

# Abigail Holland Conley, PhD

☒ School of Education, 1015 W. Main Street, Box 842020, Richmond, Virginia 23284

📧 [ahconley@vcu.edu](mailto:ahconley@vcu.edu)

## Education

### **North Carolina State University**

**Raleigh, NC**

*Doctor of Philosophy in Counseling and Counselor Education*

*May 2012*

- Cognate Area: Research Methods
- Dissertation: Exploring College Counselor Spiritual Competency in Relation to Training and Professional Practice

### **Lewis & Clark University**

**Portland, OR**

*Masters of Arts in Counseling Psychology*

*May 2006*

- Concentration in Clinical Mental Health

### **Wake Forest University**

**Winston-Salem, NC**

*Bachelor of Arts in Psychology and Comparative Religion*

*May 2004*

## Academic Positions

### **School of Education, Virginia Commonwealth University**

**Richmond, VA**

*Professor (Tenured), Counselor Education*

*June 2025 - present*

*Associate Professor (Tenured), Counselor Education*

*June 2019 – May 2025*

*Assistant Professor, Counselor Education*

*August 2013 – May 2019*

*Affiliate Faculty, Institute for Women's Health*

*September 2014 - present*

*Research Scientist for IPV/SV, Institute for Women's Health*

*September 2019 – present*

### **College of Education, University of Central Florida**

**Orlando, FL**

*Visiting Assistant Professor, Counselor Education*

*August 2012 – July 2013*

## Clinical Positions

### **Women's Center, North Carolina State University**

**Raleigh, NC**

*Interpersonal Violence (IPV) Survivor Advocate*

*July 2011 – May 2012*

- Provided direct services to survivors of partner violence, sexual violence, and stalking.
- Coordinated and lead 25-hour relationship and sexual violence phone (RSVP) line volunteer advocate training.

### **SouthLight, Inc.**

**Raleigh, NC**

*Intake Counselor*

*Oct. 2007 – May 2008*

- Evaluated clients for admission to Drug and Alcohol Outpatient Treatment, provided substance abuse counseling and communicated with other agencies for referrals.

### **Counseling Center, Portland Community College**

**Portland, OR**

*Counseling Intern*

*Sept. 2005 – April 2006*

- Counseled individual students with mental health issues including anxiety, depression, trauma, suicidal ideal, and ADHD.

## **Professional Awards**

**Virginia Commonwealth University, School of Education**

*2023 Unsung Hero Award*

**American Counseling Association (ACA)**

*2022 Arthur A. Hitchcock Distinguished Professional Service Award*

**Virginia Commonwealth University, The Wellness Resource Center**

*2019 Survivor Solidarity Award*

**Virginia Commonwealth University, School of Education**

*2016 Outstanding Community Engagement Award*

**Virginia Commonwealth University, School of Education**

*2015 Charles P. Ruch Award for Excellence in Teaching*

**Virginia Commonwealth University, School of Education**

*2015 Distinguished Junior Faculty Award*

**Virginia Commonwealth University, Institute for Women's Health**

*2015 & 2016 Building Interdisciplinary Bridges in Women's Health Research Award*

**American College Counseling Association (ACCA)**

*2013 Emerging Scholar Award*

## **RESEARCH AND SCHOLARSHIP ACTIVITIES**

### **Research Interest and Focus**

- Interpersonal Violence (IPV) prevention, survivorship, and healing
- Holistic health, resilience, and wellness

\*Denotes student status during the majority of the collaboration on scholarly publications

### **Grants Awarded**

Improving Outcomes for Child and Youth Victims of Human Trafficking. 2024. Funded by the Office for Victims of Crime (OVC) Human Trafficking Program. Consultant (budget under final review, Gould).

Exploring Internet-Facilitated Exploitation and Sex Trafficking Among College Students. 2023. Funded by Institute for Research on Behavioral and Emotional Health. PI (\$12,500, Conley)

Examining the Longitudinal Relationships Among Wellness, COVID-19 Stressors, Mental Health and Substance Use in the General Population. 2021 Funded by Chi Sigma Iota National Counseling Honor Society. Co-PI (\$2,083.00, Clarke/Conley)

Do We Practice What We Preach? Exploring Counselor Education Doctoral Students Experiences from Diverse Religious/Spiritual Backgrounds. 2020. Funded by the Association of Counselor Education and Supervision. PI (\$1,150, Conley)

Rigorously Evaluating Approaches to Prevent Adult-Perpetrated Child Sex Abuse. 2020. Funded by the Centers for Disease Control and Prevention. Co-I (\$1,586,916, Co-PIs Shakeshaft/Carlyle)

Testing a Proposed Evidence Base for the Red Flag Campaign: Promoting Prevention through Program and Messaging Evaluation. 2015. Funded by the VCU Council for Community Engagement Co-I. (\$15,925, Carlyle).

Activating Bystanders to Reduce Sexual Assault, Dating Abuse and Stalking. 2014. Funded by the Avon Foundation for Women. Co-I (\$5,000, Briones).

Graduate Student Research Grant. 2012. Funded by the Association for Spiritual, Ethical, and Religious Values in Counseling (ASERVIC). PI (\$500, Conley)

Research and Best Practices Grant. 2011. Funded by the Southern Association for Counselor Education and Supervision (SACES). PI (\$500, Conley)

Evaluation of NIA's eClips Educational Broadcast Programming for NASA Television. 2009-2011. Funded by the National Aeronautics and Space Administration (NASA). Project Manager (\$260,560, Nassar-McMillan)

### **Grants Submitted: Unfunded**

Targeted Health and Resilience Interventions for Vital Emergency Department Nurses (THRIVE). NINS/NIH (PAR-22-230). MPI (\$3,274,148, DiazGranados, Conley, Glasgow, Mittler).Amer

Pragmatic Trial of Remotely-delivered Mindfulness Intervention for Pregnant People after Traumatic Life Experiences. NCCIH/NIH RO1(PAR-20-154). CO-I (\$3,841,683, Kinser)

Exploring Internet-Facilitated Exploitation and Sex Trafficking Among College Students. 2021. Submitted to the VCU Presidential Research Quest Fund. PI (\$31,455, Conley)

