

CURRICULUM VITA

PATRICK RYAN MULLEN

Professor and Chair

Dept. of Counseling and Special Education

Virginia Commonwealth University | School of Education

1015 West Main Street Richmond, Virginia 23284-2020

Phone: (804) 828-1332 | **Email:** mullenpr@vcu.edu

ORCID ID: <https://orcid.org/0000-0003-3561-9244>

Google Scholar: <https://tinyurl.com/mullengscholar>

Professional Website: <https://tinyurl.com/prmullen>

EDUCATION

Doctor of Philosophy (Ph.D.)	Education, <i>Counselor Education Track</i> <i>University of Central Florida</i> (CACREP accredited) Orlando, Florida	2014
<u><i>Dissertation Title:</i></u>	The Contribution of Practicing School Counselors' Self-Efficacy and Professional Quality of Life to their Programmatic Service Delivery. <u><i>Dissertation Chair:</i></u> Glenn W. Lambie, Ph.D.	
Master of Arts (MA)	Counselor Education, <i>School Counseling Track</i> <i>University of Central Florida</i> (CACREP-accredited) Orlando, Florida	2009
Graduate Certificate	Career Counseling <i>University of Central Florida</i> Orlando, Florida	2008
Bachelor of Arts	Psychology <i>Florida International University</i> Miami, Florida	2006

CERTIFICATION AND LICENSURE

Certification	National Certified Counselor (NCC #271034) National Board for Certified Counselors (2010-current)
Certification	National Certified School Counselor (NCSC #271034) National Board for Certified Counselors (2016-current)
Certification	Approved Clinical Supervisor (ACS #1521) Center for Credentialing and Education (2013-current)
License	Pupil Personnel Services License (DOE# PPS-0607201) Virginia Department of Education (2020-current)

ADMINISTRATIVE POSITIONS

Department Chair

(07/2023-current)

(07/2026-current)

Virginia Commonwealth University

Department of Counseling & Special Education

Department of Foundations of Education (Interim)

School of Education

Richmond, Virginia 23284

Responsibilities include direct supervision of faculty members in the Counseling and Special Education programs. Complete personnel evaluations and tenure and promotion recommendations. Facilitate department planning and strategic initiatives, budget planning, and impact and visibility activities. Represent the department at school and university meetings, support student and faculty awards, and complete other duties as assigned.

Program Coordinator

(07/2020-06/2023)

William & Mary

Counselor Education Program

Department of School Psychology & Counselor Education

School of Education

Williamsburg, Virginia 23185

Responsibilities include scheduling and facilitating meetings for the 13-faculty counselor education program that serves graduate students, developing and staffing the counselor education program academic schedule for the campus courses, leading program development activities, responding to student inquiries, communicating with other stakeholders within the School of Education, managing the Counselor Education Advisory Committee, and assisting with accreditation processes.

ACADEMIC POSITIONS

Professor (with tenure)

(07/2025-current)

Virginia Commonwealth University

Counselor Education Program

Associate Professor (with tenure)

(07/2023-06/2025)

Department of Counseling & Special Education

School of Education

Richmond, Virginia 23284

Associate Professor (with tenure)

(08/2020-06/2023)

William & Mary

Counselor Education Program

Assistant Professor

(08/2016-07/2020)

Department of School Psychology & Counselor Education

School of Education

Williamsburg, Virginia 23185

Assistant Professor

(08/2014-06/2016)

East Carolina University

Counselor Education Program

Department of Interdisciplinary Professions

College of Education

Greenville, NC 27858

RELEVANT NON-ACADEMIC POSITIONS

- 2011-2014 **Toni Jennings Exceptional Education Institute, *Toni Jennings Scholar***
Responsibilities included managing a student hub and resource center for undergraduate and graduate students. Planned and facilitated the annual UCF Counseling Conference.
- 2009 - 2011 **Seminole County Public Schools - Journeys Academy, *School Counselor***
Responsibilities included chairing the counseling department, managing the student mentor program, and fulfilling the responsibilities and duties of a school counselor.
- 2007-2008 **UCF Community Counseling Clinic, *Clinic Resource Assistant***
Responsibilities included conducting client intakes and psycho-social and managing the day-to-day operations of a university community-based counseling clinic.
- 2007-2008 **University Behavioral Center, *Mental Health Technician***
Responsibilities included facilitating group activities, documenting interventions and client affect, and facilitating day-to-day behavior management of clients.
- 2006-2007 **Miami-Dade Public Schools – Hialeah High School, *Social Studies Teacher***
Responsibilities included teaching a 9th-grade world history class and coaching football.
- 2002-2006 **Florida International University, *Student-Athlete on the Football Team***
Responsibilities included playing for the inaugural football team for four years.

ADVANCED PROFESSIONAL TRAINING

- 2025 **Foundation Academy, *The Chair Academy***
This training provides leadership development that includes 360-degree assessments, professional coaching, and training in leadership theories and practices.
- 2024 **Academic Leadership Training, *Penn State University***
This training offers training on the complex challenges faced by universities with the aim of enhancing the ability of academic administrators.
- 2023 **Chronicle's Strategic-Leadership Program for Department Chairs, *Virtual***
This training included learning about current trends in higher education and strategies for department chairs to lead effectively.
- 2022 **Supporting Mid-Level Leaders, *William & Mary***
This training included learning about effective approaches to serving and leading within higher education.
- 2021 **Diversity, Equity and Inclusion in the Workplace Certificate, *USF***
This training offered information and strategies to enhance diversity, equity, and inclusion within a workplace setting based on practices from the field of business.
- 2015 **Program Funding and Grant Administration, National Institute of Health (NIH) Regional Seminar, *Baltimore, MD.***
This training included learning about the NIH grant processes and current issues in NIH.
- 2015 **Motivational Interviewing, *Cathy Cole Training***
This training focused on learning Motivational Interviewing approach to counseling.

RESEARCH INTERESTS AND FOCUS

School Counseling

I pursue research that advances and strengthens the school counseling profession through the examination of novel issues facing today's school counselors, interventions with students, and evidence-based practices.

Counselor Development

I engage in research that examines counselor education and supervision, including teaching and supervision strategies, assessment approaches, research methodologies, and contemporary issues in counselor education.

Professional Well-being

I facilitate research that focuses on identifying factors contributing to counselor burnout and stress to prevent turnover and promote career longevity.

Please note: In the fields of counseling, psychology, and education, the primary author is typically listed first.

DISSERTATION

Mullen, P. R. (2014). The contribution of practicing school counselors' self-efficacy and professional quality of life to their programmatic service delivery. (Unpublished doctoral dissertation). University of Central Florida, Orlando, FL. <http://purl.fcla.edu/fcla/etd/CFE0005218>

SCHOLARLY PUBLICATIONS (“*” work with a research mentee, “^” product from funded project)

PEER-REVIEWED JOURNAL PUBLICATIONS

1. Chae, N., Gonzalez, E., Anonymous, & **Mullen, P. R.**, & Gelin, S. (2026). School counselors' contact level, competency, and advocacy for undocumented students. *Professional School Counseling*, 30(1), 1-13. <https://doi.org/10.1177/2156759X261465413>
2. Kitching, E. *, Niles, J. K., Harris, P. C., & **Mullen, P. R.** (2026). Evidence-based survey design: A practical framework for school counselors. *Professional School Counseling*, 30(1a), 1-11. <https://doi.org/10.1177/2156759X2614383>
3. **Mullen, P. R.**, Poandl, M. M. *, Xie, L. *, Kitching, E. *, Dukes, A., & Sperandio, K. (2026). Work-related rumination among mental health professionals. *Journal of Mental Health Counseling*, 48(2), 136-156. <https://doi.org/10.17744/mehc.48.2.03>
4. Sperandio, K. R., Dukes, A., Niles, J., K., Fears, A. *, & **Mullen, P. R.** (2025). Ethical and legal issues in counseling: A conventional content analysis. *Counseling & Values*, 70(1), 121-152. <https://doi.org/10.1163/2161007x-bja10032>
5. **Mullen, P. R.**, Lambie, G. W., Poandl, M. M. *, Frawley, C., & Burgin, E. (2025). Analysis of the Counseling Competency Scale-Revised using trainees' self-assessment. *Counseling Outcome Research and Evaluation*, 16(1), 24–38. <https://doi.org/10.1080/21501378.2024.2404845>

