

## **CURRICULUM VITA**

**MARY A. HERMANN**

Date of Preparation: May 2, 2021

### **EDUCATION**

Doctor of Philosophy in Counselor Education, 2001 (CACREP-Accredited Program)  
University of New Orleans, New Orleans, Louisiana

Master's of Education in Counselor Education, 1998 (CACREP-Accredited Program)  
University of New Orleans, New Orleans, Louisiana

Juris Doctor, 1995  
Loyola University School of Law, New Orleans, Louisiana

University of New Orleans, New Orleans, Louisiana  
Bachelor of Arts Degree, 1986  
Major: Foreign Language Education

### **LICENSES/CERTIFICATIONS**

Licensed Professional Counselor, Virginia  
License Number 0701005277, June 2012-Present

Licensed Professional Counselor, Mississippi  
License Number 0897, February 2002-June 2013

National Certified Counselor  
National Board for Certified Counselors, October 1998-Present

Certified School Counselor, Louisiana  
License Number 056769, May 1999-Present

Certified Teacher (French), Louisiana  
License Number 056769, February 1992-Present

Bar, Louisiana  
License Number 24123, April 1996-Present (inactive status - July 1997-Present)

### **ACADEMIC APPOINTMENTS**

Virginia Commonwealth University, School of Education, Richmond, Virginia  
Associate Professor, Counselor Education (July 2008-Present)  
Affiliate Faculty, Institute for Women's Health (February 2021-Present)  
Founder and Director, Women's Lifespan Development Research Lab (August 2019-Present)  
Chair and Program Coordinator, Counselor Education (August 2010-June 2015)  
Chair, Foundations of Education (July 2013-June 2014)  
Assistant Professor, Counselor Education (August 2006-June 2008)

Mississippi State University, College of Education, Mississippi State, Mississippi  
Assistant Professor, Counselor Education (August 2001-June 2006)  
Affiliate Faculty, Women's Studies Department (August 2003-June 2006)

University of New Orleans, College of Education, New Orleans, Louisiana  
Adjunct Professor, Educational Leadership (August 1998 – July 2001)

## **BIBLIOGRAPHY**

### **\*Denotes Student Co-Author**

#### **Peer-Reviewed Journal Articles**

24. Hermann, M. A., Douglas-Glenn, N. E., \*Underwood, J., & \*Deitz, M. E. (under review). Experiences of African American working women: A phenomenological study
23. \*Brookover, D. L., Hermann, M. A., & \*Deitz, M. E. (under review). School counseling through a developmental lens: Implications for working with adolescent girls.
22. Eckart, E., Hermann, M. A., & Neale-McFall, C. (in press). Counselors' experience of work and family roles during the COVID-19 pandemic. *Journal of Mental Health Counseling*.
21. Hermann, M. A., Neale-McFall, C., & \*Man, J. (2021). The impact of the COVID-19 pandemic on working mothers: A phenomenological study. *World Journal of Education and Humanities*, 3(2), 15-35.
20. Hermann, M. A., & Neale-McFall, C. (2020). COVID-19, academic mothers, and opportunities for the academy. *Academe*, 106(4), 37-39.
19. Hermann, M. A., Gorlewski, J., \*Brookover, D., \*Walsh, R. L., \*Kozachuk, L., \*Deitz, M. E., & Ciminelli, E. (2020). Policy, practice, and parenthood: A study of teacher mothers. *Educational Studies*. <https://doi.org/10.1080/03055698.2020.1834358>
18. Hermann, M. A., Haskins, N., Neale-McFall, C., Ziomek-Daigle, J., & Eckart, E., (2020). Counselor educator mothers: Work-life enrichment and occupational satisfaction. *Adultspan*, 19(2).
17. Neale-McFall, C., Hermann, M. A., & Eckart, E. (2020). Predictive variables of faculty retention in the counselor education field: A gender perspective. *Journal of Education and Training Studies*, 8(10).
16. Hermann, M. A., & Gorlewski, J. (2020, May 29). Endless work, endless love: Teaching and mothering during a pandemic. *Teachers College Record*, <https://www.tcrecord.org> ID Number: 23308.
15. Hermann, M. A., \*Walsh, R. L., & \*Underwood, J. (2019). Experiences of school counselor mothers: A phenomenological investigation. *Professional School Counseling*, 22(1), 1-11.
14. Hermann, M. A., & Neale-McFall, C. (2018). Experiences of pretenure counseling professor mothers. *NASPA Journal about Women in Higher Education*, 11(3), 265-283.
13. Neale-McFall, C. W., Eckart, E. C., Hermann, M. A., Haskins, N. H., & Ziomek-Daigle, J. (2018). Counselor educator mothers: A quantitative analysis of job satisfaction. *Counselor Education and Supervision*, 57(2), 147-159.
12. Kaplan, D. M., Francis, P. C., Hermann, M. A., Baca, J. F., Goodnough, G. E., Hodges, S., Spurgeon, S. L., & Wade, M. E. (2017). New Concepts in the 2014 Code of Ethics. *Journal of Counseling and Development*, 95(1), 110-120.

(Includes reprinted *Counseling Today* interviews)

11. Alexander, Q. R., & Hermann, M. A. (2016). African American women's experiences in graduate science, technology, engineering, and mathematics education at a predominantly White university. *Diversity in Higher Education*, 9(4), 307-322.
10. Hermann, M. A., Ziomek-Daigle, J., & Dockery, D. J. (2014). Motherhood and Counselor Education: Experiences with Work/Life Balance. *Adultspan*, 13(2), 109-119.
9. Herlihy, B., Hermann, M. A., & Greden, L. R. (2014). Legal implications of using religious beliefs as a basis for refusing to counsel certain clients. *Journal of Counseling and Development*, 92(2), 148-153.
8. Dockery, D. J., & Hermann, M. A. (Summer 2012). Social justice advocacy and school counseling. *Virginia Counselors Journal*, 32, 32-38.
7. Stenhagen, K., Sherman, W. H., Hermann, M. A., Shakeshaft, C., Magill, C., & Clark, H. (2011). Leadership learning contextualized. *Educational Planning*, 20(1), 31-39.
6. Hermann, M. A., \*Leggett, D. G., & Remley, T. P., Jr. (2008). A study of counselor's legal challenges and their perceptions of their ability to respond. *International Journal of Education Policy and Leadership*, 3(5), Retrieved from <http://journals.sfu.ca/ijepl/index.php/ijepl/article/view/70/47>.
5. Hermann, M. A., & Herlihy, B. R. (2006). Legal and ethical implications of refusing to counsel homosexual clients. *Journal of Counseling and Development*, 84(4), 414-418.
4. \*Foster, L. H., Young, J. S., & Hermann, M. A. (2005). The work activities of professional school counselors: Are the national standards being addressed? *Professional School Counseling*, 8(4), 313-321.
3. Hermann, M. A. (2002). A study of legal issues encountered by school counselors and perceptions of their preparedness to respond to legal challenges. *Professional School Counseling*, 6(1), 12-19. [Reprinted in Remley, Hermann, & Huey Book – *Ethical and legal issues in school counseling* (2<sup>nd</sup> ed.)]
2. Hermann, M. A., & Finn, A. (2002). An ethical and legal perspective on the role of school counselors in preventing violence in schools. *Professional School Counseling*, 6(1), 46-54. [Reprinted in Remley, Hermann, & Huey Book – *Ethical and legal issues in school counseling* (2<sup>nd</sup> ed.)]
1. Hermann, M. A., & Remley, T. P., Jr. (2000). Guns, violence and schools: The results of school violence – Litigation against educators and students shedding more constitutional rights at the school house gate. *Loyola Law Review*, 46, 389-439.

### **Invited Journal Articles**

1. Hermann, M. A. (2020, February 10). *Gender and Women's Studies: Critical Terrain* (Book Review). *Teachers College Record*. <https://www.tcrecord.org> ID Number 23213

### **Books**

2. Hermann, M. A., Remley, T. P., Jr., & Huey, W. C. (Eds.) (2010). *Ethical and legal issues in school counseling* (3rd ed.). American School Counselor Association.
1. Remley, T. P., Jr., Hermann, M. A., & Huey, W. C. (Eds.) (2003). *Ethical and legal issues in school counseling* (2nd ed.). American School Counselor Association.  
(Includes original scholarship and two reprinted peer-reviewed journal articles)

## Invited and Peer-Reviewed Book Chapters/Contributions and Revisions

### ‡ Denotes Peer-Reviewed Publication

20. Hermann, M. A. (in press). Legal, ethical, and clinical issues related to teenage pregnancy. In C. Stone (Ed.) *School counseling principles: Ethics and law (5th ed.)*. American School Counselor Association. (chapter revision)
19. Hermann, M. A. (2021). Voices from the field: Challenges in supervising school counselor interns. In G. Corey, R. Haynes, P. Moulton, & M. Muratori (Eds.), *Clinical supervision in the helping professions: A practical guide*, (3<sup>rd</sup> ed.). American Counseling Association.
18. Herlihy, B., & Hermann, M. A. (2019). Gender issues in career counseling. In D. Capuzzi & M. Stauffer (Eds.), *Career counseling: Foundations, perspectives, and applications* (3<sup>rd</sup> ed.). Routledge.
- ‡17. Hermann, M. A. (2014). The stalled gender revolution: Implications for women leaders. In W. S. Newcomb & K. Mansfield (Eds.), *Women interrupting, disrupting, and revolutionizing educational policy and practice*. Information Age Publishing.
16. Hermann, M. A. (2014). Legal perspectives on dual relationships. In B. Herlihy & G. Corey (Eds.), *Boundary issues in counseling: Multiple roles and responsibilities* (3<sup>rd</sup> ed.). American Counseling Association. (chapter revision)
- ‡15. Choate, L. H., Hermann, M. A., & \*Pottle L. (2013). Ethical and legal issues in counseling clients with eating disorders. In L. H. Choate (Ed.), *Eating disorders: A counselor's guide to treatment and prevention*. American Counseling Association.
14. Hermann, M. A. (2013). Legal, ethical, and clinical issues related to teenage pregnancy. In C. Stone (Ed.) *School counseling principles: Ethics and law (4th ed.)*. American School Counselor Association. (chapter revision)
13. Hermann, M. A. (2009). Legal, ethical, and clinical issues related to teenage pregnancy. In C. Stone (Ed.) *School counseling principles: Ethics and law (3<sup>rd</sup> ed.)*. American School Counselor Association. (chapter revision)
12. Flowers, L. R., & Hermann, M. A. (2007). "This isn't the place for me": School dropout. In D. Capuzzi, & D. R. Gross (Eds.), *Youth at risk: A prevention resource for counselors, teachers, and parents* (5<sup>th</sup> ed.). American Counseling Association. (chapter revision)
11. Remley, T. P., Jr., & Hermann, M. (2007). Legal and ethical issues in school counseling. In J. Wittmer & M. A. Clark (Eds.), *Managing your school counseling program: K-12 developmental strategies* (3<sup>rd</sup> ed.). Educational Media Corporation. (chapter revision)
10. Hermann, M. A. (2006). Legal perspectives on dual relationships. In B. Herlihy & G. Corey (Eds.), *Boundary issues in counseling: Multiple roles and responsibilities*. American Counseling Association.
9. Hermann, M. A. (2006). The relationship between law and ethics. In B. Herlihy & G. Corey (Eds.), *ACA ethical standards casebook*. American Counseling Association.
8. Hermann, M. A. (2005). Legal, ethical, and clinical issues related to teenage pregnancy. In C. Stone (Ed.) *School counseling principles: Ethics and law (2<sup>nd</sup> ed.)*. American School Counselor Association.
7. Hermann, M. A., Kaplan, D. M., & Hubert, M. (2004). Confidentiality: "Don't tell." In R. Perusse, J. Whitley, & L. Tyson (Eds.), *Critical incidents in group counseling*. American Counseling Association.
6. Bergin, J. J., Hatch, T., & Hermann, M. A. (2004). Informed consent for minors: "Why do you have my son in therapy?" In R. Perusse, J. Whitley, & L. Tyson (Eds.), *Critical incidents in group counseling*. American Counseling Association.