Understanding How Spiritual and/or Religious Identity Facilitates Post-Traumatic Growth in College Students Following a Sexually Violence Event. 2020. Submitted to the American College Counseling Association. Co-PI (\$1000, Waters/Conley)

Assessing the grooming process in trafficking among college students in central Virginia: An empirical study. 2019. Submitted to the National Institute of Justice. PI (\$478,801, Conley)

A public health approach to human trafficking prevention: The development of a training of the trainer model for promoting screening among healthcare providers. 2019. Submitted to the VCU Center for Clinical and Translational Research. Co-PI (\$129,395, Carlyle)

The Red Flag Campaign: Building the evidence base for a comprehensive bystander intervention to prevent sexual and dating violence on college campuses. 2018. Submitted to the Centers for Disease Control and Prevention. Co-I (\$1,048,874, Carlyle)

The Red Flag Campaign: Building the evidence base for a comprehensive bystander intervention to prevent sexual and dating violence on college campuses. 2017. Submitted to the Centers for Disease Control and Prevention. Co-I (\$1,037,779, Carlyle)

Preventing sexual and dating violence among LGBTQ+ college students: An application of the Red Flag Campaign. 2017. Submitted to the National Institute of Justice. Co-I (\$504,128, Coston)

The Red Flag Campaign: Building the evidence base for a comprehensive bystander intervention to prevent sexual and dating violence on college campuses. 2016. Submitted to the Centers for Disease Control and Prevention. Co-I (\$1,647,216, Carlyle)

Examining the impact of sexual assault on college students: A latent growth curve analysis on longitudinal data from a large US university. 2014. Submitted to the American College Counseling Association. PI (\$5,000, Conley)

Sexual Violence, Intimate Partner Violence and Stalking: A Collaborative Campus Climate Survey at University of Richmond and Virginia Commonwealth University. 2014. Submitted to the Student Affairs Administrators in Higher Education. PI (\$5000, Conley)

Using Evidence for Enacting Federal Mandates. 2014. Submitted to the William T. Grant Foundation. Co-I (\$355,571, Shakeshaft).

Establishing the Evidence Base for a Promising Prevention Program: The Red Flag Campaign. 2014. Submitted to the VCU Council for Community Engagement. Co-PI (\$19,756, Carlyle).

## **Book**

Ohrt, J.H., Clarke, P., & **Conley, A.H.** (2018). *Wellness Counseling: A Holistic Approach to Prevention and Intervention*. Alexandria, VA: ACA.

## **Book Chapters**

Limberg, D., \*Gonzales, S.K., & **Conley, A.H.** (2021). Leadership and Advocacy in Schools and Universities. In C. Barrio Minton & C. Change (Eds.). *Professional Counseling Excellence through Leadership and Advocacy* (2<sup>nd</sup> ed.).

Nassar-McMillan, S. C., \*Taylor, J., & **Conley, A. H.** (2017). Promising Career and Workforce Development Practices in Middle and High School Settings. In V. S. Solberg & S. R. Ali (Eds.). *The Handbook of Career and Workforce Development Practice and Policy*. Routledge/Taylor & Francis.

**Conley, A.H.**, Nassar-McMillan, S.C., & \*Anshraf, A. (2014). Islamic Identity. In T.E. Robert and V.A. Kelly (Eds.) *Critical incidents in integrating spirituality into counseling*. Alexandria, VA: ACA.

Nassar-McMillan, S. C., Tovar, L.Z., & **Conley, A. H.** (2013). Namadi: The Case of the Misunderstood Muslim. In S. G. Niles, J. Goodman, and M. Pope (Eds.). *The Career Counseling Casebook: A Resource for Practitioners, Students, and Counselor Educators*. Broken Arrow, OK: NCDA.

Osborne, J. W., Tillman, D., & **Holland, A.** (2009). Anxiety in school among disadvantaged minorities: Stereotype threat, identification with academics, and motivation to succeed. In J. Cassady (Ed.) *Anxiety in the schools*. Peter Lang Publishing.

### **Publications in Refereed Journals**

*Note: Impact Factor (IF) where applicable from journal website at the time of publication*  
[Google Scholar Profile](#)

36. Cusack, S., Moyer, S., Amstadter, A., **Conley, A.H.**, & Kinser, P. (in press). The impact of antenatal interpersonal violence exposure on birthing experience and postpartum mental health sequelae: Do we need trauma-informed interventions? *Sage Open*. (IF: 2.0)

35. Waters, J.M. & **Conley, A.H.** (2025). A phenomenological analysis of the spiritual development of psychotherapists who work with sexual violence survivors. *Frontier in Psychology*, 16:15126444. <https://doi.org/10.3389/fpsyg.2025.1546444> (IF: 2.9)

34. Waters, J.M. & **Conley, A.H.** (2025). Trauma and spirituality: Faith interacting with counselors' sexual violence work. *Counseling and Values*, 70(1), 39-64.  
<https://doi.org/10.1163/2161007x-bja10029>

33. Broda, M.D, **Conley, A.H.**, Clarke, P.B., Ohrt, J. & \*Jeen, J. (2025). Examining the dimensionality, reliability, and invariance of the Depression, Anxiety, and Stress Scale – 21 (DASS-21) across age, race, ethnicity, and caretaking status. *Psychological Reports*, 332941241313105. Advance online publication.  
<https://doi.org/10.1177/00332941241313105>

32. Lambert, A., **Conley, A.H.**, & Fulton, C.L. (in press). Enhancing religious and spiritual inclusion of Jewish youth with intellectual and/or developmental disabilities. *Inclusion*.

