminar (8)
FA, 1998	EDUC 388H: Education Honors Synthesis Seminar (14) EDUC 499H: Education Honors Thesis Seminar (8)
SP, 1999	EDUC 388H: Education Honors Synthesis Seminar (13) EDUC 499H: Education Honors Thesis Seminar (8)
FA, 1999	EDUC 388H: Education Honors Synthesis Seminar (12) EDUC 499H: Education Honors Thesis Seminar (13)
SP, 2000	EDUC 388H: Education Honors Synthesis Seminar (12) EDUC 499H: Education Honors Thesis Seminar (13)
FA, 2000	EDUC 388H: Education Honors Synthesis Seminar (14) EDUC 499H: Education Honors Thesis Seminar (10)
SP, 2001	EDUC 388H: Education Honors Synthesis Seminar (16) EDUC 499H: Education Honors Thesis Seminar (10)

FA, 2002	CPSP 118C: College Park Scholars Colloquium (75)
	CPSP 218C: College Park Scholars Colloquium (52)
SP, 2003	CPSP 118C: College Park Scholars Colloquium (75)
FA, 2003	CPSP 118C: College Park Scholars Colloquium (75)
	CPSP 259C: College Park Scholars Colloquium (65)
SP, 2003	CPSP 259C: College Park Scholars Colloquium (65)

2. Graduate

FA, 1997	Partial Research Leave (General Research Board Grant)
SP, 1998	Partial Research Leave (General Research Board Grant)
FA, 1998	EDCP 777: Didactic Practicum in Career Counseling (9)
	EDCP 789T: Seminar in Gender and Sexuality in Counseling Research and Practice (9)
SP, 1999	Deferred from Fall 1998
SU, 1999	EDCP 778A: Introduction to Research and Seminar Paper (for UMUC European Division) (23)
FA, 1999	EDCP 789F: History and Systems of Mental Health Research and Practice (20)
SP, 2000	EDCP 777: Didactic Practicum in Career Counseling (8)
FA, 2000	Deferred to Spring '01
SP, 2001	EDCP 686: Didactic Practicum in Career Counseling (2)
	EDCP 684: Didactic Practicum in Consultation (6)
FA, 2001	EDCP 789H: History and Systems of Mental Health and Psychological Science (17)
	EDCP 616: Counseling Theories and Practices (43)
SP, 2002	Research Leave (Sabbatical)
FA, 2002	EDCP 789G: Seminar in Gender and Sexuality in Counseling Research and Practice (15)
SP, 2003	EDCP 686: Didactic Practicum in Career Counseling (7)
FA, 2003	EDCP 789H: History and Systems of Mental Health and Psychological Science (20)
SP, 2003	Deferred to Fall, 2004

B. Guest Teaching at UMCP (Extra-departmental)

1989,1993	PSYC 432	Introduction to Counseling Psychology
1991, 2000, 2001	PSYC 336	Psychology of Women
1994	WMST 498	Introduction to Lesbian, Gay and Bisexual Studies
1994	PSYC 337	Introduction to Community Psychology
1994-2000	ENCH 498	Ethics in Science and Engineering
1995, 2001	PSYC 354	Cross-Cultural Psychology

C. Additional Pedagogical Training

2003	Conference in Problem-Based Learning, Expertisecentrum Actief
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Leren (Center for Active Learning), Maastricht University,
Maastricht, Netherlands