- ‡5. Hermann, M. A. (2004). Tarasoff v. Board of Regents of California. In T. S. Watson, & C. H. Skinner (Eds.), *Encyclopedia of school psychology*. New York: Kluwer Academic/Plenum Publishers.
- ‡4. Hermann, M. A. (2004). School threats: Legal Aspects. In T. S. Watson, & C. H. Skinner (Eds.), *Encyclopedia of school psychology*. New York: Kluwer Academic/Plenum Publishers.
- ‡3. Hermann, M. A. (2003). Theodore P. Remley, Jr. In J. D. West, C. J. Osborn, & D. L. Bubenzer (Eds.), *Leaders and Legacies: Contributions to the Profession of Counseling*. Brunner-Routledge.
- 2. Hermann, M. A. (2003). “This isn’t the place for me”: School dropout. In D. Capuzzi, & D. R. Gross (Eds.), *Youth at risk: A prevention resource for counselors, teachers, and parents* (4<sup>th</sup> ed.) American Counseling Association.
- 1. Remley, T. P., Jr., & Hermann, M. A. (2000). Legal and ethical issues in school counseling. In J. Wittmer (Ed.), *Managing your school counseling program: K-12 developmental strategies* (2nd ed.). Educational Media Corporation.

### **Invited and Peer-Reviewed Practitioner-Focused Publications**

#### **‡ Denotes Peer-Reviewed Publication**

- ‡17. Sherperis, D. S., Ordway, A., Kocet, M., & Hermann, M. (2020, September 2). Ethics in the time of COVID: Contact tracing. *Counseling Today, Online Exclusives*. <https://ct.counseling.org/2020/09/ethics-in-the-time-of-covid-contact-tracing/>
- 16. Author (2018, July/August). New Standards for School Counselor Educators. *ASCA School Counselor*, 55(6), 58-59.
- 15. Hermann, M. A. (2015, Summer). Revising the SACES By-laws. *SACES Newsletter*, 11(1), 2.
- 14. Hermann, M. A. (2015, Spring). From the SACES President. *SACES Newsletter*, 10(4), 1.
- 13. Hermann, M. A. (2014, Fall). From the SACES President. *SACES Newsletter*, 10(3), 1.
- 12. Hermann, M. A. (2014, Summer). From the SACES President. *SACES Newsletter*, 9(5), 1.
- 11. Rollins, J., et al. (2014, January). Turning Points. *Counseling Today*, 56(7), 30-45.
- 10. Stone, C., Hermann, M. A., & Williams, R. (2012). Asked & Answered [Legal and ethical issues]. *ASCA School Counselor*, 49(5), 6-13.
- ‡9. Hermann, M. A. (2011, Winter). Protect yourself, protect your students: Use this model to determine your legal responsibilities in a school setting. *VSCA Voice*, 9-10.
- ‡8. Hermann, M. A., & Dockery, D. J. (2010, Back to School Issue). ASCA revises ethical standards for school counselors. *VSCA Voice*, 21-22.
- ‡7. Hermann, M. A., & Remley, T.P., Jr. (2008, January/February). Legal and ethical issues in counseling children of divorce. *ASCA School Counselor*, 46(4), 40-47.
- 6. Hermann, M. A. (2008, April). Thomas Walsh Hosie. *Counseling Today*, 28.
- ‡5. Romano, D. M., & Hermann, M. A. (2007, July/August). Special education laws: What school counselors need to know. *ASCA School Counselor*, 44(6), 86-89.
- ‡4. Hermann, M. A., & Robinson-Kurpius, S. (2006, December). New guidelines for dual relationships. *Counseling Today*, 8-9.
- ‡3. Hermann, M. A. (2005, Winter/Spring). ASCA revises ethical standards. *The School Counselor: Mississippi School Counselor Association Newsletter*.
- 2. Hermann, M. A. (2003, Summer). New developments in ethics and professional affairs. *Mississippi Counseling Association Newsletter*.

1. Hermann, M. A. (2002, Summer). The grass is always greener on the other side of the ivory tower. *SACES Newsletter*.

### **Instructional Materials**

3. Gray, N., Austin, C., Blanchard, V., Hermann, M., Gaffney, M., Ashton, L., & Coleman, W. (2006). *Instructor's manual for ethical, legal, and professional issues in counseling* by Remley & Herlihy. Merrill. (Revision)
2. Hermann, M. A. (2004). *Companion Website for Ethical, Legal, and Professional Issues in Counseling, 2<sup>nd</sup> ed.* www.prenhall.com/remley.
1. Gray, N., Austin, C., Blanchard, V., Hermann, M., Gaffney, M., Ashton, L., & Coleman, W. (2000). *Instructor's manual for ethical, legal, and professional issues in counseling* by Remley & Herlihy. Merrill.

### **National/International Blogs**

8. Hermann, M. A. (2020, October 30). A pandemic of nonstop work for academic women. *Academe Blog*. Retrieved from <https://academeblog.org/2020/10/30/a-pandemic-of-nonstop-work-for-academic-women/>
7. Hermann, M. A. (2020, June 9). Why it's harder to be a mother today than it was 30 years ago: And how the COVID-19 crisis is creating new challenges and opportunities. *Thrive Global*. <https://thriveglobal.com/stories/why-its-harder-to-be-a-mother-today-than-it-was-30-years-ago/>
6. Khidekel, M., . . . Hermann, M. A., Young, J. (2020, May 4). Listen to these uplifting songs to stay optimistic and positive right now: In challenging times, music can hold the power to trigger joy, spark nostalgia, and even relieve stress and anxiety. *Thrive Global*. <https://thriveglobal.com/stories/uplifting-songs-inspire-optimism-positivity-stress-relief-music/>
5. Khidekel, M., Bergeron, M., Hoberman, J., Senft, M., Gogan, C., Thomas, S., Gurwitz, K., Hermann, M. A., . . . Baltazzi, M. (2019, April 22). 15 motivation tips that will make you want to work out regularly: Here's how to become a person who looks forward to exercise. [https://thriveglobal.com/stories/motivational-tips-consistent-exercise-work-out/?utm\\_source=Newsletter\\_General&utm\\_medium=Thrive](https://thriveglobal.com/stories/motivational-tips-consistent-exercise-work-out/?utm_source=Newsletter_General&utm_medium=Thrive)
4. Hermann, M. A., & Neale-McFall, C. (2019, April 15). Behind the scenes: Experiences of pretenure counseling professor mothers. [Journal of Women and Gender in Higher Education website]. Retrieved from <https://www.naspa.org/publications/journals/posts/behind-the-scenes-experiences-of-pretenure-counseling-professor-mothers>
3. Hermann, M. A. (2017, November 15). Creating a more joyful holiday season. *Thrive Global*. <https://www.thriveglobal.com/stories/16313-creating-a-more-joyful-holiday-season>
2. Hermann, M. A. (2017, August 15). What I learned about productivity by earning a law degree and a Ph.D. as a single working mother. *Thrive Global*. <https://www.thriveglobal.com/stories/10926-what-i-learned-about-productivity-by-earning-a-law-degree-and-ph-d-as-a-single-working-mother>
1. Hermann, M. A. (2017, June 14). Opting out of the frantic pace of life. *Thrive Global*. <https://www.thriveglobal.com/stories/9241-opting-out-of-the-frantic-pace-of-life>

## **Manuscripts in Progress**

- Hermann, M. A., Eckart, E., & Neale-McFall, C. (in progress). Counselors' work and family roles during the COVID-19 pandemic. [Status: analyzing data and completing literature review]
- Reid, J. J., Hermann, M. A., Hobson Hargraves, R., & Kornstein, S. (in progress). The impact of the COVID-19 pandemic on STEM faculty. [Status: analyzing data and completing the literature review]
- Hermann, M. A., & Neale-McFall, C. (in progress). Advocating for family-friendly policies in academia: Implications for counselor educators. [Status: completing literature review and drafting manuscript]
- Hermann, M. A., Davis, T., Dockery, D. J., Dickstein-Fischer, L., Stone, C., Goodnough, G., & Guillot-Miller, L. (in progress). Ethical standards for school counselor education faculty. [Status: drafting manuscript]
- Hermann, M. A., & Francis, P. C. (in progress). The history of the ACA Code of Ethics. [Status: drafting manuscript]
- Hermann, M. A., Neale-McFall, C., Man, J., Currie, L., Beland, J., Langan, A., & Hughes, G. B. (in progress). Daughters of the gender revolution: A lifespan development study. [Status: collecting data]
- Hermann, M. A. (in progress). Teaching the Lifespan Development course through an intersectional feminist lens. [Status: completing literature review]

## **PROFESSIONAL PRESENTATIONS**

### **\*Denotes Student Co-Presenter**

#### **Keynote Addresses**

7. Hermann, M. A. (2020, February). *Update on Legal Cases Involving Counselors: What Every Practitioner, Supervisor, and Counselor Educator Needs to Know*. Session presented at the Law and Ethics in Counseling Conference, New Orleans, LA.
6. Hermann, M. A. (2019, February). *Update on Legal Cases Involving Counselors: What Every Practitioner, Supervisor, and Counselor Educator Needs to Know*. Session presented at the Law and Ethics in Counseling Conference, New Orleans, LA.
5. Hermann, M. A. (2018, January). *Counselors and the Law: What Every Practitioner, Supervisor, and Counselor Educator Needs to Know*. Session presented at the Law and Ethics in Counseling Conference, New Orleans, LA.
4. Hermann, M. A. (2016, April). *When Law and Ethics Collide: Navigating Legal and Ethical Responsibilities*. Session presented at the Law and Ethics in Counseling Conference, New Orleans, LA.
3. Hermann, M. A. (2014, November). *Collaboration and Women's Empowerment*. Session presented at the Pennsylvania Counseling Association Conference, State College, PA.
2. Hermann, M. A. (2005, April). *Legal and Ethical Issues in Counseling Minors*. Session presented at the Delta State University 24<sup>th</sup> Annual F. E. Woodall Spring Conference, Cleveland, MS.
1. Hermann, M. A. (1999, August). *The Legal Responsibility to Protect Students from Harm*. Session presented at the Peace Education Conference, Bloomington, IN.