31. \*Poandl, M. M. & **Conley, A.H.** (2025). Applying EMDR in counseling with survivors of intimate partner violence. *Journal of Mental Health Counseling*, 47(3).  
<https://doi.org/10.17744/mehc.47.3.01>

30. \*Underwood, J., **Conley, A.H.**, & \*Waters, J.M. (2024). The impact of adverse childhood experiences on college student stress and wellbeing. *Journal of College Student Retention*, 0(0). <https://doi.org/10.1177/15210251231225415> (IF: 1.5)
29. Ohrt, J., Clarke, P.B., **Conley, A.H.**, & Broda, M.D. (2024). Mental health and well-being during the COVID-19 pandemic: Examining well-being as a mediator of pandemic stress. *Journal of Mental Health Counseling*, 46(1), 19-37. <https://doi.org/10.17744/mehc.46.1.02>
28. **Conley, A.H.**, Carlyle, K.E., Cuddeback, G., & Kornstein, S. (2023). Working with survivors of sex trafficking: Mental health implications. *The Psychiatric Clinics of North America*, 43(3), 597-606. <https://doi.org/10.1016/j.psc.2023.04.013> (IF: 3.411)
27. \*Toomey, T. M., \*Combs, E. M., Ohrt, J. H., \*Lewis, O. J., Clarke, P. B., **Conley, A.H.**, \*Craven, L., \*Tolan, L. (2023). Well-being disparities between LGBQ individuals and heterosexual individuals during the COVID-19 pandemic: Implications for counselors. *Journal of LGBTQ Issues in Counseling*, 17(3), 242-255. <https://doi.org/10.1080/26924951.2023.2227021>
26. Bountress, K.E., \*Cusack, S.E., **Conley, A.H.**, Aggen, S.H., The Spit for Science Working Group, Vassileva, J., Dick, D. M., Amstadter, A.B. (2022). The COVID-19 pandemic impacts psychiatric outcomes and alcohol use among college students. *European Journal of Psychotraumatology*, 13(1), 2022279. <https://doi.org/10.1080/20008198.2021.2022279> (IF: 4.071)
25. Gutierrez, D. & **Conley, A.H.** (2021). What just is isn't always justice: Toward a spiritual view of justice. *Counseling and Values*, 66(2), 114-116. <https://doi.org/10.1002/cvj.12151>
24. Bambacus, E. & **Conley, A.H.** (2021). The impact of dosage on a mindfulness intervention among first-year college students. *Journal of College Student Retention* <https://doi.org/10.1177/15210251211041695> (IF: 1.5)
23. \*Sami, W.Y, \*Waters, J.M., \*Liadis, A., \*Lambert, A. & **Conley, A.H.** (2021). Disenchantment, buffering, and spiritual reductionism: A pedagogy of secularism for counseling and psychotherapy. *Religions*, 12(8), 612. <https://doi.org/10.3390/rel12080612>
22. Bountress, K.E., \*Cusack, S.E., **Conley, A.H.**, Aggen, S.H., The Spit for Science Working Group, Vassileva, J., Dick, D. M., Amstadter, A.B. (2021). Unpacking the impact of the COVID-19 pandemic: Identifying structural domains. *European Journal of Psychotraumatology*, 12(1). <https://doi.org/10.1080/20008198.2021.1932296> (IF: 3.48)
21. Grimmer, M. A., **Conley, A. H.**, \*Foster, D., & \*Clark, C. W. (2021). A thematic analysis of the impact of MY MASCULINITY HELPS as a tool for sexual violence prevention. *Journal of Interpersonal Violence*, 36(5-6), NP3369-NP3387. <https://doi.org/10.1177/0886260518772106> (IF: 2.5)

20. \*Kozachuk, L.A. & **Conley, A.H.** (2020). Development-oriented situational supervision: a leadership approach to supervision in counselor education. *Journal of Counselor Leadership and Advocacy* <https://doi.org/10.1080/2326716X.2020.1835586>
19. Carlyle, K.E., **Conley, A.H.**, & Guidry, J.P.D. (2020). Development and evaluation of the Red Flag Campaign for the primary prevention of sexual and dating violence on college campuses. *Journal of American College Health*, 70(1), 84-88. <https://doi.org/10.1080/07448481.2020.1726924> (IF: 1.79)
18. Bayne, H., **Conley, A.H.**, & Colburn, A. (2020). Counselor empathy, religiosity, and lesbian, gay, and bisexual perspectives. *Counseling and Values*, 65(1), 57-74. <https://doi.org/10.1002/cvj.12122>
17. Gutierrez, D., \*Merrill, E., **Conley, A.H.**, & Young, M.E. (2019). A study of student counselors experiences with Jyoti meditation. *Counseling and Values*, 64(2), 186-203. <https://doi.org/10.1002/cvj.12114>
16. Taylor, J.V., Gibson, D., & **Conley, A.H.** (2018). Integrating yoga into a comprehensive school counseling program: A qualitative approach. *Professional School Counseling*, 22(1), 1-13. <https://doi.org/10.1177/2156759X19857921>
15. Caamano-Isorna, Adkins, A., Moure-Rodriguez, L., **Conley, A.H.**, & Dick, D. (2018). Alcohol use and sexual assault victimization among university students: Three years of follow-up. *Journal of Interpersonal Violence*. <https://doi.org/10.1177/0886260518780413> (IF: 1:94)
14. Gibson, D., Dollarhide, C.T., **Conley, A.H.**, & Lowe, C. (2018). The construction and validation of the school counseling transformational leadership inventory. *Journal of Counselor Leadership and Advocacy*, 5(1), 1-12. <https://doi.org/10.1080/2326716X.2017.1399246>
13. \*Hawn, S.E., \*Lind, M.J., **Conley, A.H.** \*Overstreet, C.M. Kendler, K.S., Dick, D.M., & Amstadter, A.B. (2018). Effects of social support on the association between pre- college sexual assault and college-onset victimization. *Journal of American College Health*, 66(6), 467-475. <https://doi.org/10.1080/07448481.2018.1431911> (IF: 1:56)
12. **Conley, A.H.**, \*Overstreet, C., \*Hawn, S.E., Kendler, K.S., Dick, D.M., & Amstadter, A.B. (2017). Prevalence and predictors of sexual assault among a representative college sample. *Journal of American College Health*, 65(1), 41-49. <https://doi.org/10.1080/07448481.2016.1235578> (IF: 1:21)
11. **Conley, A.H.** & \*Griffith, C. (2016). Trauma-informed response in the age of Title IX: Considerations for college counselors working with survivors of power-based personal violence. *Journal of College Counseling*, 19(3), 276-288. <https://doi.org/10.1002/jocc.12049>