6. Silverio, N., Gutierrez, D., & **Mullen, P. R.** (2025). The development of the Confianza Scale - Spanish: A culturally responsive tool for Latine relationship building. *International Journal for the Advancement of Counselling*, 47, 233-252.. <https://doi.org/10.1007/s10447-024-09585-w>
7. **Mullen, P. R.**, Sperandio, K. R., Dukes, A., Niles, J. , & Fears, A.* (2024). Development and testing of the Frequency of Ethical and Legal Issues in Counseling Scale. *Counseling & Values*, 69(3), 302-325. <https://doi.org/10.1163/2161007x-bja10022>
8. Kitching, E.* , **Mullen, P. R.**, Chae, N., & Backer, A. (2024). School counselors' experiences of induction and mentoring. *Professional School Counseling*, 28(1), 1-12. <https://doi.org/10.1177/2156759X241290492>
9. Niles, J. K.* , **Mullen, P. R.**, Gutierrez, D., & Dukes, A.* (2024). The effects of a school-based lovingkindness practice on students' emotional intelligence and hope. *Professional School Counseling*, 28(1), 1-12. <https://doi.org/10.1177/2156759X241279>
10. Niles, J. K., Spargo, A., Fears, A. * , & **Mullen, P. R.** (2024). Examining students' meaning in life as a predictor of personal growth initiative and emotional intelligence. *Journal of Child and Adolescent Counseling*, 10(3), 181–192. <https://doi.org/10.1080/23727810.2024.2372238>
11. Niles, J. K., Dorais, S., Cashwell, C., **Mullen, P. R.**, & Jensen, S. K. (2024). Hope floats: A sequential regression analysis of burnout and hope as predictors of school counselor self-efficacy. *Journal of Counseling & Development*, 102, 472–481. <http://doi.org/10.1002/jcad.12530>
12. Niles, J. K.* , **Mullen, P. R.**, Kitching, E.* , & Schofield, K.* (2024). School counselors' hope, stress, and job satisfaction. *Professional School Counseling*, 28(1), 1-10. <https://doi.org/10.1177/2156759X241259487>
13. **Mullen, P. R.**, Joseph, J., Hinchey, K.* , Walker, M.* , & Niles, J.K.* (2024). Assessment of Professional Counseling Dispositions: A content validity analysis. *Teaching and Supervision in Counseling*, 6(1), 107-123. <https://doi.org/10.7290/tsc06ha5R>
14. Niles, J. K. * , Dukes, A. * , **Mullen, P. R.**, Goode, C. * , & Jensen, S. * (2024). Experiences of law enforcement officers in an emotional and belief intelligence leadership training: A consensual qualitative report. *Journal of Criminal Justice Education*, 5(1), 20-36. <https://doi.org/10.1080/10511253.2022.2131857> ^
15. Chae, N., Backer, A., & **Mullen, P. R.** (2023). Strategies for school counselors-in-training to maximize their supervision experience. *The Professional Counselor*, 13(3), 269–282. <https://doi.org/10.15241/nc.13.3.269>
16. **Mullen, P. R.**, Niles, J. K.* , Hinchey, K.* , Leger, R.* , & Dorais, S. (2023). An examination of school counselors' career-sustaining behaviors and its relationship to burnout and job satisfaction. *Journal of Professional Counseling: Practice, Theory, and Research*, 50(1), 18-32. <https://doi.org/10.1080/15566382.2023.2180612>

17. **Mullen, P. R.**, Backer, A., Niles, J.K. *, & Chae, N. (2023). Preparing school counseling trainees in professional legislative advocacy. *Journal of the Scholarship of Teaching and Learning*, 23 (1), 59-71 <https://doi.org/10.14434/josotl.v23i1.33257>
18. Moore, C. M., **Mullen, P. R.**, Hinchey, K. *, Lambie, G. W. (2023). A differential item functioning study of Counselor Competency Scale-Revised scores. *Counselor Education and Supervision*, 62(1), 2-20. <https://doi.org/10.1002/ceas.12255>
 - Received the *Research in Counselor Education & Supervision Award* from the Association for Counselor Education and Supervision (2025)
19. **Mullen, P. R.**, Niles, J.K. *, Dukes, A. *, & Spargo, A. (2022). An examination of the GPS for SUCCESS program. *Preventing School Failure*, 66(3), 238-246. <https://doi.org/10.1080/1045988X.2022.2048627> ^
20. Mason, W. N. * & **Mullen, P.R.** (2022). The Task-Oriented Developmental Model of Supervision: Facilitating comprehensive supervisee development. *Journal of Counselor Preparation and Supervision*, 15(2). <https://digitalcommons.sacredheart.edu/jcps/vol15/iss2/20/>
21. Crowe, A., **Mullen, P. R.**, & Barnes, S. (2022). The factor structure of the Positive and Negative Affect Schedule in a multiethnic sample of adults. *Journal of Counseling Research and Practice*, 7(2), 133-151. <https://egrove.olemiss.edu/jcrp/vol7/iss2/7/>
22. Niles, J. K. *, Gutierrez, D., Dukes, A. T. *, **Mullen, P. R.**, & Goode, C. * (2022). Understanding the relationships between personal growth initiative, hope, and abstinence self-efficacy. *Journal of Addictions & Offender Counseling*, 43 (1), 15-25. <https://doi.org/10.1002/jaoc.12099> ^
23. Chae, N., Backer, A., **Mullen, P. R.**, & Cakmak, Z. (2022). School counselors as critical consumers of research: Quality indicators for evaluating quantitative research. *Professional School Counseling*. 26(1), 1-10. <https://doi.org/10.1177%2F2156759X221086748>
24. Spargo, A., **Mullen, P. R.**, Gutierrez, D., & Kramer, J. (2021). GPS for Success: A practitioner-based study with high school students. *Professional School Counseling*. 25(1), 1-10. <https://doi.org/10.1177/2156759X211050414> ^
25. Newhart, S. *, Steirling, T., & **Mullen, P. R.** (2021). Factors predicting attitudes towards evidence-based practice among college counselors. *Journal of College Counseling*, 24(3), 194-209. <https://doi.org/10.1002/jocc.12191>
26. Dukes, A. *, **Mullen, P. R.**, Niles, J. K. *, Gutierrez, D., & Jensen, S. * (2021). Role of causality orientations in predicting alcohol use and abstinence self-efficacy. *Substance Use and Misuse*. 57(2), 222-229. <https://doi.org/10.1080/10826084.2021.2002899> ^
27. Newhart, S. *, Pohto, P., & **Mullen, P. R.** (2021). A survey of characteristics of clinicians in university counseling centers. *Journal of College Counseling*, 24(2), 98-114. <https://doi.org/10.1002/jocc.12179>

28. **Mullen, P. R.**, Chae, N., Backer, A. *, & Niles, J. K. * (2021). School counselor burnout, job stress, and job satisfaction by student caseload. *NASSP Bulletin*, 105(1), 25-42. <https://doi.org/10.1177/0192636521999828>
29. **Mullen, P. R.**, Fox, J., Goshorn, J. R. *, & Warraich, L. K. * (2021). Crowdsourcing for online samples in counseling research. *Journal of Counseling & Development*, 99(2), 221-226. <https://doi.org/10.1002/jcad.12369>
30. Crowe, A., **Mullen, P. R.**, & Spargo, A. (2020). Counselor, know thyself: The impact of mental health literacy and stigma on stress and satisfaction in practicing counselors. *The Journal of Counseling Research and Practice*, 6(1), 19-37. <https://egrove.olemiss.edu/jcrp/vol6/iss1/2/>
31. **Mullen, P. R.**, Backer, A. *, Chae, N. *, & Li, H. * (2020). School counselors' work-related rumination as a predictor of burnout, turnover intentions, job satisfaction, and work engagement. *Professional School Counseling*, 24(1), 1-10. <https://doi.org/10.1177/2156759X20957253>
32. Gutierrez, D., Crowe, A., **Mullen P. R.**, Fan, S. *, & Pignato, L. * (2020). Stigma, help seeking, and substance use. *The Professional Counselor*, 10(2), 220-234. <https://doi.org/10.15241/dg.10.2.220>
33. Gonzales, E. *, Sperandio, K. *, **Mullen, P. R.**, & Tuazon, V. * (2020). Development and initial testing of the Multidimensional Cultural Humility Scale. *Measurement and Evaluation in Counseling and Development*, 54(1), 57-70. <https://doi.org/10.1080/07481756.2020.1745648>
34. Newhart, S. *, **Mullen, P. R.**, Blount, A. J., & Hagedorn, W. B. (2020). Factors influencing publication rates among counselor educators. *Teaching and Supervision in Counseling*, 2(1), 45-59. <https://doi.org/10.7290/tsc020105>
35. **Mullen, P. R.**, Sperandio, K. *, Hagedorn, W. B., & Hilert, A. * (2019). School counselors' use of SBIRT for substance use screening. *Journal of Child and Adolescent Counseling*, 5(3), 275-289. <https://doi.org/10.1080/23727810.2019.1671759>
36. **Mullen, P. R.** (2019). Book review of Assessment in Counseling: Practices and Applications. *Measurement and Evaluation in Counseling and Development*, 53(3), 213-217. <https://doi.org/10.1080/07481756.2019.1691461>
37. Wagner, N. *, **Mullen, P. R.**, & Sims, R. * (2019). Professional counselors' interest in counseling older adults. *Adultspan*, 18(2), 70-84. <https://doi.org/10.1002/adsp.12078>
38. **Mullen, P. R.**, Chae, N., * & Backer, A. * (2019). Comparison of school characteristics among RAMP and Non-RAMP schools. *The Professional Counselor*, 9(2), 156-170. <https://doi.org/10.15241/prm.9.2.156>
39. Newhart, S. *, **Mullen, P. R.**, & Gutierrez, D. (2019). Expanding perspectives: Systemic approaches with college students experiencing depression. *Journal of Counseling & Development*, 97(3), 260-269. <https://doi.org/10.1002/jcad.12266>