## Refereed Presentations

### *National/International Presentations*

60. Duggan, J., Hermann, M. A., Wade, M. (2021, March). *Ethical Considerations for School and College Counselors Working in Virtual Environments*. Session presented at the Law and Ethics in Counseling Virtual Conference.
59. Philipsen, M., & Hermann, M. A., (2021, January). *Paid Family Leave in Academe: Overcoming Immunities to Change*. Session presented at the Work and Family Researchers Network Online Conference (originally scheduled to be presented in New York City).
58. \*Brookover, D. L., Hermann, M. A., & \*Deitz, M. E. (2020, April). *Wellness Counseling with Adolescent Females: A Qualitative Study of Student Experiences with School Counselor Led Wellness Programs*. Session accepted for the canceled American Counseling Association Conference, San Diego, CA, and presented on-line through Chi Sigma Iota.
57. Hermann, M. A., & Philipsen, M. (2019, November). *Support for Faculty Mothers: Changing the Culture of Academe*. Session presented at the Research on Women and Education (American Educational Research Association SIG) 45<sup>th</sup> Annual Fall Conference, Nashville, TN.
56. Hermann, M. A., Ebrahim, C., Eckart, E., Iarussi, M., Perjessy, C., & St. Germain-Sehr, N. (2019, October). *Women Counselor Educators: Strategies for Success in Academia*. Session presented at the Association for Counselor Education and Supervision Conference, Seattle, WA.
55. Neale-McFall, C., & Hermann, M. A. (2019, April). *Job Satisfaction, Enrichment, and Institutional Policy: Listening to Faculty Mothers*. Session presented at the Motherhood Initiative for Research and Community Involvement 2019 Conference, Toronto, Canada.
54. Hermann, M. A., Gorlewski, J., & \*Walsh, R. (2019, April). *Policy, Practice, and Parenthood: A Study of Teacher Mothers*. Paper presented at American Educational Research Association Annual Meeting, Toronto, Canada.  
\*Research team chair and co-author of paper. Did not attend conference.
53. Hermann, M. A., & Gorlewski, J. (2018, October). *Policy, Practice, and Parenthood: A Study of Teacher Mothers*. Session presented at the Research on Women and Education (American Educational Research Association SIG) 44<sup>th</sup> Annual Fall Conference, San Antonio, TX.
52. Hermann, M. A., Davis, T., & Dickstein-Fischer, L. (2018, July). *ASCA Ethical Standards for School Counselor Education*. Session presented at the American School Counselor Association Annual Conference, Los Angeles, CA.
51. Neale-McFall, C., Hermann, M. A., Eckart, E., Haskins, N., & Daigle, J. (2017, October). *An Investigation of Work-Life Enrichment and Job Satisfaction of Counselor Educator Mothers*. Session presented at the Association for Counselor Education & Supervision Conference, Chicago, IL.
50. Hermann, M. A., Eckart, E., Indelicato, N., & Haskins, N., Iarussi, M., St. Germain-Sehr, N., & Ebrahim, C. (2017, October). *Making Invisible Work Visible: Overcoming Gender Norms to Facilitate Women's Self-Promotion*. Session presented at the Association for Counselor Education & Supervision Conference, Chicago, IL.
49. Hermann, M. A., Goodnough, G., Dockery, D., Dickstein-Fischer, L., Guillot-Miller, L., Davis, T., & Stone, C. (2017, October). *Ethical Guidelines for Counselor Educators in*



- School Counselor Training Programs*. Session presented at the Association for Counselor Education & Supervision Conference, Chicago, IL.
48. Hermann, M. A., Goodnough, G., Dockery, D., Dickstein-Fischer, L., Guillot-Miller, L., Davis, T., & Stone, C. (2017, July). *Ethical Standards for School Counselor Educators*. Session presented at the American School Counselor Association Annual Conference, Denver, CO.
  47. Hermann, M. A., Dailey, S., Evans, M. P., Lee, C. C., Logan, C., Pope, M., & O'Bryant, B. J. (2017, March). *Roads Traveled: ACA Past-Presidents Reflect on Leadership and Diversity within the Counseling Profession*. Session presented at the American Counseling Association Conference, San Francisco, CA.
  46. Hermann, M. A., & Francis, P. C. (2017, February). *The History of the ACA Code of Ethics*. Session presented at the Law and Ethics in Counseling Conference, New Orleans, LA.
  45. Hermann, M. A. (2015, October). *Teaching Lifespan Development Through a Gender Lens*. Session presented at the Association for Counselor Education and Supervision Conference, Philadelphia, PA.
  44. Hermann, M. A., Armstrong, A. J., & Dockery, D. J. (2015, October). *Leadership Training in Counselor Education*. Session presented at the Association for Counselor Education and Supervision Conference, Philadelphia, PA.
  43. Francis, P. C., Goodnough, G., Hermann, M. A., Spurgeon, S., & Kaplan, D. (2014, March). *Hot off the Press – The New 2014 ACA Code of Ethics: An In-Depth Review of Critical Changes*. Preconference session presented at the American Counseling Association Conference, Honolulu, Hawaii, HI.
  42. Francis, P. C., Baca, J., Disney, J., Goodnough, G., Hermann, M. A., Hodges, S., Linde, L., Shaw, L., Spurgeon, S., Watts, R., Wade, M., Kaplan, D., & Martz, E. (2014, March). *A Town Hall Meeting on the New 2014 Code of Ethics: What You Need to Know*. Session presented at the American Counseling Association Conference, Honolulu, HI.
  41. Hermann, M. A. (2014, March). *What Graduate Students and New Professionals Need to Know About the New 2014 ACA Code of Ethics*. Session presented at the American Counseling Association Conference, Honolulu, HI.
  40. Kaplan, D., & Hermann, M. A., (2014, February). *Ward v. Wilbanks & Keeton V. Anderson -Wiley: Can Professional Counselors Use Religious Beliefs as the Basis for Refusing to See LGBTQ Clients?* Session presented at the Time To Thrive, Human Rights Campaign Foundation Conference, Las Vegas, NV.
  39. Hermann, M. A., Daigle, J., & \*Tajlili, M. (2013, October). *The Stalled Gender Revolution: Implications for Counselor Educators*. Session presented at the Association for Counselor Education and Supervision Conference, Denver, CO.
  38. Daigle, J., Hermann, M. A., Dockery, D. J., & Haskins, N. (2013, October). *Motherhood and Counselor Education: Experiences with Work/Life Balance*. Session presented at the Association for Counselor Education and Supervision Conference, Denver, CO
  37. Hobson, R. S., Jong, C., Dockery, D. J., Hermann, M. A., & Carter, T. J. (2013, June). *Pilot Study: An Exploration of the Experiences that Influence Women's Interest, Pursuit, and Continued Involvement in STEM Careers*. Paper presented at the American Society for Engineering Education Conference, Atlanta, GA.
- \*Research team member and co-author of paper. Did not attend conference.
36. Francis, P. C., Baca, J., Disney, J., Goodnough, G., Hermann, M. A., Hodges, S., Linde, L., Shaw, L., Spurgeon, S., Watts, R., Wade, M., Kaplan, D., & Martz, E. (2013, March). *A*

- Town Hall Meeting on the ACA Code of Ethics Revision*. Session presented at the American Counseling Association Conference, Cincinnati, OH.
35. Choate, L., Hermann, M. A., Hurst, K., Tallyrand, R., & Trepal, H. (2013, March). *Eating Disorders and Obesity: Assessment, Prevention, and Treatment Essentials*. Session presented at the American Counseling Association Conference, Cincinnati, OH.
  34. Francis, P. C., Baca, J., Disney, J., Goodnough, G., Hermann, M. A., Hodges, S., Linde, L., Shaw, L., Spurgeon, S., Watts, R., Wade, M., Kaplan, D., & Martz, E. (2012, March). *A Town Hall Meeting on Revising the ACA Code of Ethics*. Session presented at the American Counseling Association Annual Conference, San Francisco, CA.
  33. Dockery, D. J., & Hermann, M. A. (2012, March). *College Students' Perceptions of School Counselors*. Session presented at the American Counseling Association Annual Conference, San Francisco, CA.
  32. Hermann, M. A. (2011, October). *Legal and Ethical Issues in Counselor Education and Supervision*. Session presented at the Association for Counselor Education and Supervision Conference, Nashville, TN.
  31. Hermann, M. A., Kocet, M., Herlihy, B., & Kaplan, D. (2011, October). *Ward vs. Wilbanks et al.: Can Counselors Use Religious Beliefs as the Basis for Refusing to See a Homosexual Client?* Session presented at the Association for Counselor Education and Supervision Conference, Nashville, TN.
  30. Hermann, M. A. (2011, June). *Law, Ethics, and Confidentiality*. Session presented at the American School Counselor Association Annual Conference, Seattle, WA.
  29. Herlihy, B., Hermann, M. A., Kaplan, D., & Kocet, M. (2011, March). *Ward vs. Wilbanks et al.: Can Counselors Use Religious Beliefs as the Basis for Refusing to See a Homosexual Client?* Session presented at the American Counseling Association Annual Conference, New Orleans, LA.
  28. Dockery, D. J., & Hermann, M. A. (2011, March). *Using the ASCA National Model to Enhance Understanding of Our Role as School Counselors*. Session presented at the American Counseling Association Annual Conference, New Orleans, LA.
  27. Hermann, M. A., & Dockery, D. J. (2010, May). *Social Justice and School Counseling*. Paper presented at the American Educational Research Association Annual Meeting, Denver, CO.
  26. Kocet, M., & Hermann, M. A. (2009, October). *A Counseling Ethics Audit: A Tool for Self-Monitoring and Reflection*. Session presented at the Association for Counselor Education and Supervision Conference, San Diego, CA.
  25. Hermann, M. A., Dockery, D. J., & Sherman, W. H. (2009, October). *School Administrators and Counselors: A Collaborative Training Model*. Session presented at the Association for Counselor Education and Supervision Conference, San Diego, CA.
  24. Warren, B., Davis, M., Shakeshaft, C., Clark, H. T., McGill, C., Hermann, M. A., & Sherman, W. (2009, February). *Initiating a Professional Doctorate: The VCU Story*. Session presented at the Annual Meeting of AACTE, Chicago, IL.  
\*Co-authored presentation. Did not attend conference.
  23. Romano, D. M., & Hermann, M. A. (2007, October). *School Counselors' Advocacy Role with Special Needs Students*. Session presented at the Association for Counselor Education and Supervision Conference, Columbus, OH.
  22. Remley, T. P., Grothe, T., Weintraub, J., Puglia, B., & Hermann, M. A. (2007, October). *Limiting the Counselor Educator's Liability as a Supervisor of Internship Students*.