10. Gutierrez, D., **Conley, A.H.**, & Young, M.E. (2016). The effect of Jyoti meditation on student counselors. *Counselor Education and Supervision*, 55(2), 109-122.  
<https://doi.org/10.1002/ceas.12036>
9. Barden, S.M., **Conley, A.H.** & Young, M.E. (2015). Integrating health and wellness in mental health counseling: Clinical, educational and policy implications. *Journal of Mental Health Counseling*, 37(2), 152-163. <https://doi.org/10.17744/mehc.37.2.1868134772854247>
8. \*Hall, K. & Barden, S.M., & **Conley, A.H.** (2014). A relational cultural framework: Emphasizing relational dynamics and multicultural skill development. *The Professional Counselor*, 4, 71-83. <https://doi.org/10.15241/kg.4.1.71>
7. Bryant Rockenbach, A., Bachenheimer, A., **Conley, A. H.**, Grays, S., Lynch, J., Staples, B. A., & Wood, A. (2014). Spiritual exchange in pluralistic contexts: Sharing narratives across worldview differences. *Journal of College and University Student Housing*, 41, 192-205.
6. \*Wood, A. W. & **Conley, A.H.** (2014). Loss of religious or spiritual identities among the LGBT population. *Counseling and Values*, 59, 95-111.  
<https://doi.org/10.1002/j.2161-007X.2014.00044.x>
5. \*Mullen, P.R., Lambie, G.W., & **Conley, A.H.** (2014). Development of the ethical and legal issues in counseling self-efficacy scale. *Measurement and Evaluation in Counseling and Development*, 47, 62-78. <https://doi.org/10.1037/t41840-000>
4. **Conley, A.H.**, Nassar-McMillan, S.C., & Zagzebski, L.T. (2013). Hardhats, boots, and goggles revisited: STEM career development for the 21<sup>st</sup> century. *Career Planning and Adult Development Journal*, 29(2), 81-92.
3. Nassar-McMillan, S.C. & **Conley, A.H.** (2011). Programme evaluation toolbox: Effective evaluation principles and considerations in career practice. *International Journal of Vocational and Educational Guidance*, 3, 1-10.  
<https://doi.org/10.1007/S10775-011-9206-3>
2. Osborne, J. W. & **Holland, A.** (2009). What is authorship, and what should it be? A survey of prominent guidelines for determining authorship in scientific publications. *Practical Assessment, Research & Evaluation*, 14(15). <https://doi.org/10.7275/25pe-ba85>
1. Rees, A.M., Doyle, C., **Holland, A.**, & Root, S. (2008). Sexism and sexual prejudice (homophobia): The impact of the gender belief system and inversion theory on sexual orientation research and attitudes toward lesbian, gay, and bisexual individuals. *Journal of LGBT Issues in Counseling*, 2, 2-25. <https://doi.org/10.1080/15538600802077467>

### **Manuscripts Submitted for Publication in Refereed Journals**



Shakeshaft, C., Oyefuga, E., Carlyle, K., **Conley, A.H.**, \*Lefeavers, S., Ramezani, N., \*Russo, J., \*Kitching, E., Ingram, M., Ortiz, A., & Smilde, A. (in review). Challenges with engaging schools in school employee sexual misconduct prevention research. *Journal of Child Sexual Abuse*.

Oyefuga, E., Shakeshaft, C., Carlyle, K., **Conley, A.H.**, Ramezani, N., Ingram, M., Ortiz, A., Smilde, A., \*Lefeavers, S., \*Russo, J., & \*Kitching, E. (in review). Evaluating CSA prevention in schools: Assessing how training, leadership, and policies impact educator sexual misconduct awareness and reporting. *Journal of Child Sexual Abuse*.

Carlyle, K., Ramezani, N., Oyefuga, E., \*Russo, J., \*Lefeavers, S., \*Kitching, E., Daugherty, S., Shakeshaft, C., & **Conley, A.H.** (in review). That's inappropriate: Development of the Educator Misconduct Prevention and Reporting Inventory. *Journal of Child Sexual Abuse*.

\*Kitching, E. & **Conley, A.H.** (under review). The power of school counselors' leadership, advocacy, and collaboration in preventing and addressing educator sexual misconduct. *Professional School Counseling*.

Underwood, J. & **Conley, A.H.** (under review). Interpersonal violence and college student academic functioning: Exploring connections and implications. *Journal of Social Work Education*

### **Non-refereed Publications**

**Conley, A.H.** & \*Underwood, J. (2019). *Campus climate survey on sexual violence and bystander behavior* (Executive Summary). Richmond, VA: Virginia Commonwealth University.

**Conley, A.H.** & \*Underwood, J. (2018). *Campus climate survey on sexual violence and bystander behavior* (Executive Summary). Richmond, VA: Virginia Commonwealth University.

**Conley, A.H.** & \*Underwood, J. (2017). *Campus climate survey on sexual violence and bystander behavior* (Executive Summary). Richmond, VA: Virginia Commonwealth University.

**Conley, A.H.** (2016). *Campus climate survey on sexual violence and bystander behavior* (Executive Summary). Richmond, VA: Virginia Commonwealth University.

### **Refereed Professional Conference Presentations**

#### ***National & International***

+ I participated in all research activities and poster/presentation preparation, but was unable to attend due to the delta variant and having children too young to be vaccinated.