D. Advising: Research Direction

1. Graduate Committees Chaired

1989 Marsha Somers, M.A.	EDCP
1990 Andrew Ruffner, M.A.	EDCP
1990 Andrea Gushee, M.A.	EDCP
1990 Lisa Smith, M.Ed.	EDCP
1991 Theresa Rose Bajt, *RC	EDCP
1992 Maria Gomez, *RC	EDCP
1992 Beth Sperber Richie, M.A.	PSYC
1992 Joan Weintraub, M.A.	EDCP
1992 Robin Stedfeld, M.A.	EDCP
1992 Susan Crawford, M.A.	EDCP
1994 Susan Brandt, *RC	EDCP
1994 Judith Johnson, M.Ed.	EDCP
1995 Sonja Geschmay, M.A.	EDCP
1997 Andrea Lurie, M.A.	EDCP
1998 Merideth Tomlinson, *RC	EDCP
1998 Sapna Chopra, *RC	EDCP
2002 Susanna Gallor, M.A.	EDCP
2004 Lisa Ades, M.A. in progress	EDCP
2004 Sheetal Patel, M.A. in progress	EDCP
2004 Heather Walton, M.A. in progress	EDCP
2004 Julie Arseneau, M.A. in progress	EDCP
2004 Vanessa Downing, M.A. in progress	EDCP
1992 Elizabeth Beil, Ph.D.	EDCP (Independent Practice)
1994 Victoria Balenger, Ph.D.	EDCP (Independent Practice)
1994 Deborah Gerrity, Ph.D.	EDCP (SUNY/Buffalo)
1995 Beth Sperber Richie, Ph.D.	PSYC (Independent Practice)
1996 Maria Gomez, Ph.D.	EDCP (Independent Practice)
1997 Byron Hargrove, Ph.D.	PSYC (recently left Seton Hall U)
1998 Brigid Noonan, Ph.D.	EDCP (Stetson U)
1999 Sonja Linn, Ph.D.	EDCP (George Washington U)
1999 Carol Lahey, Ph.D.	EDCP (Independent Practice)
2000 Merris Hollingsworth, Ph.D.	EDCP (University of Delaware)
2000 Merideth Tomlinson, Ph.D.	EDCP (Independent Practice)
2001 Sapna Chopra, Ph.D.	EDCP (Cal State U/Fullerton)
2001 Joann Prosser, Ph.D.	EDCP (UMD Resident Life)
2002 Jamila Codrington, Ph.D.	PSYC (Comm. Mental Health Ctr)
2002 Daniela Ligiero, Ph.D.	PSYC (Post-Doc Fellow, APA)
2004 Penny Asay, Ph.D. in progress	PSYC
2004 Chris Liang, Ph.D. in progress	EDCP

2004 Susanna Gallor, Ph.D. in progress EDCP

2. Master's and Doctoral Committee Memberships

1989 Kate Comtois, M.A.	PSYC
1989 Deborah Taub, M.A.	EDCP
1990 Lee Edwards, M.A.	PSYC
1990 Dana Falk, M.A.	PSYC
1990 Susan Martin, M.A.	EDCP
1990 Roger Segala, M.A.	EDCP
1991 Jennifer Piper, M.A.	EDCP
1991 Jennifer Ridgely, M.A.	EDCP
1992 Susan Stepakoff, M.A.	PSYC
1992 Peggy Rios, M.A.	PSYC
1992 Mary Ann Greeley, M.A.	EDCP
1992 Rhondie Vorhees, M.A.	EDCP
1993 Adrienne Hamcke, M.A.	EDCP
1993 Mary Bradmiller, M.A.	PSYC
1993 Mara Latts, M.A.	PSYC
1993 Eileen Hershberger, M.A.	EDCP
1996 Jason Shumaker, M.A.	EDCP
1996 Mark Gammon, M.A.	EDCP
1997 Michael Gray, *RC	EDCP
1997 Aaron Rochlen, M.A.	PSYC
1999 Anne Geronimo, M.A.	FMST
1999 Julie Quimby, M.A.	PSYC
2000 Margret Bell, M.A.	PSYC
2001 Lisa Baker, M.A.	PSYC
2001 Bradley Brenner, M.A.	EDCP
2001 R.J. Holmes, M.A.	EDCP
2001 Dana Triestman, M.A.	EDCP
2003 Ian Kellems, M.A.	PSYC
2004 Nancy Hensler-McGinnis, M.A. in progress	PSYC
2004 Missy Roffman, M.A. in progress	PSYC
1988 Lenora Maier, Ph.D.	EDCP
1989 Barbara Murray, Ph.D.	EDCP
1989 Beverly Hoy, Ph.D.	EDCP
1991 Jeffrey Hayes, Ph.D.	PSYC
1991 Paul McCusker, Ph.D.	PSYC
1991 Barbara Morris, Ph.D.	EDCP
1992 Mollie Jaschik, Ph.D.	PSYC
1992 Corinne Meijer, Ph.D.	PSYC
1992 Kate Comtois, Ph.D.	PSYC
1992 Dana Falk, Ph.D.	PSYC
1992 Donna Talbot, Ph.D.	EDCP
1993 Deborah Taub, Ph.D.	EDCP
1994 Stuart Israelowitz, Ph.D.	EDCP
1995 Angela Ferguson, Ph.D.	EDCP