40. **Mullen, P. R.**, Limberg, D., Tuazon, V.* & Romagnolo, S. (2019). Emotional intelligence and leadership attributes of school counseling trainees. *Counselor Education and Supervision*. 58(2), 112-126. <https://doi.org/10.1002/ceas.12135>
41. Dillman Taylor, D. & **Mullen, P. R.** (2019). Adlerian Personality Priority Assessment: Psychometric evaluation. *Journal of Individual Psychology*, 75(2), 122-144. <https://doi.org/10.1353/jip.2019.0011>
42. **Mullen, P. R.**, Newhart, S.,* Haskins, N., Shapiro, K.,* & Cassel, K.* (2019). An examination of school counselors' leadership self-efficacy, programmatic services, and social issue advocacy. *Journal of Counselor Leadership & Advocacy*, 6(2), 160-173. <https://doi.org/10.1080/2326716X.2019.1590253>
43. **Mullen, P. R.**, Stevens, H., & Chae, N.* (2019). School counselors' attitudes towards evidence-based practices. *Professional School Counseling*, 22(1), 1-11. <https://doi.org/10.1177/2156759X18823690>
44. Crowe, A., Murray, C. E., **Mullen, P. R.**, Lundgren, K., Hunnicutt, G., & Olson, L. (2019). Help seeking behaviors and intimate partner violence-related traumatic brain injury. *Violence and Gender*, 6(1), 64-71. <https://doi.org/10.1089/vio.2018.0003>
45. Crowe, A., **Mullen, P. R.**, Littlewood, K. (2018). Self-stigma, mental health literacy, and health outcomes in integrated care. *Journal of Counseling & Development*, 96(2), 267-277. <https://doi.org/10.1002/jcad.12201>
46. **Mullen, P. R.**, Blount, A. J., Lambie, G. W., & Chae, N.* (2018). School counselors' job stress, burnout, and job satisfaction. *Professional School Counseling*, 21(1), 1-10. <https://doi.org/10.1177/2156759X18782468>
47. **Mullen, P. R.**, Newhart, S.* & Gutierrez, D. W. (2018). School counselors' emotional intelligence and its relationship to leadership. *Professional School Counseling*, 21(1), 1-12. <https://doi.org/10.1177/2156759X18772989>
48. **Mullen, P. R.** & Crowe, A. (2018). A psychometric investigation of the Short Grit Scale with a sample of school counselors. *Measurement and Evaluation in Counseling and Development*, 51(3), 151-162. <https://doi.org/10.1080/07481756.2018.1435194>
 - Received the *Patricia B. Elmore Award for Outstanding Research in Measurement and Evaluation* from the Association for Assessment and Research in Counseling (2019)
 - Received the *Best Practices Research, Faculty Award* from the American Counseling Association (2020)
49. **Mullen, P. R.**, Malone, A.,* Denney, A.,* & Dietz, S. S. (2018). Job stress, burnout, job Satisfaction, and turnover intention among student affairs professionals. *College Student Affairs Journal*, 36(1), 94-108. <https://doi.org/10.1353/csaj.2018.0006>
50. Dillman Taylor, D., Gungor, A., Blount, A. J., & **Mullen, P. R.** (2018). Personality priorities and perceived wellness among counseling trainees. *Journal of Individual Psychology*, 74(2), 188-208. <https://doi.org/10.1353/jip.2018.0012>

51. Lambie, G. W., **Mullen, P. R.**, Swank, J. & Blount, A. (2018). The Counselor Competencies Scale: Validation and refinement. *Measurement and Evaluation in Counseling and Development*, 51(1), 1-15. <https://doi.org/10.1080/07481756.2017.1358964>
52. Crowe, A., **Mullen, P. R.**, & Harris, J. A. (2017). Help for the helper: Exploring mental health concerns, supports, and stigma in school counselors. *Journal of Professional Counseling: Practice, Theory, & Research*, 44(1), 34-54. <https://doi.org/10.1080/15566382.2017.12033957>
53. Fox, J., Gutierrez, D., & **Mullen, P. R.** (2017). The nature and function of meditation and prayer in childhood and adolescence. *Journal of Child and Adolescent Counseling*, 3(3), 188-198. <https://doi.org/10.1080/23727810.2017.1341797>
54. Swank, J. M., & **Mullen, P. R.** (2017). Evaluating evidence for conceptually related constructs using bivariate correlations. *Measurement and Evaluation in Counseling and Development*, 50(4), 270–274. <https://doi.org/10.1080/07481756.2017.1339562>
55. Lambie, G. W., Blount, A. J., & **Mullen, P. R.** (2017). Establishing content-oriented evidence for psychological assessments. *Measurement and Evaluation in Counseling and Development*, 50(4), 210–216. <https://doi.org/10.1080/07481756.2017.1336930>
56. **Mullen, P. R.** & Crowe, A. (2017). Self-stigma of mental health concerns and help-seeking among school counselors. *Journal of Counseling & Development*. 95(4), 401-411. <https://doi.org/10.1002/jcad.12155>
57. **Mullen, P. R.**, Morris, C., * & Lord, M.* (2017). The experience of ethical dilemmas, burnout, and stress among practicing counselors. *Counseling and Values*, 62(1), 37- 62. <https://doi.org/10.1002/cvj.12048>
58. Fox, J., **Mullen, P. R.**, & Giordano, A. (2017). Forgiveness, humility, and hope: An interview with Everett L. Worthington, Jr., Ph.D. *Counseling and Values*, 62(1), 11- 23. <https://doi.org/10.1002/cvj.12046>
59. Gutierrez, D., **Mullen, P. R.**, & Fox J. D. (2017). Exploring emotional intelligence among master's level counseling trainees. *Counselor Education and Supervision*, 56(1), 19-32. <https://doi.org/10.1002/ceas.12057>
60. **Mullen, P. R.** & Gutierrez, D. (2016). Burnout, perceived stress, and direct student services among school counselors. *The Professional Counselor*. 6(4), 344-359. <https://doi.org/10.15241/pm.6.4.344>
61. Gutierrez, D., & **Mullen, P. R.** (2016). Emotional intelligence and the counselor: Examining the relationship of trait emotional intelligence to counselor burnout. *Journal of Mental Health Counseling*, 38(3), 187-200. <https://doi.org/10.17744/mehc.38.3.01>
62. **Mullen, P. R.** & Lambie, G. W. (2016). The contribution of school counselors' self-efficacy to their programmatic service delivery. *Psychology in Schools*, 53(3), 306–320. <https://doi.org/10.1002/pits.21899>

63. **Mullen, P. R.**, Lambie, G. W., Griffith, C., & Sherrell, R. (2015). School counselors' general self-efficacy, ethical and legal self-efficacy, and ethical and legal knowledge. *Ethics & Behavior*, 26(5) 415-430, 1-16. <https://doi.org/10.1080/10508422.2015.1033627>
64. **Mullen, P. R.**, Uwamahoro, O., Blount, A. W., & Lambie, G. W. (2015). Development of counseling students' self-efficacy during their preparation program. *The Professional Counselor*, 5(1), 175-184. <https://doi.org/10.15241/prm.5.1.175>
65. Blount, A. & **Mullen, P. R.** (2015). Development of the Integrative Wellness Model: Supervising counselors-in-training. *The Professional Counselor*, 5(1), 100-113. <https://doi.org/10.15241/ajb.5.1.100>
66. Lambie, G. W., Griffith, C., Limberg, D., Hayes, G. B., & **Mullen, P. R.** (2014). An exploratory investigation of the research self-efficacy, interest in research, and research knowledge of Ph.D. in education students. *Innovative Higher Education*, 39(2). <https://doi.org/10.1007/s10755-013-9264-1>
67. **Mullen, P. R.**, Griffith, C., Greene, J. H., & Lambie, G. W. (2014). Social media and professional school counselors: Ethical and legal considerations. *Journal of School Counseling*, 12(8). Retrieved from <http://www.jsc.montana.edu/articles/v12n8.pdf>
68. **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(1), 1-17. <https://doi.org/10.1177/0748175613513807>
69. **Mullen, P. R.**, & Lambie, G. W. (2013). School counseling in disciplinary alternative education programs. *Journal of School Counseling*, 11(17). Retrieved from <http://www.jsc.montana.edu/articles/v11n17.pdf>
70. Lambie, G. W., Ieva, K.P., & **Mullen, P. R.** (2013). Graduate counseling students' learning, development, and retention of knowledge. *Journal of the Scholarship of Teaching and Learning*, 13(4), 54-67. Retrieved from <http://josotl.indiana.edu/article/view/3284>
71. Lambie, G. W., Ieva, K. P., **Mullen, P. R.**, & Hayes, B. G. (2011). Ego development, ethical decision-making, and ethical and legal knowledge in school counselors. *Journal of Adult Development*, 18, 50-59. <https://doi.org/10.1007/s10804-010-9105-8>