49. Waters, J.M. & **Conley, A.H.** (2025, June). *A phenomenological analysis of the spiritual development of counselors who work with sexual violence*. Presentation at the annual conference of the Association for Spiritual, Ethical, and Religious Values in Counseling in Portsmouth, VA.
48. Shakeshaft, C., Carlyle, K.E., **Conley, A.H.**, Oyefuga, E., Ramenzani, N., \*Kitching, E., \*Russo, J., \*Lefeavers, S., Smilde, A., & Ingram, M. (2024, July). Centers for Disease Control and Prevention (CDC) Child Sexual Abuse (CSA) Grantee Portfolio Panel. Presentation at the annual Violence Prevention Research Conference.
47. **Conley, A.H.**, \*Xie, L., & \*Poandle, M.M. (2024, June). *Spiritual or religious identity importance as a mediator to posttraumatic growth following sexual violence among young adults*. Presentation at the annual conference of the Association for Spiritual, Ethical, and Religious Values in Counseling, Virtual Conference.
46. \*Livingston, A. & **Conley, A.H.** (2023, October). *Exploring the Experiences of POC within the Psychedelic Renaissance*. Poster presented at the annual conference of the Association for Counselor Education and Supervision in Denver, Colorado.
45. Carlyle, K., **Conley, A.H.**, \*Lefeavers, S., & \*Russo, J., \*Wallace, M., Perera, R. (2023, April). *That's Inappropriate: Measuring Educator Sexual Misconduct Boundary Crossing Behaviors*. Poster presented at the 44th Annual Meeting & Scientific Sessions of the Society of Behavioral Medicine, Phoenix, AZ. (Meritorious and Citation Award Winner)
- +44. \*Water, J.M., \*Sami, W., \*Liadis, M., \*Lambert, A., & Conley, A.H. (2021, October). *Do we practice what we preach? Exploring counselor education doctoral students experiences from diverse religious/spiritual backgrounds*. Presentation at the annual conference of the Association for Counselor Education and Supervision in Atlanta, Georgia.
- +43. Ohrt, J., **Conley, A.H.**, Clarke, P., & Broda, M. (2021, September). *COVID-related stress and mental health: Mediating effects of well-being*. Poster presented at the annual Association for Assessment and Research in Counseling conference in Cincinnati, OH.
- +42. Ohrt, J., **Conley, A.H.**, Clarke, P., & Broda, M. (2021, September). *Examining the dimensionality, reliability, and invariance of the depression, anxiety, and stress scale -21 (DASS-21) across age, race/ethnicity, and caretaking status*. Poster presented at the annual Association for Assessment and Research in Counseling conference in Cincinnati, OH.
- +41. Waters, J.M., **Conley, A.H.**, \*Auten, A. (2021, September). *Post-traumatic growth: How religious and spiritual identity moderate the effects of trauma in a college sample*. Poster presented at the annual Association for Assessment and Research in Counseling conference in Cincinnati, OH.

40. **Conley, A.H.** & Underwood, J. (2019, December). *Sex trafficking among college students*. Presentation at the annual Solving the Campus Sexual Assault and Dating Violence Puzzle: Establishing Intersectional and Trauma-Informed Advocacy, Prevention, and Investigation conference in Raleigh, NC.
39. **Conley, A.H.**, Orht, J., & Clarke, P. (2019, October). *Teaching Wellness Counseling: Tools and Techniques for Incorporating Wellness across the counseling Curriculum*. Presentation at the annual conference of the Association for Counselor Education and Supervision, Seattle, Washington.
38. **Conley, A.H.** (2019, July). *The role of mindfulness in college sexual violence and bystander intervention*. Poster presented at the annual conference of the Association for Spiritual, Ethical, and Religious Values in Counseling, Colorado Springs, Colorado.
37. **Conley, A.H.** (2018, April). *College sexual assault: Risk factors, revictimization, and resiliency*. Presentation at the annual conference of the American Counseling Association, Atlanta, GA.
36. Orht, J., **Conley, A.H.**, & Clarke, P. (2018, April). *The wellness workshop: Practical wellness counseling techniques for your toolbox*. Presentation at the annual conference of the American Counseling Association, Atlanta, GA.
35. Bayne, H. B., Neurer Colburn, A.A., & **Conley, A.H.** (2017, July). *Can empathy mediate counselor values conflicts between religious identity and working with LGBTQ clients?* Presentation at the annual conference of the Association for Spiritual, Ethical, and Religious Values in Counseling, Richmond, VA.
34. \*Bambacus, E.S., McGann, A.W., & **Conley, A.H.** (2017, July). *Present for college: Integrating mindfulness meditation training into the curriculum for first-year students*. Poster presented at the annual conference of the Association for Spiritual, Ethical, and Religious Values in Counseling, Richmond, VA.
33. **Conley, A. H.** (2017, March). *Improving survivor counseling services: Lessons learned from a campus climate survey*. Poster presented at the annual conference of the American Counseling Association, San Francisco, CA.
32. Grimmer, M.A. & **Conley, A.H.** (2017, March). *Male engagement in sexual violence prevention: Before and after "MY MASCULINITY HELPS"*. Presentation at the annual conference of the American Counseling Association, San Francisco, CA.
31. Gniska, P., **Conley, A.H.**, Carlson, R., & Orht, J. (2017, March). *The clinical vs. statistical decision making debate in counseling*. Presentation at the annual conference of the American Counseling Association, San Francisco, CA.
30. **Conley, A.H.**, \*Underwood, J., & \*Moreau, A. (2016, December). *Revictimization and Resiliency: A trauma-informed approach to working with all students*. Presentation at

the annual Solving the Campus Sexual Assault and Dating Violence Puzzle: Establishing Intersectional and Trauma-Informed Advocacy, Prevention, and Investigation conference in Raleigh, NC.

29. Gutierrez, D., **Conley, A.H.**, & Young, M.E. (2015, October). *The effect of Jyoti meditation on student counselors' stress: Exploring the role of emotional intelligence*. Presentation at the annual conference of the Association for Counselor Education and Supervision, Philadelphia, PA.
28. \*Gutierrez, D. & **Conley, A.H.** (2014, September). *How can growth curve modeling help counseling researchers?* Round table presented at the annual conference of the Association for Assessment and Research in Counseling, Moline, IL.
27. Gibson, D., **Conley, A.H.**, & Dollarhide, C. (2014, May). *Transformational tasks and the role of professional relationships: A grounded theory approach to understanding professional identity development*. Presentation at the annual conference of the British Association for Counselling and Psychotherapy, London, U.K.
26. **Conley, A.H.**, \*Griffith, C., & Gibson, D. (2014, May). *Responding to power-based violence survivors: A review of the literature and considerations for counsellors*. Poster presented at the annual conference of the British Association for Counselling and Psychotherapy, London, UK.
25. **Conley, A.H.**, Van Horn, S., & Barden, S.M. (2013, October). *Helping students cope with crisis: Tips for school counselors and educators following school and community violence*. Presentation at the annual conference of the Association for Counselor Education and Supervision, Denver, CO.
24. **Conley, A.H.** & \*Griffith, C.L. (2013, October). *Out of my comfort zone: A mixed methods investigation on counselor trainees' work with power-based personal violence (PBPV) survivors*. Presentation at the annual convention of the Association for Counselor Education and Supervision, Denver, CO.
23. Nassar-McMillan, S.C., **Conley, A.H.**, & Tovar, L.Z. (2013, October). *Counselor educators' guide to the program evaluation [and grant] galaxy: Implications for social justice*. Presentation at the annual conference of the Association for Counselor Education and Supervision, Denver, CO.
22. **Conley, A.H.** & Tajlili, M.H. (2013, September). *Responding to power-based personal violence (PBPV) survivors: Considerations for college counselors*. Presentation at the annual conference of the American College Counseling Association, New Orleans, LA.
21. **Conley, A.H.** (2013, March) *Exploring college counselor spiritual competency in relation to training and professional practice*. Presentation at the annual convention of the American Counseling Association, Cincinnati, OH.