1995 Todd Gravois, Ph.D.	EDCP
1995 Susan Jones, Ph.D.	EDCP
1996 Mara Latts, Ph.D.	PSYC
1996 Barbara Zachary, Ph.D.	PSYC
1996 Richard Smith, Ph.D.	PSYC
1997 Libby Nutt, Ph.D.	PSYC
1997 Mary Bradmiller, Ph.D.	PSYC
1997 Jennifer Ritscher, Ph.D.	PSYC
1997 Alicia Lucksted, Ph.D.	PSYC
1997 Bernard Bedon, Ph.D.	PSYC
1998 Elliott Levine, Ph.D.	PSYC
1998 J. Davidson Porter, Ph.D.	EDCP
1998 Mary Jo Flaherty, Ph.D.	PSYC
2000 Aaron Rochlen, Ph.D.	PSYC
2000 Wendy Endress, Ph.D.	EDCP
2000 Jonathan Nevitt, Ph.D.	EDMS
2000 Tania DuBeau, Ph.D.	EDHD
2000 Michele Paselukho, Ph.D.	University of British Columbia
2000 Karren Campbell, Ph.D.	PSYC
2001 Steven Alexander, Ph.D.	EDCP
2001 Jonathan Mohr, Ph.D.	PSYC
2001 Julie Goldberg, Ph.D.	EDCP
2002 Julie Quimby, Ph.D.	PSYC
2002 Rachel Crook, Ph.D.	PSYC
2002 Suzanne Friedman, Ph.D.	PSYC
2003 Brad Brenner, Ph.D.	EDCP
2004 Ian Kellems, Ph.D. in progress	PSYC
2004 Laura Kasper, Ph.D. in progress	PSYC

*RC indicates Masters-equivalent research competency thesis required of pre-2000 doctoral students in Counseling Psychology

3. Undergraduate Honors Committees Chaired

1996 Alison Baratz	GVTP
1997 Khara Cannon	EDCI
1997 Jeannette Landry	PSYC
1998 Vered Tasch	EDCI

4. Undergraduate Honors Committee Memberships

1996 Melissa Diamond	EDCI
1996 Ann Lasken	GVTP
1997 Amy Brown	EDSP
1997 Kyrie Dragoo	EDSP
1997 Lauren Costas	EDCI
1997 Julie Ackerman	PSYC
1997 Sheri Gordon	EDCI

1997 Mahnaz Pater-Rov	BIOL
1997 Megan Pell	EDSP
1998 Alicia Rozycki	PSYC
1998 Karen Lee	EDCI
1998 Joan Stanford	EDCI
1998 Rachel Kaminsky	EDCI
1999 Rachel Duffy	EDCI
1999 Renata Baginsky	EDCI
2000 Rachel Klensin	EDCI
2000 Allison Farber	EDCI
2000 Jessica Brause	EDCI
2000 Adria Hoffman	EDCI
2000 Carla Malozowski	EDHD
2000 Aeseun Yoon	EDHD
2000 Shayna Polk	EDCI
2000 Catherine Kern	EDCI
2001 Jamie Tanzman	EDCI
2001 Jennifer Bratten	EDCI
2001 Alyson Moore	EDHD
2001 Jennifer Goodman	EDHD
2001 Lauren Van Grack	EDCI
2001 Lesley Shekitka	EDCI