EDITORIAL PUBLICATIONS

1. Gutierrez, D., & **Mullen, P. R.** (2025). Special issue editors' note: Youth-based university-school and community partnerships. *Journal of Child and Adolescent Counseling*, 11, 1-6. <https://doi.org/10.1080/23727810.2025.2518855>
2. Qi, S., Sink, C. & **Mullen, P. R.** (2024). A call for policy research in school-based counseling: Editors' perspective on the past, present, and future of JSCPE. *Journal of School-based Counseling Policy and Evaluation*, 6(2), 82-85. <https://doi.org/10.25774/xwd4-q718>

3. Lemberger-Truelove, Gutierrez, D., & **Mullen, P. R.** (2024). Development, prevention, social justice, and wellness: Affirming the ontological basis for counseling scholarship and practice. *Journal of Counseling & Development*. 102(2), 133-136. <https://doi.org/10.1002/jcad.12509>
4. **Mullen, P. R.** (2014). The Counseling and Values Perspective Interview Series introduction. *Counseling and Values*, 59(2), 131-130. <https://doi.org/10.1002/j.2161-007X.2014.00046.x>

NON-PEER-REVIEWED PUBLICATIONS

1. **Mullen, P. R.** & Lamb, C. (2012, May). The brave new world of social media. *ASCA School Counselor*, 49(5). Retrieved from <https://www.schoolcounselor.org/magazine/blogs/may-june-2012/the-brave-new-world-of-social-media> (Login Required)
2. **Mullen, P. R.** (2008, August). Balancing required with desired. *ASCA School Counselor*. 45(6), 19-21. Retrieved from <https://www.schoolcounselor.org/magazine/blogs/july-august-2008/balancing-required-with-desired> (Login Required)

BOOKS

1. **Mullen, P. R.** (2026). *Becoming a school counselor*. Cognella.
 - 2026 Graphic Design USA (GDUSA) American Inhouse Design Award
2. Granello, D. H., Young, M. E., & **Mullen, P. R.** (2026). *Counseling today: Foundations of professional identity and ethical practice*. (3rd Ed.). Pearson.

BOOK CHAPTERS

1. Niles, J., Fox, J., Ho, Y. J., & **Mullen, P. R.** (2026). Religion, religiosity, and religious identity among school-aged youth. In J. Parker (Ed.), *Religious and Spiritual Diversity in K-12 Schools: Culturally Responsive Academic, Behavioral, and Social-Emotional Support*. Oxford University Press.
2. Swank, J. M. & **Mullen, P. R.** (2025). Appraisal and assessment techniques specific to children and adolescents. In J. Ziomek-Daigle (Ed.) *Counseling children and adolescents: Working in school and clinical mental health settings* (2nd ed.). Routledge.
3. Niles, S. G., **Mullen, P. R.**, Niles, J. K., & Adams, J. K. (2025). A practical approach to career assessment in schools. In B. Erford (Ed.), *Professional School Counseling: A Handbook of Theories, Programs, and Practices* (4th ed.). Pro Ed.
4. Niles, J. K., Adams, J. K., Niles, S. G., & **Mullen, P. R.** (2025). Career development interventions in the schools. In B. Erford (Ed.), *Professional School Counseling: A Handbook of Theories, Programs, and Practices* (4th ed.). Pro Ed.
5. **Mullen, P. R.** & Limberg, D. (2023). Data analysis procedures in school counseling research. In B. Zyromski & C. Dimmitt. (Eds.), *School Counseling Research: Advancing the Professional Evidence Base*. Oxford.

6. **Mullen, P. R.**, Robertson, L., & Young, M. E. (2020). Spiritual competencies in the counseling profession. In C. S. Cashwell & J. S. Young (Eds.), *Integrating spirituality and religion into counseling: A guide to competent practice* (3rd ed.). American Counseling Association.
7. **Mullen, P. R.**, & Hagedorn, W. B. (2019). Wellness in professional school counselors. In T. A. A. Portman, C. Wood, & H. Fye (Eds.), *Critical incidents in school counseling* (3rd ed.). American Counseling Association.
8. Swank, J. M. & **Mullen, P. R.** (2017). Appraisal and assessment techniques specific to children and adolescents. In J. Ziomek-Daigle (Ed.) *Counseling children and adolescents: Working in school and clinical mental health settings*. Routledge
9. Gutierrez, D., **Mullen, P. R.**, Griffith, C., & Christmas, C. (2013). Financial wellness. In P. F. Granello (Ed.), *Wellness: A guide for achieving a healthy lifestyle* (pp. 87-99). Upper Saddle River, NJ: Pearson.

RESEARCH FUNDING: GRANTS AND CONTRACTS

1. **Mullen, P. R.**, Gutierrez, D., & Burgin, E. (2022). *Empowered learners: A virtual mentoring program for alternative education schools*. Grant awarded from the Dean's Innovation Fund in the William & Mary School of Education (Amount of \$37,750).
2. **Mullen, P. R.** & Gutierrez, D. (2020-2022). *External evaluation of the GPS for Success program intervention*. Contract received from My Life, My Power, Inc. who received funding from the White House Office of National Drug Control Policy (ONDCP)(Amount of \$120,000 [\$60,000 year 1 and \$60,000 year 2]).
3. Burgin, E. E., **Mullen, P. R.**, & Gutierrez, D. (2022). Ecological systems and resilience scale development. Virginia Department of Veterans Services. \$25,000.
4. **Mullen, P. R.** (2019, summer). *Summer research award*. Research grant received from William & Mary (Amount of \$4,200.00).
5. **Mullen, P. R.** (2018, February). Exploring the implementation of comprehensive school counseling programs in the international department of defense education activity K-12 settings. *Reves Center's Faculty Fellow Award* from William & Mary (Amount of \$10,000).
6. **Mullen, P. R.**, Haskins, N. H., & Newhart, S. (2017, January). *Excellence in counseling research grant*. Research grant received from the Chi Sigma Iota International Honor Society (Amount of \$1,200.00).
7. **Mullen, P. R.** (2017, summer). *Summer research award*. Research grant received from William & Mary (Amount of \$4,000.00).
8. Gutierrez, D., **Mullen, P. R.**, & Fox, J. (2014, September). *An exploratory investigation examining the relationship between counseling trainees' levels of emotional intelligence, empathy, and stress*. Research grant received from the Association for Counselor Education and Supervision (Amount of \$533.00).

9. **Mullen, P. R.** (2014, August). *The impact of a Motivational Interviewing intervention on early adolescents exhibiting academic disengagement*. Grant awarded for the East Carolina University's Division of Research and Graduate Studies' Competitive Startup grant (Amount of \$28,157).
10. **Mullen, P. R.** (2012, October). *Development of the Ethical and Legal Issues in the Counseling Self-Efficacy Scale*. Research grant received from the Southern Association for Counselor Education and Supervision (Amount of \$500.00).

SCHOLARLY PRESENTATIONS

INTERNATIONAL AND NATIONAL PEER-REVIEWED PRESENTATIONS

1. **Mullen, P. R.** (2026, April). *Unpacking Work-Related Rumination for Counselors*. A poster session presented at the annual conference of the American Counseling Association (Columbus, OH).
2. **Mullen, P.R.** (2026, March). *Psychological Safety and Professional Wellbeing among Guidance Counsellors*. A poster presentation at the annual meeting of the Institute of Guidance Counsellors in Dublin, Ireland. The term Guidance Counsellors represents school counseling professionals in Ireland.
3. **Mullen, P. R.** (2026, February). *Invitational and Reflection Skills for Chairs: Techniques to Foster Empathy*. An education session accepted to present at the annual conference of the Academic Chairperson Conference in Atlanta, GA.
4. Harper, E., Poandl, M. M., Kitching, E., & **Mullen, P. R.** (2025, October). *Fostering Counselor Educators' Psychological Safety*. An education session presented at the annual conference of the Association for Counselor Education and Supervision in Philadelphia, PA.
5. Barrio Minton, C., **Mullen, P. R.**, Foxx, S. P., Spurgeon, S. L., & Hudson, D. (2025, October). *Navigating Leadership Transitions and Administrative Demands: A Panel for New Department Chairs*. A panel session presented at the annual conference of the Association for Counselor Education and Supervision in Philadelphia, PA.
6. **Mullen, P. R.** (2025, March). *Application of the REPLAN System in School-Based Counseling*. A content session at the annual Mediterranean Region Counselors Association in Poznan, Poland.
7. **Mullen, P. R.** (2025, March). *Unpacking Work-Related Rumination for Counselors*. A content session presented at the annual Mediterranean Region Counselors Association in Poznan, Poland.
8. Backer, A., Holleck, M., & **Mullen, P. R.** (2024, September). *Adolescents? Yes, Please! How to Successfully Recruit Adolescent Participants for Research Studies*. A content session presented at the annual conference for the Association for Assessment and Research in Counseling in Pittsburgh, PA.
9. Nambiar, A., Chin, P., & **Mullen, P. R.** (2024, September). *The Development of The Adult Third Culture Kids (ATCK) in Counseling Scale*. A roundtable session presented at the annual conference for the Association for Assessment and Research in Counseling in Pittsburgh, PA.