20. **Conley, A. H.** & Warfield, H. (2012, June). *Starting the conversation: A toolbox for introducing spirituality into counselor training programs and into practice*. Presentation at the annual conference of the Association for Spiritual, Ethical, and Religious Values in Counseling, Santa Fe, NM.
19. **Conley, A. H.** (2011, October). *Spirituality in higher education: Counselor training and practice*. Presentation at the annual conference of the Association for Counselor Education and Supervision, Nashville, TN.
18. Zagzebski, L., **Holland, A.**, & Nassar-McMillan, S. C. (2011, March). *When role models are scarce: Using multi-media and online resources to encourage STEM careers in underrepresented populations*. Presentation at the annual convention of the American Counseling Association, New Orleans, LA.
17. Nassar-McMillan, S. C., **Holland A.**, Osborne, J. W., & Zagzebski, L., (2011, March). *Counselors' program evaluation toolbox: Effective evaluation principles and strategies*. Presentation at the annual convention of the American Counseling Association, New Orleans, LA.
16. Niles, S., Nassar-McMillan, S., Sharp, J., & **Holland, A.** (2010, March). *Infusing diversity, social justice and advocacy into career development training*. Poster presented at the annual convention of the American Counseling Association, Pittsburg, PA.
15. Rees, A.M., Doyle, C., **Holland, A.**, & Root, S. (2005). *Gender role expression and sexual orientation: Research past, present, and future*. Presentation at the annual convention of the Association for Women in Psychology, Tampa, FL.

### ***Regional***

14. **Conley, A.H.**, \*Waters, J.M., \*Sami, W., \*Liadis, M., \*Lambert, A., &. (2022, November). *"I fit in, but don't belong": Experiences of religiously diverse CES students*. Presentation at the annual conference of the Southern Association for Counselor Education and Supervision in Baltimore, MD.
13. Ohrt, J., **Conley, A.H.**, Clarke, P., & Broda, M. (2022, November). *COVID stress and mental health: Mediating role of well-being*. Presentation at the annual conference of the Southern Association for Counselor Education and Supervision in Baltimore, MD.
12. Bayne, H.B., Neuer Colburn, A.A., & **Conley, A.H.** (2016, October). *Helping students address values conflicts through education and supervision*. Presentation at the annual conference of the Southern Association for Counselor Education and Supervision, New Orleans, LA.
11. **Conley, A. H.**, Barden, S.M., Younger, M.E. (2014, October). *The integration of biology and wellness: Missing in action in Counselor Education?* Presentation at the annual

conference of the Southern Association for Counselor Education and Supervision, Birmingham, AL.

10. Gibson, D. & **Conley, A. H.** (2014, October). *Creating something new: The “ins and outs” of developing a research inventory*. Poster presented at the annual conference of the Southern Association for Counselor Education and Supervision, Birmingham, AL.
9. **Conley, A. H.** (2012, September). *Spirituality in higher education: How counselor training impacts competence*. Presentation at the annual conference of the Southern Association for Counselor Education and Supervision, Savannah, GA.

### **State**

8. **Conley, A.H.**, \*Kitching, E., Oyefuga, E., Shakeshaft, C., Carlyle, K., & Ortiz, A. (2024, June). *The power of school counselors’ collaboration, advocacy, and leadership in preventing and addressing educator sexual misconduct*. Presentation at the annual Metropolitan Educational Research Consortium Conference, Richmond, VA.
7. Shakeshaft, C., Oyefuga, E., Carlyle, K., **Conley, A.H.**, Perera, R., Timmon, C., \*Dougherty, S. & \*Wallace, M. (2022, April). *Relationship of attitudes and beliefs about sexual behaviors directed toward female students by school employees in K12 schools*. Poster presented at the VCU Women’s Health Research Day, Richmond, VA.
6. \*Underwood, J., \*Moreau, A., and **Conley, A.H.** (2017, March). *Understanding college student survivors’ utilization of campus resources: Impact of campus connectedness and gender identity*. Poster presented at the VCU Women’s Health Research Day, Richmond, VA.
5. **Conley, A.H.**, Vatalaro-Hill, K., Aziz, J., Klink, C., Slovinsky, T., Brubaker, S.J..., & Tingle, K. (2016, April). *Campus climate survey on sexual violence and bystander behavior: A Campus Alliance to End Violence (CAEV) initiative*. Poster presented at the VCU Women’s Health Research Day, Richmond, VA. (Building Interdisciplinary Bridges in Women’s Health Research Award).
4. Briones, R., Carlyle, K., **Conley, A.H.**, Slovinsky, T., Charles, R., Guidry, J..., & Lukacs, V. (2015, April). *Establishing the evidence base for a promising bystander intervention program: The Red Flag Campaign*. Poster presented at the VCU Women’s Health Research Day, Richmond, VA. (Building Interdisciplinary Bridges in Women’s Health Research Award).
3. **Conley, A. H.** & Warfield, H. (2012, February). *A picture is worth a thousand words: Infusing spirituality into counselor training*. Presentation at the annual conference of the North Carolina Counseling Association, Greensboro, NC.



2. Zagzebski, L., **Holland, A.**, & Nassar-McMillan, S. C. (2011, February). *Using technology to address STEM career underrepresentation during tough economic times*. Presentation at the annual conference of the North Carolina Counseling Association, Concord, NC.
1. **Holland, A.**, Zagzebski, L., & Nassar-McMillan, S.C. (2011, February). *The age of accountability: Effective evaluation principles and strategies*. Presentation at the annual conference of the North Carolina Counseling Association, Concord, NC.

### **Invited Presentations**

**Conley, A.H.** (March, 2023). *Radical wellness: The art of unlearning what we are sold*. Teach In for Women's History Month Speaker, VCU School of Education DEI Speaker Series, Richmond, VA.