E. Student Awards (for research completed under my direction)

1992 Elizabeth Beil	Outstanding Doctoral Dissertation Award, College Park Chapter, American Association of University Women
1993 Maria Gomez	First Place, Graduate Research Interaction Day, University of Maryland
1995 Jason Randall	Senior Summer Scholarship Award, Office of the Associate Provost for Academic Affairs and Dean for Undergraduate Studies, University of Maryland
1996 Merris Hollingsworth Merideth Tomlinson	Malyon-Smith Graduate Research Award, Division 44, American Psychological Association
1996 Maria Gomez	Donald Super Dissertation Award, Division 17, American Psychological Association
1996 Beth Richie	Barbara Kirk Dissertation Award, Division 17, American Psychological Association
1997 Jonathan Mohr	Donald Hood Student Research Award, American Counseling Association

1997	Jonathan Mohr	Spring Student Research Grant, Society for the Scientific Study of Sexuality
1999	Sapna Chopra	Student Research Award, National Career Development Association
2001	Jamila Codrington	Second Place, Graduate Research Interaction Day, University of Maryland
2001	Jamila Codrington	Research Award, Committee on Africa and the Americas, University of Maryland
2001	Daniela Ligiero	Hyde Graduate Student Research Award, Division 35, American Psychological Association
2001	Daniela Ligiero	Research Grant, Consortium on Race, Ethnicity, and Gender, University of Maryland
2004	Susanna Gallor	Fretz Scientist-Practitioner Award, Counseling Psychology Program, University of Maryland

F. Miscellaneous Student Advising

2001 Psi Chi Mentor for Ami Norman, Department of Psychology

IV. SERVICE

A. Professional Service

1. Offices and Memberships in Professional Organizations

1985-present	<u>American Psychological Association (APA):</u>
1985-present	<u>Fellow, Division 17 (Society of Counseling Psychology)</u>
1987-1990	Member, Committee on Scientific Affairs
1991-present	Member, Archivist, Section on Women
1994-1996	Chair, Section on Women
1997-1998	Program Chair, Section on Women 1998 National Conference
1995-present	Member, Section for Lesbian, Gay, and Bisexual Awareness
1995-present	Member, Society for Vocational Psychology
1996-2000	Liaison, Joint Task Force on Professional Practice Guidelines for Psychotherapy with Lesbian, Gay, and Bisexual Clients, Public Interest Directorate
1994-2000	Liaison, Committee on Women in Psychology
2000-2003	Vice President for Scientific Affairs
2003-present	Member, Advisory Board, VP for Scientific Affairs

- 2003-present Member, Nominations Committee
- 1987-present Fellow, Division 35 (Society for the Psychology of Women)
- 1989-present Fellow, Division 44 (Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues)
- 1995-1997 Reviewer, Malyon-Smith Scholarship Award
- 1997-2000 Secretary-Treasurer
- 1992-1997 Member, Division 26 (History of Psychology)
- 1993 Member, Advocacy Focus Group, Education Directorate (invited)
- 1996-1999 Member, Task Force on Diversity Issues at the Pre-College and Undergraduate Levels of Education in Psychology, APA Board of Educational Affairs, Education Directorate (appointed)
- 2000-2003 Member, Textbook Guidelines Initiative Task Force, Commission on Ethnic Minority Recruitment, Retention, and Training in Psychology, APA Board of Ethnic Minority Affairs (appointed)
- 2000-present Member, Interdivisional Task Force to Develop Guidelines for Counseling and Psychotherapy with Women, Divisions 17 (Counseling Psychology) and 35 (Society for the Psychology of Women)
- 2000, 2001 Reviewer, Wayne F. Placek Award, American Psychological Foundation
- 2002-present Liaison, Research and Education Committee, AFFIRM (Psychologists Affirming their Gay, Lesbian, and Bisexual Family)
- 1988-present Association for Women in Psychology (AWP; Member)
- 1995-1998 Chair, Lesbian Psychologies Award
- 1997-1998 Chair, Scholarship Committee, 1998 Conference
- 1988-present American Psychological Society (APS; Member)
- 1994 Invited Reviewer, Practice Analysis Project, Professional Examination Service and Association of State and Provincial Psychology Boards
- 1994 Invited Item Writing Participant, Examination for Professional Practice in Psychology, Professional Examination Service and

Association of State and Provincial Psychology Boards

- 1994 Invited Participant, Pilot Study for Survey of the Practice of Psychology, Professional Examination Service and Association of State and Provincial Psychology Boards

2. Services to Local, State, and Federal Agencies

- 1989 Consulting Psychologist, Transition Strategies of Vocational Counseling for Disadvantaged and Handicapped Students; Statewide conference for school counselors, Coordinated under auspices of Charles County Board of Education and presented for Maryland State Department of Education, Piney Point, MD, June 25-27.
- 1994 Consulting Psychologist, Sexual Harassment Training Workshop, University Equity Office, George Mason University, Fairfax, VA, June 7-9.