10. **Mullen, P. R.** (2024, March). *Strategies for Change: Motivational Interviewing Techniques for School Counselors*. A content session at the annual Evidence-Based School Counseling Conference (Virtual Conference).
11. **Mullen, P. R.** (2024, February). *Forgiveness as a Vital Leadership Skill*. A content session at the annual Academic Chairperson Conference in Indianapolis, IN.
12. **Mullen, P.R.** (2023, October). *Assessment of Professional Counseling Dispositions*. Poster session presented at the annual conference for the Association for Counselor Education and Supervision in Denver, CO.
13. Chae, N., Backer, A., & **Mullen, P. R.** (2023, March). *More Than One Way: Innovative Recruitment and Sampling Strategies in School Counseling Research*. Content session presented at the Evidence-Based School Counseling Conference in Columbus, OH.
14. Niles, J. & **Mullen, P. R.** (2023, March). *Measuring the Impact of a School-Based Contemplative Intervention for Adolescents*. Content session presented at the Evidence-Based School Counseling Conference in Columbus, OH.
15. Niles, J. & **Mullen, P. R.** (2023, March). *Research Mentorships in School Counselor Education: A Panel Discussion*. Content session presented at the Evidence-Based School Counseling Conference in Columbus, OH.
16. Backer, A., Chae, C., Egwu, O., & **Mullen, P. R.** (2022, September). *More than One Way: Innovative Recruitment and Sampling Strategies in Counseling Research*. Content session presented at the annual conference of the Association for Assessment and Research in Counseling in St. Louis, MO.
17. Swank, J., & **Mullen, P. R.** (2022, September). *Assessing the Appropriateness of Using Instruments Designed for Adults with Youth*. Roundtable session presented at the annual conference of the Association for Assessment and Research in Counseling in St. Louis, MO.
18. Lee, A., & **Mullen, P. R.** (2022, September). *Examining the Relationship between Race-Based Traumatic Stress and Spiritual Injury*. Poster session presented at the annual conference of the Association for Assessment and Research in Counseling in St. Louis, MO.
19. **Mullen, P.R.** (Chair), Kurkul, K. E., Kiefer, S. (2022, April). *Harnessing the Power of the Mentoring Relationship: A Discourse on Division E's Emerging Leaders Initiative*. Panel session at the annual meeting of the American Educational Research Association held virtually and in person in San Diego, CA.
20. **Mullen, P.R.**, Kurkul, K. E., Scott, J. (2022, April). *Trauma-Informed Strategies for a Dual Pandemic: Helping Ourselves and Others*. Paper session) at the annual meeting of the American Educational Research Association held virtually and in person in San Diego, CA.

21. **Mullen, P. R.**, Deaton, J. D., & Williams, O.U. (2022, April). *Databases, Repositories, and Podcasts: Resources from the AARC Assessment Committee*. Education session at the annual conference of the American Counseling Association in Atlanta, GA.
22. **Mullen, P. R.** (2021, October). *It's Time to talk about the ASCA National Model: A Critical Review*. Content session at the annual conference of the Association for Counselor Education and Supervision in Atlanta, GA.
23. **Mullen, P. R.**, Hinchey, K., & Walker, M. (2021, September). *Assessment of Professional Counseling Depositions: A Content Validity Study*. Content session at the annual conference of the Association for Assessment and Research in Counseling in Cincinnati, OH.
24. Taylor, A. & **Mullen, P. R.** (2021, April). *Needs and Responses to School Based Activism Research*. Presidential session (facilitator) at the annual conference of the American Educational Research Association (Virtual Conference).
25. **Mullen, P. R.** & Taylor, A. (2021, April). *Preparing Students for a Rapidly Changing World: Rethinking the Education System and Postsecondary Pathways*. Presidential session (co-chaired) at the annual conference of the American Educational Research Association (Virtual Conference).
26. **Mullen, P. R.** & Koslouski, J. (2021, April). *The Job Market and the Promotion and Tenure Process: Implications from the Pandemic*. Panel session (co-chaired) at the annual conference of the American Educational Research Association held virtually.
27. **Mullen, P. R.** & Crowe, A. (2021, April). *School Counselor Grittiness: Examination of the Construct and Its Relationship to Wellbeing*. An education session presented at the annual conference of the American Counseling Association (Virtual Conference).
28. Sperandio, K., Gonzales, E., Tuazon, V., & **Mullen, P. R.** (2021, April). *The Development of the Multidimensional Cultural Humility Scale*. Education session presented at the annual conference of the American Counseling Association (Virtual Conference).
29. **Mullen, P. R.**, Backer, A., & Niles, J. (2021, March). *A Survey of School Counselors' Theoretical Orientation and Counseling Practice*. Poster session at the annual Evidence-Based School Counseling Conference (Virtual Conference).
30. **Mullen, P. R.**, Chae, N., & Backer, A. (2021, March). *The Critique of Quantitative School Counseling Research for Use in Practice*. Poster session at the annual Evidence-Based School Counseling Conference (Virtual Conference).
31. **Mullen, P. R.** (2019, September). *Application of the SBIRT Model for Substance Use Screening in High School Settings*. Education session at the annual conference of the Association for Assessment and Research in Counseling in San Antonio, TX.
32. Gonzales, E., Sperandio, K., & **Mullen, P. R.** (2019, September). *The Development of the Multidimensional Cultural Humility Scale*. Roundtable session at the annual conference of the Association for Assessment and Research in Counseling in San Antonio, TX.

33. Chae, N., Backer, A., & **Mullen, P. R.** (2019, March). *School and Student Characteristics of RAMP vs. Non-RAMP Schools*. Poster session at the annual conference of the American Counseling Association in New Orleans, LA.
34. **Mullen, P. R.**, Chae, N., & Backer, A. (2019, March). *Stress and Burnout among School Counselors: A Review of the Research*. Education session at the annual conference of the American Counseling Association in New Orleans, LA.
35. Chae, N., Stevens, H., & **Mullen, P. R.** (2018, September). *Examining School Counselors' Self-Efficacy, Theoretical Orientation, and Attitudes toward Evidence-Based Practices*. Poster session at the national conference of the Association for Assessment and Research in Counseling in Richmond, VA.
36. Blount, A. J. & **Mullen, P. R.** (2018, September). *Wellness-Based Supervision, Professional Quality of Life, and Helper Well-Being*. Poster session at the national conference of the Association for Assessment and Research in Counseling in Richmond, VA.
37. **Mullen, P. R.**, Haskins, N., & Newhart, S. (2018, March). *School Counselors' Leadership Self-Efficacy, Delivery of Services, and Advocacy*. Poster session at the national conference of the American Counseling Association in Atlanta. GA.
38. **Mullen, P. R.**, Limberg, D., & Tuazon, V. (2018, March). *The Leadership Qualities and Emotional Intelligence of School Counseling Trainees*. Poster session at the national conference of the American Counseling Association in Atlanta. GA.
39. **Mullen, P. R.** & Newhart, S. (2018). *Job Stress, Burnout, Job Satisfaction, and Turnover Intentions among College Counselors and Student Affairs Professionals*. Poster session presented at the annual conference of the American College Counseling Association in Charlotte, NC.
40. **Mullen, P. R.** (2017, October). *School Counseling Trainees' Leadership Qualities and Emotional Intelligence*. Poster session at the national conference of the Association for Counselor Education and Supervision in Chicago, IL.
41. **Mullen, P. R.** (2017, October). *Counselor Educators' Preferred Qualities of Candidates for Faculty Positions in Counselor Education*. Career-focused education session at the national conference of the Association for Counselor Education and Supervision in Chicago, IL.
42. **Mullen, P. R.**, & Gutierrez, D. (2017, March). *Burnout, Stress, and Direct Student Services among School Counselors*. Poster session at the national conference of the American Counseling Association in San Francisco, CA.
43. **Mullen, P. R.**, Blount, A. J., Hagedorn, W. B., & Newhart, S. (2017, March). *Counselor Educators' Preferred Qualities of Candidates for Faculty Positions*. Poster session at the national conference of the American Counseling Association in San Francisco, CA.
44. **Mullen, P. R.** & Dillman Taylor, J. (2016, September). *A Presentation and Discussion on Strategies for Participant Identification, Recruitment, and Communication in Survey Research*.

Roundtable discussion facilitation at the national conference of the Association for Assessment and Research in Counseling in Fort Lauderdale, FL.