**Conley, A.H.** (April, 2022). *Interpersonal Violence as a Campus Issue*. Plenary Speaker at the VCU Women's Health Research Day, Richmond, VA.

**Conley, A.H.** (October, 2021). *Falling into wellness*. Presentation to the Career Services. Virginia Commonwealth University, Richmond, VA.

**Conley, A.H.** (August, 2021). *Healthy lifestyle habits*. Panel sponsored by the VCU Center for Pharmacy Practice Innovation. Virginia Commonwealth University, Richmond, VA.

**Conley, A.H.** (February, 2021). *Advisor burnout: Strategies for navigating unprecedented times*. Presentation to the University Academic Advising Community. Virginia Commonwealth University, Richmond, VA.

**Conley, A.H.** (May, 2020) *Navigating difficult conversations in academic advising*. Presentation to the University Academic Advising Community. Virginia Commonwealth University, Richmond, VA.

Ohrt, J. H., Clarke, P. B., & **Conley, A. H.** (2019, March). *Wellness counseling: A holistic approach to prevention and intervention*. Invited session presented at the annual American Counseling Association (ACA) conference, New Orleans, Louisiana.

**Conley, A.H.** (2018, April). *Re-victimization and Resiliency: A Trauma-Informed Approach to Working with All Students*. Presentation at the COBE Connect lunch series. Virginia Commonwealth University, Richmond, V.A.

**Conley, A.H.** (2018, April). *Not Anymore at VCU: Panel on Creating Cultural Change to Prevent Sexual Assault and Harassment*. Panel sponsored by the Office of the Provost, Virginia Commonwealth University, Richmond, VA.

**Conley, A.H.**, Sander, M., & \*Taylor, J.V. (2016, April). *Recognizing and responding to trauma: Training for elementary school counselors*. Invited presentation for Henrico County Public Schools, Richmond, VA.



**Conley, A.H.** (2015, January). *Trauma-informed response in higher education*. Invited presentation at the It's On Us: Title IX, Sexual Violence and Prevention, and Trauma-Informed Response in K-12 Schools and Higher Education Summit, Virginia Commonwealth University, Richmond, VA.

**Conley, A.H.,** Currey, B., Fabian, D., Fankhauser, K., Hill, K.V., LeViness, P., Slovinsky, T., & Tingle, K. (2014, October). *Collaborative Response to Cases: Virginia Commonwealth University and University of Richmond*. Panel presented at the Office of the Attorney General Campus Sexual Violence Summit, Richmond, VA.

Young, M.E., \*Gutierrez, D. & **Conley, A.H.** (2013, March). *Meditation and emotional regulation*. Invited presentation at the annual convention of the American Counseling Association, Cincinnati, OH.

**Conley, A.H.,** Walsh, A., Van Horn, S., & Barden, S. (2013, February). *Helping children cope with crisis: Tips for school counselors following school and community violence*. Invited presentation at the annual Central Florida Counseling Conference, Orlando, FL.

**Conley, A.H. & \*Griffith, C.L.** (2013, February). *Responding to power-based violence survivors: Considerations for counselors*. Invited presentation at the annual Central Florida Counseling Conference, Orlando, FL.

Nassar-McMillan, S.C. & **Holland, A.** (2011, February). *Measurement matters: New survey tools for STEM stereotype research*. Invited presentation at The Friday Institute, North Carolina State University, Raleigh, NC.

Nassar-McMillan, S.C., **Holland, A.,** & Zagzebski, L. (2011, February). *Lab coats aren't for people like me: Exploring gender, culture and career across educational disciplines*. Invited presentation at East Carolina University, Greenville, NC.

## **Teaching Experience**

### ***Virginia Commonwealth University, 2014 - present***

CLED 200: The Science of Resilience and Holistic Health  
CLED 601: Theories of Counseling  
CLED 603: Group Counseling  
CLED 608: Practicum: College Student Development  
CLED 612: Wellness Counseling  
CLED 672: Internship: College Student Development  
EDUS 700: Supervision Externship  
CLED 730: Advanced Practicum and Theory  
CLED 740: Counseling Supervision Theory

### ***University of Central Florida, 2012-2013***

MHS 6803: Counseling Practicum I & II  
MHS 6702: Ethical and Legal Issues in Counseling  
MHS 6407: Counseling for Wellness  
MHS 6401: Techniques of Counseling

***North Carolina State University, 2008-2012***

ECD 222: Sexual Violence Prevention for Peer Educators, Co-Instructor  
EDP 304: Educational Psychology, Adjunct Instructor  
EPD 476: Adolescent Psychology, Adjunct Instructor  
ECD 642: Practicum in Counseling  
ECD 535: Student Development in Higher Education, Co-Instructor

**Doctoral Dissertation Committees**

**Chair**

Livingston, A. (2025).  
Liadis, A. (2023). *Community on campus: Examining the impact of campus climate, belonging, and flourishing on bystander behavior for diverse university students*. Virginia Commonwealth University.  
Lambert, A. (2022). *“There was some sort of missing middle”: Lived Experiences of Jewish Youth with Intellectual and Developmental Disabilities*. Virginia Commonwealth University.  
Waters, J.M. (2022). *The Experiences of Religiously and Spiritually Diverse Counselors and Psychotherapists Who Work with Survivors of Sexual Violence*. Virginia Commonwealth University.  
Hanley, E. (2021). *From Kindergarten Classrooms to PhD Pursuits: Academic Narrative that Influence Career Decisions in Black Women Counselor Education and Supervision Doctoral Students*. Virginia Commonwealth University.  
Underwood, J. (2019). *Impacts of Gender-Based Violence and Harassment on Graduate Student Academic Functioning*. Virginia Commonwealth University.  
Bambacus, E. (2018). *An Intervention Study on Mindfulness Meditation and Mindfulness, Stress, Flourishing, and Academic Achievement in a First-Year Experience Seminar*. Virginia Commonwealth University.

**Co-Chair**

Isom-Payne, S. (2022). *The Lived Experiences of Higher Education Academic Advisors with Counseling Degrees in Addressing Their Role in Student Success*. Virginia Commonwealth University.  
Kozachuk, L. (2020). *Family Relationship Hope in Parents of Children with Autism Spectrum Disorder*. Virginia Commonwealth University.