3. Non-University Committees, Panels, Workshops, and In-Service Training

- 1983 "NWSA Workshops for High School Women."
Workshop series developed for the annual convention of the National Women's Studies Association, Columbus, OH.
- 1986 "Counseling Skills for Personnel."
Three-part workshop presented for University of California Personnel Services, Santa Barbara, CA.
- 1986-87 "Risky Business: Being a Woman in the 80's."
Seven-week series (2) presented for University of California Women's Center, Santa Barbara, CA.
- 1996 "Relationships and Careers: A Panel of Partners."
Panel presented for Twelfth National Conference for College Women Student Leaders, National Association for Women in Education, Georgetown University, Washington, DC.
- 1999 "Teambuilding: Benefits and Challenges."
Faculty development session presented at annual CAPS-Europe faculty meeting, Trier, Germany.
- 2000 "Effective Psychotherapy with Lesbian, Gay and Bisexual Clients."
Workshop presented for Fielding Institute, Baltimore, MD.
- 2004 "Career Development Issues in Counseling Lesbian/Gay/Bisexual Clients."
Class presented for graduate students in Counseling/Clinical/

School Psychology Program, University of California, Santa Barbara, CA

B. University Service

1. Departmental

1988-1989 Member, Human Subjects Review Committee
 1988-1992 Member, Community Counseling Program Committee
 1988-present Member, Counseling Psychology Program Committee
 1989-1991 Advisor, CAPS Student Organization
 1992-1995 Organizer, Speakers/Colloquia
 (1993: Chair, Faculty Search Committee)
 1992-1994 Member, Diversity Task Force
 1993-1994 Member, Comprehensive Examination Committee
 1995 Chair, Library Committee
 1995-1999 Chair, Human Subjects Review Committee
 1997-present Member, Counseling Psychology Multiculturalism Committee
 1997-1999 Member, Council of Program Directors (CPD)
 1997-1998 Chair, Faculty Advisory Committee
 1997-1998 Chair, Salary Committee
 1998-1999 Co-Director, Counseling Psychology Doctoral Program
 1999-2002 Member, Promotion and Tenure Committee
 2000-present Liaison, Counseling Psychology Program Student Association
 2001 Member, Faculty Search Committee (School Counseling)
 2001-present Faculty Mentor for Assistant Professor Cheryl Holcomb-McCoy
 2001-2002 Chair, CAPS Undergraduate Committee
 2002-present Director, Undergraduate Studies (and Chair, Undergraduate
 Committee)
 2003-present Chair, Appointment, Promotion, and Tenure Committee

2. College

1990-1991 Member, Ad Hoc Committee on Teaching Excellence
 1991-1992 Co-Chair, Committee on Teaching Excellence
 1992-94, 1995-97,
 2000-01 Member, College of Education Senate
 1995-96, 2000-01 Member, College of Education Senate Steering Committee
 1994-1996 Member, College of Education Multicultural Committee
 1995-1996 Member, Program Review Board
 1996-1997 Member, Ad Hoc Committee on Teaching Awards
 1996-2001 Director, College of Education Undergraduate Honors Program
 1999-2000 Member, College of Education Senate Planning Committee
 2000-2001 Member, College of Education Committee on Undergraduate
 Education
 2000-2001 Member, Faculty Search Committee, Department of Measurement
 and Statistics