45. **Mullen, P. R.** (2016, September). *Psychometric Properties of the Perceived Stress Scale with a Sample of Practicing School Counselors*. Poster session at the national conference of the Association for Assessment and Research in Counseling in Fort Lauderdale, FL.
46. **Mullen, P. R.**, Blount, A. W., & Fox, J. (2016, March). *Lived Experience of Student-Athletes' Transition from College Athlete to Non-Athlete*. Poster presentation at the national conference of the American Counseling Association in Montréal, QC, Canada.
47. **Mullen, P. R.** & Gutierrez, D. (2016, March). *Application of Motivational Interviewing to Enhance Students' Academic Engagement*. Content session at the national conference of the American Counseling Association in Montréal, QC, Canada.
48. **Mullen, P. R.**, Gutierrez, D., & Fox, J. (2015, October). *Counselor trainees' level of emotional intelligence, empathy, and perceived stress: Findings from an exploratory research investigation conducted at multiple counselor education programs*. Poster session at the national conference of the American Counseling Education and Supervision Association in Philadelphia, PA.
49. Lambie, G. W., **Mullen, P. R.**, & Blount, A. W. (2015, October). *The Counselor Competencies Scale—Revised (CCS-R): New research and practical implications*. Poster session at the national conference of the Association for Counselor Education and Supervision in Philadelphia, PA.
50. Swank, J. & **Mullen, P. R.** (2015, October). *Assessing Counseling Students' Competencies: Supervisor, Student, and Client Perspectives*. Roundtable at the national conference of the Association for Counselor Education and Supervision in Philadelphia, PA.
51. **Mullen, P. R.** & Swank, J. (2015, September). *The Art and Science of Scale Development and Validation*. Roundtable discussion facilitation at the national conference of the Association for Assessment and Research in Counseling in Memphis, TN.
52. Swank, J. & **Mullen, P. R.** (2015, September). *Engagement of Supervisors, Students, and Clients in Assessing Counseling Students' Counseling Competency*. Roundtable discussion facilitation at the national conference of the Association for Assessment and Research in Counseling in Memphis, TN.
53. **Mullen, P. R.** & Fox, J. (2015, July). *Individual and Group Activities to Explore Values in Clinical and Educational Settings*. Content session at the national conference of the Association for Spiritual, Ethical, and Religious Values in Counseling in New York, NY.
54. **Mullen, P. R.** (2015, March). *Motivational Interviewing as an Effective Approach to Enhance Student Engagement*. Content session at the National Alternative Education Association Annual Conference in Ponte Vedra Beach, FL.
55. Blount, A. & **Mullen, P. R.** (2015, March). *Wellness Matters: Navigating the Discrepancy Between Perceived and Ideal Well-Being in Counselors*. Poster presentation at the national conference of the American Counseling Association in Orlando, FL.

56. **Mullen, P. R.**, Fox, J., Blount, A., & Swank, J. (2014, September). *The Art and Science of Scale Development and Validation*. Round table discussion facilitation at the national conference of the Association for Assessment and Research in Counseling in Moline, IL.
57. **Mullen, P. R.** & Wood, A. (2014, September). *Grant Writing Panel Presentation and Discussion*. Discussion panel facilitation at the national conference of the Association for Assessment and Research in Counseling in Moline, IL.
58. **Mullen, P. R.** & Paxton, C. (2014, April). *Show Me the Grant Money: A Discussion About the Grant Process in Educational Research*. Discussion panel facilitation at the annual conference of the American Educational Research Association in Philadelphia, PA.
59. **Mullen, P. R.** (2014, March). *An Investigation into the Contribution of School Counselors' Wellbeing and Self-Efficacy in Relation to Service Delivery*. Poster session at the national conference of the American Counseling Association in Honolulu, HI.
60. Griffith, C. & **Mullen, P. R.** (2014, March). *Transgender Youth: Strategies for Increasing Safety, Awareness, and Inclusion in Schools*. Poster session at the national conference of the American Counseling Association in Honolulu, HI.
61. Gutierrez, D., Griffith, C, **Mullen, P. R.**, & Fox, J. (2013, September). *Phenomenological Investigation of Men Choosing Counseling as a Career*. Table topic presentation at the national conference of the Association for Counselor Education and Supervision in Denver, CO.
62. **Mullen, P. R.** (2013, September). *Development of the Ethical and Legal Issues in Counseling Self-Efficacy Scale (ELICES)*. Poster session at the national conference of the Association for Counselor Education and Supervision in Denver, CO.
63. **Mullen, P. R.** & Fox, J. (2013, September). *Script Concordance Tests as Measurement Devices in Counseling and Counselor Education*. Round table discussion at the national conference of the Association for Assessment and Research in Counseling in Houston, TX.
64. **Mullen, P. R.** & Fox, J. (2013, September). *Development of the Ethical and Legal Issues in Counseling Self-Efficacy Scale: A Presentation of the Research Methodology, statistical process, and results*. Round table discussion at the national conference of the Association for Assessment and Research in Counseling in Houston, TX.
65. Fox, J. & **Mullen, P. R.** (2013, September). *Development of the Counselor Intuition Scale*. Poster session at the national conference of the Association for Assessment and Research in Counseling in Houston, TX.
66. Kim, A., & **Mullen, P. R.** (2013, April). *Staying in the game: Maintaining research productivity*. Discussion panel facilitation at the annual conference of the American Educational Research Association in San Francisco, CA.
67. **Mullen, P. R.**, Griffith, C, & Sherrell, R. (2013, March). *Results from an Investigation of Alternative Education School Characteristics in the United States*. Poster session at the national conference of the American Counseling Association in Cincinnati, OH.

68. **Mullen, P. R.**, Griffith, C., Greene, J., & Hall, K. (2013, March). *Counselors' Development of Theoretical Orientation: A Consensual Qualitative Research Investigation*. Poster session at the national conference of the American Counseling Association in Cincinnati, OH.
69. Fox, J., & **Mullen, P. R.** (2012, September). *Meta-Analysis and Counseling: Where are We Now?* Content session at the national conference of the Association for Assessment in Counseling and Education in Orlando, FL.
70. **Mullen, P. R.**, Greene, J., & Fox, J. (2012, September). *School Counselor Knowledge Test (SCKT): A Tool for Assessing Student Learning Outcomes for CACREP School Counseling Programs*. Poster session at the national conference of the Association for Assessment in Counseling and Education in Orlando, FL.
71. **Mullen, P. R.**, Lamb, C, & Greene, J. H. (2012, June). *The Ethics of Social Media Use*. Content session at the national conference of the American School Counselor Association in Minneapolis, MN.
72. Lamb, C, Greene, J., & **Mullen, P. R.** (2012, June). *Increasing Safety, Awareness, and Inclusion for Transgender Students*. Content session at the national conference of the American School Counselor Association, Minneapolis, MN.
73. **Mullen, P. R.**, Lamb, C, & Greene, J. H. (2012, March). *Social Media: Implications for Professional Counselors*. Poster session at the national conference of the American Counseling Association in San Francisco, CA.
74. Lambie, G., Hayes, G., Limberg, D., Lamb, C., & **Mullen, P. R.** (2012, March). *Factors Influencing Counselor Education Faculty Members' Refereed Article Publication Rates*. Poster session at the national conference of the American Counseling Association in San Francisco, CA.
75. **Mullen, P. R.**, & Gutierrez, D. (2009, March). *Experiential Group Activities for Career Development and Exploration*. Poster session at the national conference of the American Counseling Association in Charlotte, NC.
76. **Mullen, P. R.** (2008, March). *Addictions in the Public School System: Guidelines for Advocacy, Consultation, and Collaboration*. Poster session presentation in 2008 Research to Practice Carousel: Addictions and Offender Counseling at the annual convention of the American Counseling Association in Honolulu, HI.

REGIONAL PEER-REVIEWED PRESENTATIONS

1. Fox, J., & **Mullen, P. R.** (2012, September). *Empowering the resilient counselor: Training the terrified*. Table topic facilitated at the national conference of the Southern Association for Counselor Education and Supervision in Savannah, GA.
2. Gutierrez, D., **Mullen, P. R.**, Fox, J., & Zeilgman, M. (2012, September). *Teaching spirituality: Experiential activities for integrating spiritual competency in counselor education*. Table topic facilitated at the national conference of the Southern Association for Counselor Education and Supervision in Savannah, GA.

3. Christmas, C., & **Mullen, P. R.** (2012, September). *Pathways for engagement: Experiential activities to energize counselors in training*. Content session presentation at the national conference of the Southern Association for Counselor Education and Supervision in Savannah, GA.