- Session presented at the Association for Counselor Education and Supervision Conference, Columbus, OH.
21. Hermann, M. A., & Remley, T. P. (2007, June). *Legal and Ethical Issues in School Counseling*. Pre-Conference Workshop presented at the American School Counselor Association Conference, Denver, CO.
  20. Hermann, M. A., & Remley, T. P. (2007, June). *Legal and Ethical Issues in Counseling Children of Divorce*. Session presented at the American School Counselor Association Conference, Denver, CO.
  19. Hermann, M. A., Young, J. S., Looby, E. J., & Elder, A. D. (2005, October). *Teaching Tolerance in Counselor Education*. Session presented at the Association for Counselor Education and Supervision Conference, Pittsburgh, PA.
  18. Hermann, M. A., & Remley, T. P. (2004, June). *Legal Issues in School Counseling*. Session presented at the American School Counselor Association Conference, Reno, NV.
  17. Remley, T. P., \*Fonseca, T., Guillot-Miller, L., & Hermann, M. A. (2004, June). *School Counseling Records: Legal and Ethical Challenges*. Session presented at the American School Counselor Association Conference, Reno, NV.
  16. Hermann, M. A. (2003, March). *Legal and Ethical Dimensions of School Violence*. Session presented at the American Counseling Association Conference, Anaheim, CA.
  15. Remley, T. P., Hulse-Killacky, D., Christensen, T., Hermann, M. A., Gibbs, K., Miller, J., Guillot-Miller, L., Shaefer, P., & Tanigoshi, H. (2002, October). *Dismissing Graduate Students for Non-Academic Reasons*. Session presented at the Association for Counselor Education and Supervision Conference, Park City, UT.
  14. Hermann, M. A. (2002, October). *How To Be an Effective Teacher*. Session presented at the Association for Counselor Education and Supervision Conference, Park City, UT.
  13. Hermann, M. A., & Remley, T. P. (2001, March). *School Counselor Liability for Violent and Suicidal Students*. Session presented at the American Counseling Association Conference, San Antonio, TX.
  12. Herlihy, B., Deroche, M., & Hermann, M. A. (2001, March). *Legal and Ethical Implications of Web Counseling*. Session presented at the American Counseling Association Conference, San Antonio, TX.
  11. Remley, T. P., Hermann, M. A., Fazio-Griffith, L., Alexander, A., Gray, N., Miller, J., Austin, C., Guillot-Miller, L., Thornton, M., Warner, B., & Frazier, K. (2001, March). *I'm Proud to be a Counselor! Are You?* Session presented at the American Counseling Association Conference, San Antonio, TX.
  10. Hermann, M. A., Remley, T. P., Fazio-Griffith, L., Alexander, A., Gray, N., Miller, J., Austin, C., Guillot-Miller, L., Thornton, M., Warner, B., & Frazier, K. (2001, March). *Counselor Supervisors: 10 Steps to Limit Legal Liability*. Session presented at the American Counseling Association Conference, San Antonio, TX.
  9. Hermann, M. A., & Remley, T. P. (2000, June). *Legal Issues in School Counseling*. Pre-Conference Workshop presented at the American School Counselor Association Conference, Cherry Hill, NJ.
  8. Hermann, M. A., & Remley, T. P. (2000, March). *Limiting Legal Liability When Counseling Suicidal Students*. Session presented at the American Counseling Association Conference Washington, D.C.
  7. Hermann, M. A. et al. (2000, March). *Enhancing Collaboration Between Counselors and Other Client Support Systems*. Session presented at the American Counseling Association

- Conference, Washington, D.C.
6. Hermann, M. A. et al. (2000, March). *Mandated Clients: Strategies for Success*. Session presented at the American Counseling Association Conference, Washington, D.C.
  5. Hermann, M. A. et al. (2000, March). *Group Work with Youth Affected by Trauma*. Session presented at the American Counseling Association Conference, Washington, D.C.
  4. Remley, T. P., & Hermann, M. A. (2000, January). *Complaint Preliminary Decision Making*. Session presented at the American Association of State Counseling Boards Conference, Denver, CO.
  3. Remley, T. P., & Hermann, M. A. (1999, November). *Limiting Legal Liability When Responding to Student Suicide*. Session presented at the Association for Counselor Education and Supervision Conference, New Orleans, LA.
  2. Remley, T. P., Gray, N., & Hermann, M. A. (1999, August). *Bullying Prevention: A Proposed Model*. Session presented at the Peace Education and Violence Prevention Conference, Bloomington, IN.
  1. Hermann, M. A. (1999, June). *Limiting Legal Liability for Student Suicides in Schools*. Session presented at the American School Counselor Association Conference, Phoenix, AZ.

### **Regional Presentations**

25. Hermann, M. A., Indelicato, N., Iarussi, M., Eckart, E., & Perjessy, C. (2018, October). *Women Counselor Educators: Strategies for Success in Academia*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Myrtle Beach, S.C.
24. Hermann, M. A., & Dockery, D. J. (2018, October). *Ethical Guidelines for Counselor Educators in School Counseling Training Programs*. Pre-Conference Session presented at the Southern Association for Counselor Education and Supervision Conference, Myrtle Beach, S.C.
23. Hermann, M. A., Roland, C., Linde, L., Hawkins, H., Herlihy, B., & Jackson, D. (2016, October). *Ethics and Advocacy Surrounding New State Discrimination Laws*. Pre-Conference Session presented at the Southern Association for Counselor Education and Supervision Conference, New Orleans, LA.
22. Neale-McFall, C., Eckart, E., Daigle, J., Haskins, N., & Hermann, M. A., (2016, October). *Work Life Enrichment and Job Satisfaction of Counselor Educators Who are Mothers*. Session presented at the Southern Association for Counselor Education and Supervision Conference, New Orleans, LA.
21. Hermann, M. A., & Neale-McFall, C. (2016, October). *Pre-Tenure Counselor Educator Mothers Vulnerability and Resilience*. Session presented at the Southern Association for Counselor Education and Supervision Conference, New Orleans, LA.
20. Hermann, M. A., Eckert, E., Haskins, N., Gibbs, K., Oliva, V., St. Germain, N., & Iarussi, M. (2016, October). *Counselor Educator Mothers: A Panel Discussion*. Session presented at the Southern Association for Counselor Education and Supervision Conference, New Orleans, LA.
19. Hermann, M. A., Spurgeon, S., & Watts, R. (2014, October). *2014 ACA Code of Ethics: Implications for Counselor Educators and Supervisors*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Birmingham, AL.
18. Hermann, M. A., & Hulse, D. (2014, October). *Women, Promotion, and Tenure: Still Trying*

- to Beat the Odds*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Birmingham, AL.
17. Hermann, M. A., Dockery, D. J., Collier, N., Daigle, J., Gibbs, K., & Ebrahim, C. (2012, September). *Motherhood and Academia: Experiences with Work/Life Balance*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Savannah, GA.
  16. Hermann, M. A., Dockery, D. J., \*Tajlili, M., Riechel, M., & Neale-McFall, C. (2012, September). *Women Counselor Educators' Work-Life Balance*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Savannah, GA.
  15. Hermann, M. A., & Dockery, D. J. (2010, October). *School Administrators and Counselors: A Collaborative Training Model*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Williamsburg, VA.
  14. Herlihy, B., & Hermann, M. A. (2010, October). *Ethical and Legal Decision-Making: Models for Counselor Education and Supervision*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Williamsburg, VA.
  13. Remley, T. P., & Hermann, M. A. (2010, October). *Ethical and Legal Issues in Supervision*. Pre-Conference Workshop presented at the Southern Association for Counselor Education and Supervision Conference, Williamsburg, VA.
  12. Hermann, M. A., Gressard, C. F., & Cannon, E. (2008, October). *Ethical and Legal Issues When Working with Adolescents*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Houston, TX.
  11. Hermann, M. A. (2008, October). *Gatekeeping: What the Literature and the Courts Tell Us*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Houston, TX.
  10. Hermann, M. A., Cooker, P., & Buckley, M. (2006, September). *The Internship Experience: Innovative Ideas and Current Visions*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Orlando, FL.
  9. Romano, D., Hermann, M. A., & \*Fonseca, T. (2006, September). *School Counselor Preparation in Specialty Areas*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Orlando, FL.
  8. Jackson, D., & Hermann, M. A. (2004, September). *Healthy Children, Families, and Communities Consortium: Counselor Educator Roles*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Athens, GA.
  7. Hermann, M. A., Young, J. S., & Looby, E. J. (2003, September). *Teaching Tolerance in Counselor Education*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Chattanooga, TN.
  6. Hermann, M. A., & Remley, T. P. (2003, September). *Legal Issues in Counseling: Implications for Training Programs*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Chattanooga, TN.
  5. Remley, T. P., Chauvin, I., Dupre, Y., Tanigoshi, H., Waterman, D., & Hermann, M. A. (2001, October). *Supervising Counselors with Suicidal Clients*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Athens, GA.
  4. Hulse-Killacky, D., Fazio-Griffith, L., & Hermann, M. A. (2001, October). *Process Observation in the Classroom: A Tool for Counselor Educators*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Athens, GA.

3. Remley, T. P., Christensen, T., Fazio-Griffith, L., & Hermann, M. A. (2000, October). *Counselor Supervisors: 10 Steps to Limit Legal Liability*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Greensboro, NC.
2. Hermann, M. A., & Remley, T. P. (2000, October). *School Counselor Liability for Violent and Suicidal Students*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Greensboro, NC.
1. Fazio-Griffith, L., & Hermann, M. A. (2000, October). *Legal and Clinical Issues in Supervision*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Greensboro, NC.