3. University

1989-1992	Member, Campus Senate
1990-1991	Member, Faculty Grievance Panel (Senate Committee)
1990-1991	Member, Maryland Longitudinal Study Committee
1990-1993	Member, Women's Studies Curriculum Committee
1991-1994	Member, Women's Studies Steering Committee
1991-1997	Member, Speaker's Bureau, Office of Institutional Advancement
1993-1997	Member, Women's Studies Research Committee
1995-1997	Co-Chair, Women's Studies Research Committee
1995-1998	Member, Institutional Review Board (Human Subjects)
1996	Co-author, Report to UMD Equity Council for UMD Lesbian/Gay/ Bisexual Staff and Faculty Association
1996-1999	Member, President's Commission on Women's Issues
1997-present	Member, Consortium on Race, Ethnicity, and Gender
1998-present	Member, Task Force on UMD Lesbian/Gay/Bisexual/Transgender Studies Certificate Program
2002-present	Member, Faculty Oversight Committee, UMD Lesbian/Gay/Bisexual /Transgender Studies Certificate Program
2002-present	Co-Director, College Park Scholars Advocates for Children Program

4. Workshops and Other Campus In-Service Activities

1990	"Serving Gay, Lesbian, and Bisexual Students." Staff development workshop presented for Department of Resident Life, University of Maryland.
1990	"Gay and Lesbian Community." Panel presented for Multicultural Community Days: Improving Classroom and Campus Climate, University of Maryland.
1990-1991	"Women's Leadership: Choices and Challenges." Presentations for Committee on Undergraduate Women's Leadership, Division of Student Affairs, University of Maryland.
1992	"Town Meeting III: Justice in America." Panel presented for Diversity Week '92, Office of Human Relations, University of Maryland.
1992	"Academic Options for Students Interested in Helping Professions." Staff development presentation for undergraduate advisors, Division of Letters and Sciences, University of Maryland.
1992	"Approaching an Understanding of Student Harassment and Discrimination on the Basis of Age, Religion, and Sexual Orientation." Panel presented for Equity Conference V: Excellence Through Diversity, Office of the President, University of Maryland.
1993, 1996	"Balancing Careers and Relationships: A Panel of Partners."

Panel presented for Committee on Undergraduate Women's Leadership, Division of Student Affairs, University of Maryland.

- 1993 "Homophobia."
Panel moderated for Student Union Program Council, Division of Student Affairs, University of Maryland.
- 1994 "Issues for Women in Gendered Communication."
Workshop presented for Women's Studies Weekend, College of Arts and Humanities, University of Maryland.
- 1996 "Counseling 'vs.' Advising."
Plenary session panel presented for Advisor Orientation and Training, Undergraduate Studies, University of Maryland.
- 1997 "Feminist Therapy: An Overview."
Staff development lecture presented for Research and Development Series, Counseling Center, University of Maryland.
- 1998 "Using the Arts in Therapy."
Workshop series developed and presented for the Counseling Psychology Program, University of Maryland.
- 2000-2004 "Developmental and Counseling Issues in Working with Lesbian, Gay, and Bisexual Clients."
Intern training presentation for the Counseling Center, University of Maryland.
- 2000 "Counseling Lesbian, Gay, and Bisexual Clients."
Workshop presented for the Counseling Psychology Student Association, University of Maryland.
- 2001 "Integrating the Arts into Psychotherapy."
Workshop presented for the Counseling Psychology Student Association, University of Maryland.
- 2001 "Feminist Therapy."
Workshop presented for the Counseling Psychology Student Association, University of Maryland.
- 2001 "Impact of Feminism on U.S. Psychology."
Panel presentation for the Summer International Institute, Department of Women's Studies, University of Maryland.

C. Community Service

- 1983-85 Consulting Psychologist, Department of Athletics, Ohio State University, Columbus, OH
- 1986-87 Educational Consultant, Child Abuse and Sexual Assault Prevention Project, Rape Crisis

Center, Santa Barbara, CA

- 1986-87 Consulting Psychologist, Weight Watchers
Resorts and Health Spas, Santa Barbara, CA
- 1990 Consulting Psychologist, Children's Conference
of the Eleventh Annual Conference of the Gay
and Lesbian Parents Coalition International,
Washington, DC, June 1-3.
- 1991-1994 Consulting Psychologist, Mental Health Services Advisory Board,
Whitman-Walker Clinic, Inc., Washington, D.C.
- 1995-1996 Consulting Psychologist, Speakers Bureau, Whitman-Walker
Clinic, Inc., Washington, DC.