STATE PEER-REVIEWED PRESENTATIONS

1. **Mullen, P. R.**, Markland, S., & Clemo, V. (2019, October). *Strategies for Implementing Mentorship Programs*. Content session presentation at the state conference of the Virginia School Counselor Association in Hampton, VA.
2. **Mullen, P. R.** (2019, October). *Supporting First Year School Counselors Through a Virtual Induction Program*. Content session presentation at the state conference of the Virginia School Counselor Association in Hampton, VA.
3. **Mullen, P. R.** & Sperandio, K. (2018, October). *Building Social Capital in Students through Mentoring*. Content session at the state conference of the Virginia School Counselor Association in Hampton, VA.
4. **Mullen, P. R.** (2017, October). *School Counselors' Application of Motivational Interviewing with Academically Disengaged Students*. Content session presentation at the state conference of the Virginia School Counselor Association in Hampton, VA.
5. **Mullen, P. R.** (2016, November). *The Application of Motivational Interviewing to Enhance Students' Academic Engagement*. Content session presentation at the state conference of the Virginia Counseling Association in Williamsburg, VA.
6. **Mullen, P. R.** (2016, October). *School Counselors Application of Motivational Interviewing with Academically Disengaged Students*. Content session presentation at the state conference of the Virginia School Counselor Association in Hampton, VA.
7. **Mullen, P. R.** (2016, October). *Strictly Wellness: School Counselors Helping Themselves with Career Sustaining Behaviors*. Content session presentation at the state conference of the Virginia School Counselor Association in Hampton, VA.
8. **Mullen, P. R.** (2015, November). *Motivational Interviewing as an Effective Approach to Enhance Student Engagement*. Content session presentation at the state conference of the North Carolina School Counselor Association in Greensboro, NC.
9. **Mullen, P. R.** & Gutierrez, D. (2015, February). *School Counselors Application of Motivational Interviewing with Unmotivated and Academically Disengaged Students*. Content session presentation at the state conference of the North Carolina Counseling Association in Greensboro, NC.
10. **Mullen, P. R.** & Gutierrez, D. (2015, February). *Counselor Trainees' Level of Emotional Intelligence, Empathy, and Perceived Stress: A Report of Findings from an Exploratory Investigation*. Content session presentation at the state conference of the North Carolina Counseling Association in Greensboro, NC.

11. **Mullen, P. R.** (2013, November). *The Resilient School Counselor: Strategies for Well-Being and Career Satisfaction*. Content session presentation at the state conference of the Florida School Counselor Association in Tampa, FL.
12. Gutierrez, D., & **Mullen, P. R.** (2013, May). *Resistance in Schools*. Paper presented at the Florida Literacy Coaches Association Annual Symposium in Orlando, FL.
13. **Mullen, P. R.**, & Fox, J. (2012, October). *The Resilient Counselor: Self-Care Strategies to Enhance and Maintain Wellbeing*. Content session presentation at the state conference of the Florida Counseling Association in Brandon, FL.
14. **Mullen, P. R.**, Greene, J., & Lamb, C. (2011, October). *Pathways to Engagement: Experiential Activities to Energize the Disengaged Client*. Content session presentation at the state conference of the Florida Counseling Association in Orlando, FL.
15. **Mullen, P. R.**, Johnston, T., & Thompson, L. (2011, October). *Legislation and Counseling: How does this Work?* Content session presentation at the state conference of the Florida Counseling Association in Orlando, FL.
16. **Mullen, P. R.**, Gutierrez, D., & Super, J. (2010, October). *Counselor Meets World: The Progression from Graduate Students to Practicing Counselors*. Content session presentation at the state conference of the Florida Counseling Association in Miami, FL.
17. **Mullen, P. R.**, & Gutierrez, D. (2009, November). *The World through the Eyes of an Angry Adolescent: An Exploratory Presentation on Ego Development and its Relationship with Angry or Violent Clients*. Content session presentation at the state conference of the Florida Counseling Association in Miami, FL.
18. Gutierrez, D., **Mullen, P. R.**, & Molina, R. (2009, November). *Integration versus Segregation: Applications of the Spiritual Competencies in Counselor Education Programs*. Content session presentation at the state conference of the Florida Counseling Association in Miami, FL.
19. **Mullen, P. R.** (2008, November). *Addictions in the Public School System: Guidelines for Advocacy, Consultation, and Collaboration*. Table topic presentation at the state conference of the Florida Counseling Association in Daytona Beach, FL.
20. **Mullen, P. R.** (2008, November). *Career Counseling: Working with Student-Athletes at High School and College Level*. Content session presentation at the state conference of the Florida Counseling Association in Daytona Beach, FL.
21. Young, T., Hagedorn, W. B., **Mullen, P. R.**, & Hirshhorn, M. (2008, November). *Operating a Community Counseling Clinic*. Content session presentation at the state conference of the Florida Counseling Association in Daytona Beach, FL.
22. **Mullen, P. R.** (2008, October). *Career Counseling: Working with Student-Athletes at High School and College Level*. Content session presentation at the state conference of the Florida School Counseling Association in Orlando, FL.

23. Hagedorn, W. B., Young, T., **Mullen, P. R.**, & Smith, T. (2007, November). *Helping Children & Adolescents who Struggle with Addictive and Impulsive Behaviors: What's a Counselor to do?* Learning institute presentation at the state conference of the Florida Counseling Association in Daytona Beach, FL.

LOCAL AND COMMUNITY PRESENTATIONS

1. **Mullen, P. R.** (2015; held twice). *Introduction to Motivational Interviewing*. A professional development workshop offered in Greenville, NC.
2. **Mullen, P. R.** (2012, February). *Pathways to Engagement: Experiential Activities to Energize the Disengaged Client*. Content session presentation at the fourth annual counseling conference for the University of Central Florida in Orlando, FL.
3. Gutierrez, D. & **Mullen, P. R.** (2012, February) *PowerPoint's, Posters, and Pointers: A Guide to Submitting and Delivering Professional Presentations*. Content session presentation at the fourth annual counseling conference for the University of Central Florida in Orlando, FL.
4. **Mullen, P. R.** (2010, December). *At Potential versus At-Risk: Viewing Students in a Bright Light*. A 60-minute speaker session at a community-sponsored event in Longwood, Florida.
5. **Mullen, P. R.** (2010, February). *At Potential versus At-Risk: Viewing Students in a Bright Light*. A 60-minute speaker session at a community-sponsored event in Winter Park, Florida.
6. **Mullen, P. R.**, Ieva, K., & Swank, J. (2009, April). *Professional School Counselors' Level of Ethical and Legal Knowledge, Ethical Decision-Making and Social-Cognitive Development: An Exploratory Investigation*. Presented at the Sixth Annual Graduate Research Forum for the University of Central Florida, Orlando, FL.
7. **Mullen, P. R.** (2008, September). *Process Addictions: The Newest Fad*. Breakout paper presentation for Orange County Public School in-service training for School Counselors, Orlando, FL.
8. **Mullen, P. R.** (2008, September). *Career Counseling: Working with Student-Athletes at the High School and College Level*. Breakout paper presentation for Orange County Public Schools in-service training for School Counselors in Orlando, FL.

INVITED PRESENTATIONS

1. Niles, S. G., Duncan, K., **Mullen, P. R.**, Barrio-Minton, C., Spurgeon, S., & Clark, M. (2026, April). *Institutional Influence, Professional Impact: Counselor Educators in Academic Leadership*. An invited panel session at the annual conference of the American Counseling Association (Columbus, OH).
2. **Mullen, P. R.** & Kitching, E. (2026, February). *School Development Procedures in Counseling Research*. An invited webinar for the Association for Counselor Education and Supervision.
3. **Mullen, P. R.** & Barrio Minton, C. A. (2025, October). *Academic Leadership Workshop*. An invited preconference session for the annual conference of the Association for Counselor Education and Supervision (Philadelphia, PA).

4. **Mullen, P.R.**, Kitching, E., Poandl, M. M., & Salazar, S. (2024, August). *Strategies for Change: Motivational Interviewing Techniques for School Counselors*. An invited webinar for Penn Manor School District school counselors.
5. **Mullen, P.R.**, Kitching, E., & Poandl, M. M. (2024, April). *Effective Evaluation Procedures in Counseling Supervision*. An invited webinar for the counselor education program at St. Joseph's University.
6. **Mullen, P.R.** (2024, April). *Dogs, Zombies, and Superheroes: An Unempirical Reflection on Leadership*. An invited Chi Sigma Iota Induction Ceremony Speaker for Virginia Commonwealth University Counselor Education and Rehabilitation Counseling programs in Richmond, VA
7. Griffith, C., Edwin, M., **Mullen, P. R.**, Brown, C., & Martin, I. (2024). *Beyond the Basics: Considerations for Conducting Quantitative Research in School Counseling*. An invited content session at the annual Evidence-Based School Counseling Conference (Virtual Conference).
8. **Mullen, P.R.** & Kitching, E. (2023, December). *Foundations of Practical and Developmental Counseling Supervision*. An invited webinar for the counselor education program at St. Joseph's University.
9. Backer, A. (Chair), Bledsoe, K., **Mullen, P. R.**, Niles, J. K., & Rocha, R. (2023, November). *The Impact of Recent Legislation in the SACES Region: What can School Counselors do?* An invited webinar for the Southern Association for Counselor Education and Supervision.
10. **Mullen, P.R.** & Prescod, D. (2023, October). *Defining Yourself as a Researcher: Strategies to Create and Manage a Research Agenda*. An invited preconference session for the ACES Research Academy at the annual conference for the Association for Counselor Education and Supervision (Denver, CO).
11. **Mullen, P. R.** (2023, March). *Appreciate the Past, Take Action in the Present, Lead for the Future*. An invited Chi Sigma Iota Induction Ceremony Speaker for the William & Mary Counselor Education program in Williamsburg, VA.
12. Villares, E., Limberg, D., & **Mullen, P. R.** (2022, March). *Introduction to Quantitative Research in Schools*. An invited content session presented at the annual Evidence-Based School Counseling Conference held virtually.
13. **Mullen, P. R.** (2021, March). *Review and Critique of the ASCA National Model with a Focus on School Counselors' Perceptions of Strengths and Challenges*. An invited keynote presentation at the Comparative School Counseling International Virtual Conference.
14. **Mullen, P. R.**, Denney, A., & Newhart, S. (2019, March). *Job Stress, Burnout, Job Satisfaction, and Turnover Intentions among College Counselors and Student Affairs Professionals*. An invited poster session at the annual conference of the American Counseling Association in New Orleans, LA.