### ***State Presentations***

28. \*Brookover, D., Hermann, M. A., & Johnson, K. (2020, October). *Collaborative Relationships Between School Counselors and Stakeholders to Support Student Mental Health*. Session presented at the Metropolitan Educational Research Consortium Conference, Richmond, VA.  
\*Co-authored presentation. Did not attend conference.
27. Neale-McFall, C., & Hermann, M. A. (2015, November). *A Juggling Act: Experiences of Pre-tenure Counselor Educator Mothers*. Session presented at the Pennsylvania Counseling Association Conference, State College, PA.  
\*Co-authored presentation. Did not attend conference.
26. Hermann, M. A., & Kaplan, D. (2014, November). *The 2014 ACA Code of Ethics: What Counselors Need to Know*. Session presented at the Virginia Counselors Association Conference, Williamsburg, VA.
25. Hermann, M. A. (2010, November). *An Ethics Update for Counselors: What To Do in Ethical Dilemmas*. Post-Conference Session presented at the Virginia Counselors Association Annual Convention, Williamsburg, VA.
24. Remley, T. P., Hermann, M. A., Fariss, R., Sikes, A., & Smith, B. (2008, November). *Legal and Ethical Challenges in Counseling Children of Divorce*. Session presented at the Virginia Counselors Association Annual Convention, Roanoke, VA.
23. Cannon, E., Hermann, M. A., & Gressard, C. F. (2008, November). *Legal and Ethical Guidelines for Counselors Working with Youth in Various Settings*. Session presented at the Virginia Counselors Association Annual Convention, Roanoke, VA.
22. Remley, T. P., Hermann, M. A., Sykes, A., DeLehman, J., & Ganderson, M. (2007, November). *Ethical and Legal Challenges in School Counseling*. Pre-Conference Workshop presented at the Virginia Counselors Association Annual Convention, Portsmouth, VA.
21. Cannon, E. P., Gressard, C. F., & Hermann, M. A. (2007, November). *Ethical and Legal Issues When Working with Adolescents: Concerns for School, Family, and Agency Counselors*. Session presented at the Virginia Counselors Association Annual Convention, Portsmouth, VA.
20. Hermann, M. A. (2007, March). *Ethical and Legal Issues in School Counseling*. Session presented at the Virginia School Counselor Association Conference, Richmond, VA.
19. Burruss, J., Hughes, A. M., Leone, S. D., & Hermann, M. A. (2006, November). *Clinical Counseling Training: Improving Internship/Externship Settings for Counselor Education Students*. Session presented at the Virginia Counselors Association Annual Convention,

- Williamsburg, VA.
18. Hermann, M. A., Cooker, P., Garrett, M., & Buckley, M. (2006, April). *Trends in Counselor Education*. Session presented at the Mississippi Counseling Association Conference, Tunica, MS.
  17. Hermann, M. A., Cooker, P., Wells, D., & Carr, D. (2006, April). *Legal and Ethical Issues in Counseling*. Session presented at the Mississippi Counseling Association Conference, Tunica, MS.
  16. Hermann, M. A., Cooker, P., Carr, D., & Wells, D. (2004, November). *Legal and Ethical Issues in Child Abuse Cases*. Session presented at the Mississippi Counseling Association Conference, Biloxi, MS.
  15. Hermann, M. A., & Wells, D. (2004, November). *A Review of Prevalent Ethical Complaints*. Session presented at the Mississippi Counseling Association Conference, Biloxi, MS.
  14. \*Robertson-Smith, M., \*Barefoot, D., Hermann, M. A., & Sheperis, C. (2004, November). *So You Want to Get a Ph.D.* Session presented at the Mississippi Counseling Association Conference, Biloxi, MS.
  13. Hermann, M. A., Wells, D., K., & Buckley, M. R. (2003, November). *A Review of Prevalent Ethical Complaints*. Session presented at the Mississippi Counseling Association Conference, Choctaw, MS.
  12. Cooker, P., Carr, D. L., & Hermann, M. A. (2003, November). *Legal and Ethical Update for Professional Counselors*. Session presented at the Mississippi Counseling Association Conference, Choctaw, MS.
  11. Hermann, M. A. (2002, November). *Ethics for Mississippi School Counselors*. Session presented at the Mississippi Counseling Association Conference, Biloxi, MS.
  10. Hermann, M. A., & \*Hall, K. (2002, November). *School Counselors' Legal Liability for Violent Students*. Session presented at the Mississippi Counseling Association Conference, Biloxi, MS.
  9. Hermann, M. A., & Underwood, J. R. (2001, November). *Legal and Ethical Dimensions of Crisis Response for School Counselors*. Session presented at the Mississippi Counseling Association Conference, Biloxi, MS.
  8. Hermann, M. A., Fazio-Griffith, L., Oprea, L., & Smith, J. (2000, October). *Empowering Women by Redefining the Term 'Superwoman'*. Session presented at the Louisiana Counseling Association Conference, Alexandria, LA.
  7. Hermann, M. A., & Remley, T. P. (2000, October). *School Counselor Liability for Violent and Suicidal Students*. Session presented at the Louisiana Counseling Association Conference, Alexandria, LA.
  6. Hermann, M. A., & Fazio-Griffith, L. (2000, October). *Legal and Clinical Issues in Supervision*. Session presented at the Louisiana Counseling Association Conference, Alexandria, LA.
  5. Remley, T. P., & Hermann, M. A. (1999, October). *Legal Issues in Counseling Children*. Session presented at the Louisiana Counseling Association Conference, Baton Rouge, LA.
  4. Hermann, M. A. (1999, October). *Maximizing Teacher Contributions in School Counseling Programs*. Session presented at the Louisiana Counseling Association Conference, Baton Rouge, LA.
  3. Hermann, M. A., & Remley, T. P. (1999, October). *Counseling Suicidal Clients*. Session presented at the Louisiana Counseling Association Conference, Baton Rouge, LA.

2. Wooldge, J., & Hermann, M. A. (1998, October). *Bulimia: Hidden Voices in Our Community*. Session presented at the Louisiana Counseling Association Conference, Lafayette, LA.
1. Hermann, M. A., & Remley, T. P. (1998, October). *Limiting Legal Liability for Student Suicides in Schools*. Session presented at the Louisiana Counseling Association Conference, Lafayette, LA.

### **Invited Professional Presentations**

#### ***National/International Presentations***

27. Hermann, M. A. (2021, March). *Opening Session*. Presented at the Law and Ethics in Counseling Virtual Conference.
26. Remley, T. P., & Hermann, M.A. (2020, February). *Counselor Challenges from the Perspective of Lawyers*. Session presented at the Law and Ethics in Counseling Conference, New Orleans, LA.
25. Hermann, M. A., & Dailey, S. (2016, July). *Diversity in Leadership*. Session presented at the American Counseling Association Leadership Training, Alexandria, VA.
24. Hermann, M. A., & Remley, T. P. (2015, January). *Legal Issues in Counseling*. Workshop presented at the Our Lady of Holy Cross College Mardi Gras Congress, New Orleans, LA.
23. Hermann, M. A. (2014, June). *Legal, Ethical, and Professional Issues in Counseling Women*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
22. Hermann, M. A. (2013, November). *Legal and Ethical Issues in School Counseling: From School Violence to Social Media*. Workshop presented at Fairfield University, Fairfield, CT.
21. Hermann, M. A. (2013, June). *Legal, Ethical, and Professional Issues in Counseling Women*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
20. Hermann, M. A. (2013, May). *Women's Work/Life Balance*. Webinar presented for Chi Sigma Iota.
19. Hermann, M. A. (2013, March). *Legal and Ethical Issues in School Counseling*. Webinar presented for Chi Sigma Iota.
18. Hermann, M. A. (2012, June). *Legal and Ethical Issues in Counseling*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
17. Hermann, M. A. (2011, June). *Legal and Ethical Issues in Counseling*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
16. Hermann, M. A. (2011, April). *Legal and Ethical Issues in Counseling*. Workshop presented at Wake Forest University, Winston-Salem, NC.
15. Hermann, M. A. (2011, February). *Legal and Ethical Issues in Counseling*. Workshop presented at the Our Lady of Holy Cross College Mardi Gras Congress, New Orleans, LA.
14. Hermann, M. A. (2009, June). *Legal, Ethical, and Professional Issues in Counseling Women*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
13. Hermann, M. A. (2009, April). *Legal and Ethical Issues in Counseling*. Workshop presented at Fairfield University, Fairfield, CT.



12. Hermann, M. A. (2009, January). *Gender Issues in Counseling*. Workshop presented at the Old Dominion University Big Splash Seminar, Norfolk, VA.
11. Hermann, M. A. (2008, June). *Legal and Ethical Issues in Counseling*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
10. Hermann, M. A. (2007, May). *Legal and Ethical Issues in Counseling*. Session presented at A Counselor's View of Italy Seminar, Regello, Italy.
9. Hermann, M. A. (2007, March). *Legal and Ethical Issues in Counseling*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
8. Hermann, M. A. (2007, January). *Doing What is Best When Faced with an Ethical/Legal Dilemma: Implications for Professional Counselors*. Workshop presented at the Maxfield Training Center, Farmington, MI.
7. Hermann, M. A. (2007, January). *Ethical and Legal Issues for School Counselors*. Workshop presented at the Oakland School Counselor Academy/Leadership Institute, Oakland, MI.
6. Hermann, M. A. (2006, March). *Current Trends in Ethics: Implications for Counselor Educators, Supervisors, and Practitioners*. Workshop presented for the Alabama Association for Counselor Education and Supervision, Montgomery, AL.
5. Hermann, M. A. (2005, March). *Legal and Ethical Issues in Counseling*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
4. Hermann, M. A. (2004, June). *Confidentiality and the School Counselor*. Workshop presented for the Northwest Louisiana Counseling Association, Shreveport, LA.
3. Hermann, M. A. (2004, March). *Legal and Ethical Issues in Counseling*. Workshop presented for the Chi Sigma Iota/Alabama Counseling Association, Auburn, AL.
2. Hermann, M. A. (2002, January). *It's 3:00 a.m. – Do You Know What Your Students are E-mailing You?* Session presented at the American Association of Law Schools Conference, New Orleans, LA.
1. Remley, T. P., & Hermann, M. A. (2001, May). *Legal and Ethical Issues in School Counseling*. Seminar presented at the University of Alabama Birmingham Workshop, Birmingham, AL.

### ***State and Local Presentations***

32. Hermann, M. A. (2021, March). *Making Invisible Work Visible in the Academy*. Session presented for the VCU Center for Teaching and Learning Excellence, Richmond, VA.
31. Philipsen, M., & Hermann, M. A. (2021, February). *Paid Family Leave: Overcoming Immunities to Change*. Session presented at VCU School of Education SPARK TALK: Family & Community Well-being: Resilience Work/life Balance, & Trauma-informed Practice, Richmond, VA.
30. Denzine, G.; & Hermann, M. A., (2019, November). *Changing the Culture in Academia: Work-Life Integration Initiatives*. Session presented at the Women in Science, Dentistry, and Medicine Professional Development Town Hall Meeting, Richmond, VA.
29. Hermann, M. A. (2019, October). *Work-Life Balance in Academia*. Session presented at the VCU Faculty Senate Strategies for Faculty Success Symposium, Richmond, VA.
28. Hermann, M. A. (2017, August). *Women in the Workforce: Navigating Cultural and Institutional Norms*. Session presented at the Richmond Commercial Real Estate Women Meeting, Richmond, VA.
27. Hermann, M. A. (2016, January). *The Stalled Gender Revolution: Implications for Women Leaders*. Session presented at the 10<sup>th</sup> Annual HIGHER Ground Leadership Conference, Richmond, VA.