Taylor, J.T. (2016). *The Experiences of School Counselors Who Integrate Yoga Into a Comprehensive School Counseling Program: A Phenomenological Approach*. Virginia Commonwealth University.

### **Committee Member**

- Lefeavers, S. (2025). *A Higher Education Response to Exploitation on Campus*. Virginia Commonwealth University. (Student in the School of Public Health)
- Xie, L. (2025). *Supporting and Promoting the Well-being of Sexual Assault Survivors*. Virginia Commonwealth University.
- Ragoonath, R. (2024). *Therapy Use and Self-Stigma of Seeking Help among College Students of Color*. University of South Carolina.
- Mitchell, T. (2023). *The Experiences of District-Level School Counseling Supervisors in Facilitating Leadership Development with Professional School Counselors*. Virginia Commonwealth University.
- Sami, W. (2022). *Labor Union Affiliation and its Influence on Psychological Well-Being and Depression*. Virginia Commonwealth University.
- Spears, N. (2020). *Predicting Black Male Undergraduate Degree Completion at a PWI: Examining Single Indicators of Religiosity, Anxiety, and Depression*. Virginia Commonwealth University.
- Slovinsky, T. (2018). *Prosecution as the 'soul crushing job': Complexities of campus sexual assault cases*. Virginia Commonwealth University. (Student in Public Policy and Administration)
- Hudson, S. (2017). *Identity politics, state standards, and on the ground realities: A critical policy analysis of teaching/learning gender/sexuality in a Virginia elementary school*. Virginia Commonwealth University. (Student in Educational Leadership).
- Gerlach, J. (2017). *The lived experiences of academic advisors with counseling degrees in addressing wellness with college student-athletes*. Virginia Commonwealth University.
- Marrs, S. (2016). *Development of the student perceptions of writing feedback scale*. Virginia Commonwealth University. (Student in Educational Research and Evaluation).
- Wood, A. (2015). *The influence of stigma on quality of life and relationship satisfaction for prostate cancer survivors and their partners*. University of Central Florida.
- Mullen, P. (2014). *The contribution of school counselors' self-efficacy and professional quality of life to their programmatic service delivery*. University of Central Florida.
- Gutierrez, D. (2014). *The effect of meditation on emotional intelligence, stress, and spirituality in student counselors*. University of Central Florida.
- Griffith, C.L. (2014). *The impact of a group counseling intervention on LGBTQ+ older adolescents' levels of hope, coping, and suicidality*. University of Central Florida.
- DePue, M. K. (2013). *The relationship of the bottoming out experience and the cognitive shift from drinker to nondrinker on early recovery for substance use disorders in treatment settings*. University of Central Florida.
- Limberg, D. (2013). *School counselors: An analysis of burnout, altruism and wellness*. University of Central Florida.

### **Professional Leadership and Service**

#### **National**

Association for Spiritual, Ethical, and Religious Values in Counseling (ASERVIC)

*Editor-at-Large, Appointment 2019-present (currently in second appointed term)*

*Quantitative Associate Editor, Appointment 2013-2018*

*Counseling and Values Editorial Board Member, Appointment 2011-2014*

Association for Assessment and Research in Counseling (AARC)

*Member at Large Publications, Elected Term 2017-2020*

American Counseling Association

*Sexual Violence Task Force, Task Force Co-Chair, Appointment 2019*

*Interpersonal Violence Task Force, Task Force Member, Appointment 2016*

Southern Association of Counselor Education and Supervision (SACES)

*Women's Interest Network, Research Coordinator, Appointment 2014-2017*

### **Regional, State, and Local**

Richmond Public Schools

*School Health Advisory Board (SHAB) Member, Appointment 2023 – present*

Greater Richmond Stop Child Abuse Now (SCAN)

*Trauma-Informed Schools Committee Member, Higher Education Co-Chair, 2016 until present*

*Board of Young Professionals, Board Member, Appointment 2014-2016*

Virginia Department of Health

*Rape Prevention and Education Evaluation, Subcommittee Member*

Relationship and Sexual Violence Phone Line, North Carolina State University

*On-call Volunteer Advocate, 2010-2012*

- Participated in 25 hour of crisis intervention training
- Staffed telephone line weekly to provide support and advocacy to survivors of interpersonal violence.

### **University Service**

VCU University Grievance Panel Hearing Board

*Board Member, 2020-present*

Virginia Commonwealth University (VCU) and University of Richmond (UR) Campus Alliance to End Violence

*Assessment Committee, Chair, 2013-2015*

Office of Equity and Access

*Assessment Consultant, 2015-2020*

VCU Institute for Women's Health

*Domestic/ Sexual Violence Research Development Group Co-Chair, 2019 - present*

*Domestic/Sexual Violence Research Development Group Member, 2014-2019*

### **School Service**

Curriculum Committee

*Member, 2013-2020*

*Chair, 2021-2022*

Faculty Organization

*Treasurer, 2021*

*Department Representative, 2022*

I-Cubed Scholar Review Committee, 2019

Third Year Review Peer Committee, 2022

P&T Peer Review Committee, 2021, 2022

SOE P& T Committee, 2023-2024

Martin Luther King Middle School Consortium, Committee Member, 2017

Scholarship Committee Member, 2013-2015

### **Department Service**

Counselor Education Master's Program, Program Coordinator, 2018-2020, 2022-present

College Counseling and Student Affairs, Track Coordinator, 2014-present

Student Affairs Networking Association, Faculty Advisor, 2014-2018

CNSE Department Chair Search Committee Member, 2023

Faculty Search Committee Member, 2015, 2016, 2017, 2022, 2023

Faculty Search Committee Chair, 2020, 2022

### **Other Professional Service**

#### ***Grant Review***

John Templeton Foundation, 2022

NIH National Center for Advancing Translational Sciences, 2022

Centers for Disease Control, 2023

VCU IRBEH, 2024

### **Professional Certification, Licensure, and Memberships**

**Virginia Licensed Professional Counselor (LPC)**

Resident in Counseling (#0704015617)

**National Board of Certified Counselors**

National Certified Counselor (NCC)

**Chi Sigma Iota Member**

Nu Sigma Chi Chapter

**American Counseling Association Member**

AARC, ACES/SACES, ASERVIC division member