26. Hermann, M. A., & Dockery, D. J. (2013, April). *Women's Work/Life Balance*. John Cook Lecture, Richmond, VA.
25. Hermann, M. A. (2011, August). *Ethical Standards for School Counselors*. Session presented at the Stafford County Public Schools 4<sup>th</sup> Annual Student Services Symposium, Stafford County, VA.
24. Hermann, M. A. (2010, October). *ASCA Ethical Standards Revision*. Session presented at the Henrico County Public Schools School Counselor In-service, Richmond, VA.
23. Hermann, M. A. (2009, October). *Danger to Self or Others*. Session presented at the Virginia Commonwealth University Psychiatry Resident Case Conference, Richmond, VA.
22. Hermann, M. A. (2009, February). *Legal and Ethical Issues in School Counseling*. Session presented at the Chesterfield County Public Schools School Counseling Personnel Staff Development, Midlothian, VA.
21. Hermann, M. A. (2009, February). *Ethics for Psychotherapists: Challenges and Controversy*. Session presented at the Virginia Commonwealth University Department of Psychology Off-Site Practicum Supervisors' Program, Richmond, VA.
20. Hermann, M. A. (2008, October). *Legal and Ethical Issues in School Counseling*. Session presented at the Hanover County Public Schools School Counseling Personnel Staff Development, Richmond, VA.
19. Hermann, M. A. (2008, October). *Legal and Ethical Issues in Counseling*. Workshop presented for the Central Valley Counseling Association, Weyers Cave, VA.
18. Hermann, M. A. (2008, September). *Ethical and Legal Issues in Counseling Children and Adolescents*. Lecture presented at the College of William and Mary, Williamsburg, VA.
17. Hermann, M. A. (2008, August). *Ethical and Legal Issues in School Counseling*. Session presented at the Powhatan County Public Schools School Counseling Staff Development, Powhatan, VA.
16. Leone, S., & Hermann, M. A. (2008, April). *Group Work in the Real World*. Session presented at the Roanoke Area Counselors Association Forum, Roanoke, VA.
15. Hermann, M. A. (2008, January). *Environmental Ethics: Confidentiality of Student Records*. Session presented at Marymount University, Arlington, VA.
14. Hermann, M. A. (2007, November). *Lessons Learned from Doctoral Students Who Have Been Successfully Mentored*. Session presented at Old Dominion University, Norfolk, VA.
13. Hermann, M. A. (2007, November). *Legal and Ethical Issues in School Counseling*. Session presented at Fauquier County Public Schools School Counseling Personnel Staff Development, Marshall, VA.
12. Hermann, M. A. (2007, August). *Legal and Ethical Issues in School Counseling*. Session presented at the Caroline County School District School Counseling Personnel and Staff Development, Milford, VA.
11. Remley, T. P., & Hermann, M. A. (2007, April). *Ethical and Legal Challenges Facing School Counselors*. John R. Cook Lecture, Virginia Commonwealth University, Richmond, VA.
10. Hermann, M. A. (2006, October). *Legal and Ethical Issues in School Counseling*. Session presented at the Henrico County School District School Counselor In-service, Richmond, VA.
- 9.. Hermann, M. A. (2006, May). *Legal and Ethical Issues in Counseling*. Workshop presented for Mississippi State University Chi Sigma Iota, Starkville, MS.

8. Hermann, M. A. (2006, February). *Legal and Ethical Issues in Counseling*. Workshop presented for the Capitol Area Counseling Association, Jackson, MS.
7. Hermann, M. A. (2005, April). *Legal and Ethical Issues in Counseling*. Workshop presented for the Mid-Eastern Counseling Association, Louisville, MS.
6. Hermann, M. A. (2004, October). *School Law in Mississippi: Selected Topics*. Workshop presented to faculty at Deer Creek School, Arcola, MS.
5. Hermann, M. A. (2004, August). *Group Counseling Theory and Techniques*. Session presented at the Mississippi Alcohol Safety Education Program Annual Training Meeting, Vicksburg, MS.
4. Hermann, M. A. (2004, April). *Legal and Ethical Issues in Counseling*. Session presented at the Tombigbee Counseling Association Spring Meeting, Tupelo, MS.
3. Hermann, M. A. (2003, August). *Legal and Ethical Issues for Rehabilitation Counselors and Educators*. Session presented at the Mississippi Association for Education and Rehabilitation for the Blind and Visually Impaired Annual Meeting, Jackson, MS.
2. Hermann, M. A. (1999, April). *Legal and Ethical Issues in Peer Support Training*. Session presented at Families Helping Families of Greater New Orleans Peer Support Training, New Orleans, LA.
1. Hermann, M. A. (1998, February). *How Parents Can Counteract the Negative Impact Our Culture Has on the Development of Adolescent Females*. Session presented at the Archdiocese of New Orleans Faculty In-service Day, New Orleans, LA.

## **SPONSORED RESEARCH INITIATIVES**

### **\*Denotes Student Co-Investigator**

### **Funded External Grants and Contracts; Grant Leadership Roles**

10. Kornstein, S., et al. (2018-2023), ADVANCE-IT (Institutional Transformation) Grant, National Science Foundation, \$2.99 million. (Leadership Team Member)
9. Hermann, M. A. (2017). An Exploration of Women's Lifespan Development. Association for Adult Development and Aging. \$500  
\*\*\*Revised grant proposal
8. Dozier, T. A. (2008). VCU Clinical Faculty Plus (CF+), Virginia Department of Education. \$45,731. (Co-author of Clinical On-site Counselor Supervisor section)
7. Hermann, M. A. (2005). A grant to fund a school counselor intern awarded by Lowndes County School District. \$6,266.
6. Hermann, M. A. (2005). A grant to fund a school counselor intern awarded by Kosciusko School District. \$6,266.
5. Hermann, M. A., Looby, E. J., Young, J. S. (2004). A grant awarded by the Southern Association for Counselor Education and Supervision for research on "The Impact of Counseling Coursework on Epistemological Reasoning and Value Conflicts among Counselors-in-Training." \$250.
4. Hermann, M. A. (2004). A grant to fund a school counselor intern awarded by Pontotoc County Schools. \$2,500.
3. Hermann, M. A. (2004). A grant to fund a school counselor intern awarded by Lowndes County Schools. \$5,390.
2. Hermann, M. A. (2003). A grant to fund a school counselor intern awarded by Oktibbeha County School District. \$4,306.

1. Hermann, M. A. (2003). A grant to fund a school counselor intern awarded by Pontotoc County School District. \$9,617.

#### **External Grants and Contracts – Not Funded**

6. Hermann, M. A., & Neale-McFall, C. (2020). The COVID-19 Pandemic: Experiences of Working Mothers. Letter of Inquiry submitted to the Russell Sage Foundation. \$90,000.
5. Hermann, M. A. (2014). An Exploration of Women’s Lifespan Development. Submitted to the Association for Adult Development and Aging. \$500.
4. Shoffner, M. F., Jeremijenko, V., Wilson, S., Hermann, M. A., Dockery, D. J., Rhodes, J., Alexander, Q., & Mansfield, K. (2011). Career development and career services in Qatar: Perceptions of Qatari young adults. Submitted to the Qatar Foundation. \$989,621.19.
3. Hermann, M. A., Hobson, R., Dockery, D. J., Carter, T., Jong, C., & Sherman, W. (2011). An exploration of the experiences that influence women’s interest, pursuit, and continued involvement in STEM Careers. Submitted to the National Science Foundation. \$500,000.  
\*\*\*Revised grant proposal
2. Hermann, M. A., Dockery, D. J., Carter, T., Jong, C., Leone, S., & Sherman, W. (2010). An exploration of the experiences that influence women’s interest, pursuit, and continued involvement in STEM Careers. Submitted to the National Science Foundation. \$500,000.
1. Hermann, M. A., & \*Hall, K. (2003). Project Counsel. Submitted to the United States Department of Education. Requested \$709,503.

#### **Internal Grants and Contracts – Funded**

2. Brookover, D., Hermann, M. A., & Deitz, M. (2019). Adolescent Girls’ Psychosocial Development: Implications for School Counselors. Virginia Commonwealth University School of Education, Office of Research and Faculty Development. \$750
1. Sheperis, C., & Hermann, M. A. (2002). Recruitment Assistance Grant. Mississippi State University. \$600.

#### **SPECIAL AWARDS, FELLOWSHIPS, AND OTHER HONORS**

ACA Fellow Award (2020)  
ACES Professional Leadership Award (2019)  
Faculty Fellow, VCU Provost’s Office (2016-2017)  
VCU School of Education Award of Excellence (2016)  
SACES Outstanding Leadership Award (2015)  
VCU Representative, LEAD VIRGINIA (2010)  
VCU School of Education Charles P. Ruch Award for Excellence in Teaching (2008)  
VCU Grace Harris Leadership Institute Participant (2008)  
University of New Orleans Counseling Program Outstanding Doctoral Degree Graduate (2001)  
The Association for Counselor Education and Supervision Outstanding Graduate Student Scholarship Award (2001)  
University of New Orleans Alumni Association Outstanding Doctoral Student Award (2000)  
Louisiana Counseling Association Graduate Student of the Year (1999-2000)  
Who’s Who Among America’s Teachers (2000)

Who's Who Among America's Teachers (1998)  
*Less than 2% of teachers are included in more than one edition of Who's Who.*  
University of New Orleans Counseling Organization of Graduate Students Outstanding  
Graduate Award (1998)  
University of New Orleans Counseling Program Outstanding Professional Leadership  
Award (1998)  
Loyola University Law Review (Top 10% of Class) (1993-1995)  
Loyola University School of Law Moot Court (1993-1995)  
Loyola University School of Law Scholarship for Academic Achievement (1994-1995)  
Loyola University School of Law Outstanding Scholar Award in Law and Medicine  
(1994)  
University of New Orleans College of Education Dean's List (1984-1986)

## **LEADERSHIP/SERVICE**

### **Editorial Positions**

Editorial Board Member, *International Journal of Education Policy and Leadership*, 2020-  
Present  
Editorial Board Member, *Adulthoodspan*, 2018-Present  
Ad Hoc Reviewer (Ethics), *Counseling and Values*, 2019-Present  
Reviewer-at-large, *Journal of Mental Health Counseling*, 2021  
Reviewer-at-large, *Teaching and Teacher Education*, 2020-2021  
Reviewer-at-large, *Peabody Journal of Education*, 2020  
Reviewer-at-large, *Metropolitan Universities*, 2020  
Reviewer at-large, *Journal of Spirituality in Mental Health*, 2019  
Editorial Board Member, *Counselor Education and Supervision*, 2007-2010  
Editorial Board Member, *Virginia Counselors Journal*, 2006-2008  
Reviewer at-large, *Professional School Counseling*, 2002  
Editorial Board Member, *The Journal of Humanistic Counseling, Education and Development*,  
1999-2002

### **Elected or Appointed Professional Leadership Positions**

#### ***National***

Mentor (2021), American Counseling Association Mentorship Program  
Committee Member (2018-2019), Program Selection Committee, Law and Ethics in  
Counseling Conference  
Committee Member (2019), Association for Adult Development and Aging, Middle  
Adulthood Task Force  
Committee Member (2016-2019), American Counseling Association Audit Committee  
Chair (2016-2018), American School Counselor Association Ethical Standards for School  
Counselor Education Committee  
Co-Chair (2016-2017), American Counseling Association Targeted Task Force: Diversity  
in Leadership  
Mentor for Pre-tenure Faculty (2009-2012, 2017), Association for Counselor Education  
and Supervision  
Committee Member (2016), American School Counselor Association Ethical Standards

Revision Committee  
Committee Member (2015-2016), Program Selection Committee, Law and Ethics in  
Counseling Conference  
Chair (2013-2014), Board Member, (2011-2015), American Counseling Association  
Foundation Board of Trustees  
Committee Member (2013-2015), Association for Counselor Education and Supervision  
Executive Board  
Committee Member (2011-2014), American Counseling Association Ethics Revision  
Task Force  
Committee Member (2012-2014), Committee advocating for a new ACA Division – The  
Association for Women in Counseling  
Committee Member (2011-2013), National Career Development Association Ethics  
Committee  
Chair (2007-2011), Committee Member (2001-2011), Association for Counselor  
Education and Supervision Awards Committee  
Co-Chair (2006-2009), Committee Member (2005-2009), American School Counselor  
Association Ethics Committee  
Chair (2007-2008), Chi Sigma Iota Bylaws Committee  
Chair (2007), American Counseling Association Ethics Interest Network  
Committee Member (2004-2007), American Counseling Association Ethics Committee  
Chair (2002-2003), Committee Member (2002-2006), Association for Spiritual, Ethical  
and Religious Values in Counseling Ethics Committee

***Regional***

Reviewer (2016, 2018), Southern Association for Counselor Education and Supervision  
Emerging Leaders Program  
Co-Chair (2009-2017), Southern Association for Counselor Education and Supervision  
Women's Interest Network  
President (2014-2015), Board Member (2012-2016), Southern Association for Counselor  
Education and Supervision  
Committee Member (2015-2016) Southern Association for Counselor Education and  
Supervision Conference Committee  
Chair (2006-2010), Southern Association for Counselor Education and Supervision  
Ethics and Professional Issues Interest Network

***State***

Committee Member (2011-2012), American Council on Education Virginia Network  
2012 Conference Planning Committee  
Committee Member (2009), Henrico School Counselor Evaluation Committee  
Committee Member (2008-2009), Virginia Commonwealth University Head Start  
Program Governance Board  
President (2005-2006), Treasurer (2004-2005), Mississippi Association for Counselor  
Education and Supervision  
Chair (2004-2006), Mississippi Counseling Association Bylaws Committee  
Chair (2004-2006), Mississippi Licensed Professional Counselors Association  
Governmental Relations Committee  
Chair (2003-2006), Mississippi School Counselor Association Ethics Committee  
Chair (2002-2004), Mississippi Counseling Association Ethics Committee

## **University Committees and Assignments**

### **Virginia Commonwealth University**

#### ***Counseling & Special Education Department***

Committee Member (2018), Promotion and Tenure Peer Review Committee (Counseling & Special Education)  
Chair (2018), Promotion and Tenure Peer Review Committee (Counseling & Special Education)  
Chair (2017), Third Year Review Committee (Counseling & Special Education)  
Chair (2016-2017), Counselor Education Search Committee  
Committee Member (2016), Promotion and Tenure Peer Review Committee (Counseling & Special Education)  
Committee Member (2015-2016), Counselor Education Search Committee  
Campus Coordinator (2009-2015), National Counselor Exam  
Coordinator (2007-2015), Master's Comprehensive Exam  
Program Liaison (2006-2014), CACREP Accreditation  
Coordinator (2013-2014), Counselor Education Doctoral Track  
Founding Director (2007-2014), College Student Development and Counseling Track  
Clinical Coordinator (2011-2013), Counselor Education Practicum and Internship  
Founding Faculty Advisor, (2008-2013), Co-Advisor (2013-2017), Omega Lambda Iota Chapter, Chi Sigma Iota National Honor Society  
Author of CACREP Accreditation Self-Study, Coordinator of Site Visit, Coordinator of Program Revisions Related to Accreditation (2006-2008)  
Co-chair (2006-2007), Counselor Education Search Committee

#### ***School of Education***

Committee Member (2021), Awards Committee  
Committee Member (2020-2021), Annual Report Rubric Committee  
Department Representative (2020-2021), Faculty Organization  
Committee Member (2018-2019), Strategic Planning Committee  
Chair (2016), Promotion and Tenure Peer Review Committee (Teaching and Learning)  
Committee Member (2016), Promotion and Tenure Peer Review Committee (SOE Dean)  
Chair (2015), Promotion and Tenure Peer Review Committee (Special Education)  
Chair (2015), Promotion and Tenure Peer Review Committee (Sport Leadership)  
Chair (2015-2016), Search Committee, Chair of Teaching and Learning  
Committee Member (2015-2016), Dean's Search Committee  
Committee Member (2013-2016), Great Place Initiative  
Chair, Search Committee (2014-2015), Director of Center for Sport Leadership  
Committee Member (2011-2015), Professional Education Coordinating Council  
Committee Member (2013-2014), Doctoral Program Policy Board  
Chair (2012-2014), SOE International Education Interest Group  
Chair (2008-2013), Committee Member (2006-2013), Curriculum and Academic Resources  
Committee Member (2011-2012), Dean's Search Committee  
Committee Member (2011), Teaching Load Task Force  
Chair (2010-2011), Search Committee, Director of Technology  
Committee Member (2009-2010), School of Education Promotion and Tenure Committee

President (2008-2009), School of Education Faculty Organization  
Chair (2008), Promotion and Tenure Peer Review Committee (Educational Leadership)  
Committee Member (2007-2008), Ed.D. Task Force  
Committee Member (2007), Research Initiation Awards Review Committee  
Committee Member (2006-2007), Ph.D. Task Force

### ***University***

Committee Member (2021), Peer Review Committee, Department of Psychology,  
College of Humanities and Sciences  
Chair (2020), Peer Review Committee, Department of Radiation Sciences, College of  
Health Professions  
Chair (2018-Present), NSF ADVANCE-IT Grant Career-life Integration Policy and  
Procedures Committee  
Facilitator (2016-2017), Member (2015-Present), Recruitment Inclusive Champion  
Initiative  
Committee Member (2019), Peer Review Committee, Department of Music, School of  
the Arts  
Committee Member (2018-2020), Faculty Leave Task Force  
Mentor (2016-2017, 2019), Grace E. Harris Leadership Institute  
Chair (2017), Committee Member (2014-2016), Presidential Awards for Community  
Multicultural Enrichment Selection Committee  
Vice-President for Public Relations and Secretary (2015-2016), The Honor Society of  
Phi Kappa Phi, VCU Chapter  
Committee Member (2012-2016), Provost's Global Advisory Committee  
Committee Member (2015), Peer Review Committee, School of Social Work  
Committee Member (2013-2015), VCU Career Services Council  
Committee Member (2013), Search for VCU Ombudsperson  
Committee Member (2007-2011), VCU Honor Council  
Co-founder (2008), VCU School of Business *Ram to Ram* Mentoring Program

### **Mississippi State University**

#### ***Department of Counseling, Educational Psychology, and Special Education***

Chair (2004-2006), Doctoral Student Recruitment Committee  
Coordinator (2002-2006), Master's Comprehensive Exam  
Committee Member (2002-2006), Department Student Status and Retention Committee  
Co-author (2003-2005), CACREP Report  
Committee Member (2004), Counselor Education Search Committee  
Chair (2002-2004), Department Advisement Policies Committee

#### ***College of Education***

Committee Member (2005-2006), Elementary Education Search Committee  
Department Representative (2004-2006), Faculty Council  
Department Representative (2003-2006), NCATE/SACS Committee  
Department Representative (2004), College of Education Promotion and Tenure Revision  
Committee

#### ***Women's Studies Program***

Committee Member (2005-2006), *Contemporary Women and Feminist Thought* Course  
Creation Committee



Committee Member (2005), Gender Studies Student Paper Award Committee

**University**

Department Representative (2002-2005), MSU Discovery Day

Department Representative (2002-2003), MSU United Way Fundraising Committee

**University of New Orleans**

**Department of Educational Leadership, Counseling, and Foundations**

Vice-President (1998-1999), Counseling Organization of Graduate Students

**Book Reviewer for Publisher**

Corey, G., Corey, M. S., & Callanan, P. (2014) *Issues and ethics in the helping professions* (9<sup>th</sup> ed.). Pacific Grove, CA: Brooks/Cole Publishing Company.

Corey, G., Corey, M. S., & Callanan, P. (2011) *Issues and ethics in the helping professions* (8<sup>th</sup> ed.). Pacific Grove, CA: Brooks/Cole Publishing Company.

Day, S. X. (2007). *Theory and design in counseling and psychotherapy* (2<sup>nd</sup> ed.). Boston: Houghton Mifflin Company.

Corey, G., Corey, M. S., & Callanan, P. (2007) *Issues and ethics in the helping professions* (7<sup>th</sup> ed.). Pacific Grove, CA: Brooks/Cole Publishing Company.

Remley, T. P., & Herlihy, B. (2005). *Ethical, legal, and professional issues in counseling* (2<sup>nd</sup> ed.). Columbus, OH: Pearson/Merrill Prentice Hall.

Corey, G., Corey, M.S., & Callanan, P. (2001). *Issues and ethics in the helping professions* (5<sup>th</sup> ed.). Pacific Grove, CA: Brooks/Cole Publishing Company.

**Book Proposal Reviewer**

Proposal Reviewer for Counseling Theories text under consideration by Allyn & Bacon.  
2003

Proposal Reviewer for Counseling Theories text under consideration by Merrill Prentice-Hall.  
2003

Proposal Reviewer for Counseling Theories text under consideration by Merrill Prentice-Hall.  
2002

Proposal Reviewer for Education Law text under consideration by Aspen Publishers, Inc.  
2001

Proposal Reviewer for Ethics text under consideration by John Wiley & Sons, Inc.  
2001

**Workshop Manual Reviewer**

*School counselors negotiating the ethical and legal landscape of schools* for the National Office for School Counselor Advocacy of the College Board (2005)

**Interviews/Editorials: Newspapers, Newsletters, and Radio**

Poyyail, S. (2021, January 13). "Struggling like hell": How COVID-19 intensified the pressure for teachers who are also moms. *Re:Set Your Everyday* (International Publication). Retrieved from <https://resetyoureveryday.com/struggling-like-hell-how-covid-19-intensified-the-pressure-for-teachers-who-are-also-moms/>

Interview: Richmond's Morning News with John Reid, WRVA, February, 2018

- Martz, E., & Kaplan, D. (2014, December). New concepts in the ACA Code of Ethics: Legally speaking. *Counseling Today*, 57(6), 28-29.
- Meyers, L. (2014, June). A living document of ethical guidance. *Counseling Today*, 56(12), 32-40.
- Whitely, J. (2014, February 17). Legal scholars speak at THRIVE gathering. Youthtoday.org. Retrieved March 2, 2014.
- Adams, D. (2007, April 20). 'Remarkable resilience' can follow tragedy. *The Roanoke Times*.
- Hearn, P. (2006, April 5). Fonseca's puzzle: Putting pieces together after Hurricane Katrina. Press release from Mississippi State University (posted on MSU webpage).
- Eaves, S. (2005, April). Professor Spotlight. *Chi Sigma Iota Newsletter*.
- Barnes, D. (2004, March 8). Make time management a priority. Press release from Mississippi State University (posted on MSU webpage).
- Terrett, T. W. (2003, September 7). Counselors counseling more. *The Clarion-Ledger*. Interview: Perspectives Radio Show, WMSV (Mississippi State University), September 2003.
- Hermann, M. A., & Henington, C. (2002, May 24). Explaining child abuse reporting regulations. *Starkville Daily News*.
- Straziuso, J. (2002, May 23). Priests from Jackson, Miss., diocese discuss sex scandal. *The Commercial Appeal*.
- Straziuso, J. (2002, May 23). Priests meet to discuss sex abuse in Catholic Church. *Starkville Daily News*.

## **COURSES TAUGHT**

### **\*\*Denotes Co-teaching Assignments**

#### Virginia Commonwealth University

- Lifespan Development: A Gender Perspective (M.Ed.)
- Professional Orientation and Ethics in Counseling (M.Ed.)
- Counseling Theories (M.Ed.)
- School Counseling Practicum (M.Ed.)
- School Counseling Internship (M.Ed.)
- College Student Development and Counseling Practicum (M.Ed.)
- College Student Development and Counseling Internship (M.Ed.)
- Gender Issues in Counseling (M.Ed.)
- Legal and Ethical Issues in Counseling (M.Ed.)
- Independent Study (M.Ed.)
- Positive Psychology and Leadership (M.S.)\*\*
- Doctoral Seminar II (Pedagogy) (Ph.D.)
- Dissertation, Ph.D. in Education (Ph.D.)
- Directed Research (Ph.D.)
- Doctoral Teaching Internship (Ph.D.)
- Effective Learning Networks (Ed.D.)\*\*
- Leadership Presence (Ed.D.)\*\*
- Equity and Leadership (Ed.D.)\*\*
- Capstone Project (Ed.D.)\*\*

#### Mississippi State University

- Introduction to Counseling (B.S.)

Gender Issues in Counseling (B.S./M.S.)  
Counseling Women (M.S.)\*\*  
Counseling Theories (M.S.)  
Counseling Skills Development (M.S.)  
Group Techniques and Procedures (M.S.)  
Legal and Ethical Issues in Counseling (M.S.)  
School Counseling Practicum (M.S.)  
School Counseling Internship (M.S.)  
Thesis (Ed.S.)

#### University of New Orleans

Academic Orientation (Undergraduate Course)  
Group Counseling (M.Ed.)  
School Law (M.Ed.)  
Legal Aspects of Higher Education (M.Ed.)  
School Counseling (M.Ed.)\*\*  
Counseling Techniques (M.Ed.)\*\*  
Career Counseling (M.Ed.)\*\*  
Diagnosis and Treatment of Mental Disorders (M.Ed.)\*\*  
Counseling Children and Adolescents (M.Ed.)\*\*  
Advanced Counseling Theories (Ph.D.)\*\*  
Techniques of Counselor Supervision (Ph.D.)\*\*

### **DOCTORAL DISSERTATION COMMITTEES**

#### **Chair**

- Deitz, M. E. (Chair, 2020). *The lived experiences of student athletes coping with season ending injuries*. Doctoral dissertation, Virginia Commonwealth University.
- Olds, K. Y. (Chair, 2017). *Lived experiences of school counselors who address mental health needs through evidenced-based educational programs*. Doctoral dissertation, Virginia Commonwealth University.
- Loving, R. S. (Co-chair, 2012). *School counselor training: Differentiated site supervision based on prior work experiences*. Doctoral dissertation, Virginia Commonwealth University.
- Clarke, R. G. (Co-chair, 2011). *Giving voice to student and alumnae opposition during the transition to coeducation by a college for women*. Doctoral dissertation, Virginia Commonwealth University.
- Fonseca, T. A. (Co-chair, 2008). *Professional school counselors' perceptions of preparations in stabilizing the student in specific crisis situations: A random sample of ASCA members*. Doctoral dissertation, Mississippi State University.
- Robertson-Smith, M. (Co-chair, 2006). *Implementation of the American School Counseling Association National Model: Readiness level of Mississippi school districts based on school counselor perceptions*. Doctoral dissertation, Mississippi State University.
- Foster, L. H. (Co-chair, 2003). *The importance and frequency of work activities of professional school counselors: Addressing the National Standards for School Counseling Programs*. Doctoral dissertation, Mississippi State University.

### **Minor Professor**

- Grantham, M. K. (Minor Professor, 2004). *An examination of the impact of early retention, academic and behavior interventions, and grade retained on academic achievement*. Doctoral dissertation, Mississippi State University.
- Merrill, M. M. (Minor Professor, 2003). *The role of animated pedagogical agents in multimedia learning environments*. Doctoral dissertation, Mississippi State University.
- Brooks, M. C. (Minor Professor, 2002). *Adult children of divorce and intimate relationship ideals: Implications for counseling*. Doctoral dissertation, University of New Orleans.

### **Committee Member**

- Walsh, R. L., (Committee Member, 2018). *The experiences of school counseling directors in relation to job satisfaction and leadership*. Doctoral dissertation, Virginia Commonwealth University.
- Reeves, K. (Committee Member, 2014). *An investigation of the differences between continuing and non-continuing undergraduate special admission students on academic advising factors*. Doctoral dissertation, Virginia Commonwealth University.
- Gower, K. (Committee Member, 2012). *Multisource feedback leadership ratings: Analyzing for measurement invariance and comparing rater group implicit leadership theories*. Doctoral dissertation, Virginia Commonwealth University.
- Glass, J. E., Held, P. E., Szwabowski, L. L., & Wasnock, D. M. (Committee Member, 2011). *Teen pregnancy intervention programs: Qualities of school divisions with higher graduation rates among pregnant and parenting teens*. Capstone Project for Ed.D., Virginia Commonwealth University.
- Lawal, I. O. (Committee Member, 2008). *Student success in college: An examination of the relationship between institutional expenditures and persistence*. Doctoral dissertation, Virginia Commonwealth University.
- Slough, W. M. (Committee Member, 2008). *The cognitive moral reasoning on salespeople*. Doctoral dissertation, Virginia Commonwealth University.
- McCormick, J. M. (Committee Member, 2007). *Self-efficacy, job stress, and career generativity among Mississippi high school counselors*. Doctoral dissertation, Mississippi State University.
- Renfro-Michel, E. L. (Committee Member, 2006). *The relationship between supervisee attachment orientation and supervision working alliance*. Doctoral dissertation, Mississippi State University.
- Halbert, L. H. (Committee Member, 2005). *The relationship of student-life stress to marital dedication among students in higher education*. Doctoral dissertation, Mississippi State University.
- Powers, K. V. (Committee Member, 2005). *Training teachers to problem solve effectively through the employment of basic functional behavioral assessment techniques in the classroom setting*. Doctoral dissertation, Mississippi State University.
- Hinton, W. J. (Committee Member, 2004). *Examining the impact of a family systems counseling approach for reducing recidivism rates of first offender juveniles*. Doctoral dissertation, Mississippi State University.
- Hall, K. R. (Committee Member, 2004). *A comparison of traditional group counseling and problem-based learning interventions for 7<sup>th</sup> grade victims of bullies*. Doctoral dissertation, Mississippi State University.

Hudson, K. L. (Committee Member, 2003). *The influence of family cohesion, academic performance, and deviant peer involvement on adolescent delinquent behavior: A psycho-sociological examination*. Doctoral dissertation, Mississippi State University.

Breaux, D. T. (Committee Member, 2003). *Development and psychometric utility of the revised supervision relationship survey*. Doctoral dissertation, Mississippi State University.

## **OTHER SIGNIFICANT WORK EXPERIENCE**

### **Employment in Higher Education**

Graduate Assistant (June 1998 – May 2001), Department of Educational Leadership, Counseling, and Foundations, College of Education

University of New Orleans, New Orleans, Louisiana

Major responsibilities included: research assistant; assistant to the coordinator of the counseling program; practicum and internship placement coordinator; master's comprehensive examination coordinator; admissions coordinator for master's and doctoral applicants; and campus coordinator for National Counselor Examination (NCE).

### **Employment in K-12 Education**

Teacher (August 1999 – May 2000)

Mount Carmel Academy, New Orleans, Louisiana

Major responsibilities included: teaching *Psychology*

Teacher (June 1996 – May 1999), Chair, Foreign Language Department (June 1998-May 1999)

Ursuline Academy, New Orleans, Louisiana

Major responsibilities included: coordinating activities of the Foreign Language Department; teaching *French*, *American Government*, and *Law Studies*; sponsoring Students Against Drugs and Alcohol Club; and directing the dance team.

School Counselor Intern (August 1997 – December 1998)

Ursuline Academy, New Orleans, Louisiana

Major responsibilities included: providing individual and group counseling; providing career counseling and programming.

Teacher (March 1994 – June 1995)

St. Martin's Episcopal School, Metairie, Louisiana

Major responsibilities included: teaching *French* and sponsoring the Fashion Club.

Teacher (January 1992-June 1993)

L.W. Higgins High School, Marrero, Louisiana

Major responsibilities included: teaching *French* and co-authoring the Jefferson Parish School Board French Curriculum Guide.

Teacher (August 1991-December 1991)

John Ehret High School, Marrero, Louisiana

Major responsibilities included: teaching *French*.

Teacher (January 1988 – June 1990)

Henry Ford Junior High School, Avondale Louisiana

Major responsibilities included: teaching *French* and *English*; sponsoring the Reach Team (Drug Abuse Prevention Organization); and directing the dance team.

Teacher (1986 – 1987)

St. Joseph School, Gretna, Louisiana

Major responsibilities included: teaching 7<sup>th</sup> and 8<sup>th</sup> Grade *English*.

### **Employment in the Legal Profession**

Attorney (September 1995- September 1996)

Gauthier & Murphy Law Firm, Metairie, Louisiana

Major responsibilities included: researching legal issues and writing briefs.

## **MEMBERSHIPS IN HONORARY AND PROFESSIONAL ORGANIZATIONS**

### **Honorary Organizations**

Chi Sigma Iota National Honor Society

### **Professional Organizations**

American Counseling Association

Association for Counselor Education and Supervision

Association for Adult Development and Aging

American School Counselor Association

Southern Association for Counselor Education and Supervision