15. **Mullen, P. R.** (2018, August). *School Counselors' Application of Motivational Interviewing with Academically Disengaged Students*. An invited professional development workshop facilitated for the Hopewell School District in Hopewell, VA.
16. **Mullen, P. R.** (2015). *Finding your Inner Superhero: Leadership based on Personal Strengths*. An invited Chi Sigma Iota Induction Ceremony Speaker for East Carolina University Counselor Education program in Greenville, NC.

TEACHING AND SUPERVISION EXPERIENCE

COURSE TAUGHT AT VIRGINIA COMMONWEALTH UNIVERSITY (2024-CURRENT)

COURSE TITLES

Introduction to School-based Mental Health (Ungraduate Course, Fall 2026)
Survey of Career Counseling (Undergraduate Course, Fall 2025, Summer 2026)
Counselor Education Doctoral Internship in Research (PhD Course, Summer 2024)

COURSE TAUGHT AT WILLIAM & MARY (2016-2023)

COURSE TITLES

Research in Counselor Education (PhD Course, Spring 2022)
Supervised Internship in School Counseling (MEd Course, Spring 2022, Fall 2022)
Professional, Ethical and Legal Issues in Counseling (MEd Course, Fall 2021)
Psychological and Educational Measurement (MEd Course, Summer 2020, Fall 2021)
Supervised Practicum in Counseling (MEd Course, Spring 2020)
Intro to Professional School Counseling (MEd Course, Summer 2019, 2020, Fall 2019, 2020, 2021, 2022)
Individual Appraisal (PhD Course, Spring 2019, Spring 2021)
Techniques of Counseling (MEd Course, Fall 2018)
Research Methods in Education (MEd Course, Summer 2017, 2018, 2022, 2023; Spring 2022)
Advanced Issues in Professional School Counseling (MEd Course, Spring 2017, 2018, 2019, 2020; Fall 2020)
Theory and Process of Counselor Supervision (PhD Course; Fall 2017, 2018, 2019)
Theories and Strategies for Counseling School-Aged Children (MEd Course, Fall 2016, 2017; Summer 2023)
Advanced Group Work and Theory (PhD Course; Summer 2017)
Theories of Counseling and Psychotherapy (MEd Course, Fall 2016)

COURSE TAUGHT AT EAST CAROLINA UNIVERSITY (2014-2016)

COURSE TITLES

Career Development and Counseling (MEd Course, Spring 2015)
Counseling Internship I (MEd Course, Spring 2016)
Counseling Internship II (MEd Course, Fall 2014)
Counseling Skill and Techniques (MEd Course, Fall 2014, Summer 2015, Fall 2015)
Individual Analysis (MEd Course, Spring 2015, Fall 2015, Spring 2016)
Student Development & Learning in Higher Education (Undergraduate Course, Fall 2015, Spring 2016)

COURSE TAUGHT AT THE UNIVERSITY OF CENTRAL FLORIDA (2011-2014)

COURSE TITLES

Coordination of Comprehensive School Counseling Programs (teaching assistant; Spring 2012)

Ethical and Legal Issues in Counseling (teaching assistant, Summer 2011)
Group Procedures and Theories in Counseling (Spring 2013)
Internship in Professional School Counseling (teaching assistant, Spring 2012)
Introduction to Counseling (teaching assistant, Fall 2011, Spring 2012)
Issues & Research in Education (doctoral level; teaching assistant, Summer 2013)
Legal and Ethical Issues in Professional School Counseling (Spring 2011)
Practicum I (teaching assistant, Fall 2012, Spring 2013)
Techniques of Counseling (Fall 2012)

DOCTORAL DISSERTATION COMMITTEES

CHAIR

Kitching, E. (2025-2026). *The Development and Initial Validation of a Measure of Professional Mentoring Engagement Among School Counselors*. [Doctoral Dissertation, Virginia Commonwealth University] <https://scholarscompass.vcu.edu/etd/8250/>

Walker, M. (2020-2023). *Development of the Thriving in Eating Recovery Scale: A measure for life beyond disorder*. [Doctoral Dissertation, William & Mary]. ProQuest Dissertations & Theses Global. <https://dx.doi.org/10.25774/w4-5dhy-v829>

Niles, J. (2023). *Measuring the impact of a school-based contemplative practice for adolescents* (Publication No. 30316465)[Doctoral Dissertation, William & Mary]. ProQuest Dissertations & Theses Global. <https://doi.org/10.25774/w4-wtnh-wp80>

Hinchey, K. (2022). *Social comparison: An unexplored factor in counselor development*. (Publication No. 29209213)[Doctoral Dissertation, William & Mary]. ProQuest Dissertations & Theses Global. <https://doi.org/10.25774/w4-9cq-wp88>

Backer, A. (2021). *The effect of supervision training for school counselors on supervision knowledge and supervisor self-efficacy* (Publication No. 28720541)[Doctoral Dissertation, William & Mary]. ProQuest Dissertations & Theses Global. <https://scholarworks.wm.edu/etd/1638386742>

Chae, N. M. (2020). *U.S. high school counselors' experiences of gatekeeping with underrepresented students in the international baccalaureate diploma program* (Publication No. 27957620)[Doctoral Dissertation, William & Mary]. ProQuest Dissertations & Theses Global. <http://doi.org/10.25774/w4-2c7r-v194>

Co-CHAIR

Furr, K. (2025). *Still an athlete? An exploration of athlete identity, body appreciation, and psychological flourishing in middle-aged former collegiate athletes*. [Doctoral Dissertation, Virginia Commonwealth University] <https://scholarscompass.vcu.edu/etd/7965/>

Neve, A. H. (2017). *An evaluation of a non-traditional program for high school students*. (Publication No. 10268589)[Doctoral Dissertation, William & Mary]. ProQuest Dissertations & Theses Global. <http://doi.org/10.21220/W4B36R>

MEMBER

Staylor, J. (2025-current). *Untitled*. [Doctoral Dissertation, Virginia Commonwealth University]

Holcomb, R. (2025-current). *Evaluating the Impact of Disability-Centered Training on Counselor Self-Efficacy: A Quantitative Analysis Using a Discrit Framework*. [Doctoral Dissertation, Virginia Commonwealth University]

Poandl, M. (2025-2026). *Examining the Impact of Trauma-Informed Mindfulness Meditation on Posttraumatic Growth Following Interpersonal Trauma: A Randomized Controlled Trial*. [Doctoral Dissertation, Virginia Commonwealth University]
<https://scholarscompass.vcu.edu/etd/8261/>

Gilreath, R. M. (2024). *Professional helper engagement and student perspectives in K-12 nontraditional educational settings*. [Doctoral Dissertation, University of South Carolina].
<https://scholarcommons.sc.edu/etd/7814/>

Frank, A. M. (2024). *Capacity building partnerships between university counseling programs and urban elementary schools*. [Doctoral Dissertation, University of Central Florida].
<https://stars.library.ucf.edu/etd2023/446>

Mason, N. (2021). *Leaning on one another: An exploration of the relationship among social connection, alcohol use, resilience, and loneliness in LGBTQ+ college students*. (Publication No. 28499187)[Doctoral Dissertation, William & Mary]. ProQuest Dissertations & Theses Global.
<http://doi.org/10.25774/w4-d7e6-4m69>

Newhart, S. (2019). *The influence of family functioning on social competence, social support, and mental health among college students*. (Publication No. 13858710)[Doctoral Dissertation, William & Mary]. ProQuest Dissertations & Theses Global. <http://doi.org/10.25774/w4-d6rh-z193>

Tuazon, V. (2018). *Posttraumatic growth of young adults who experienced a parental death during adolescence: an Eriksonian Developmental perspective*. (Publication No. 10815333)[Doctoral Dissertation, William & Mary]. ProQuest Dissertations & Theses Global.
<http://doi.org/10.25774/w4-2knj-hf92>

Wagner, N. (2018). *Factors that contribute to and mediate master's level counseling students' interest in working with older adults*. (Publication No. 10814259)[Doctoral Dissertation, William & Mary]. ProQuest Dissertations & Theses Global. <http://doi.org/10.25774/w4-gfnc-d679>

EDITORIAL BOARD EXPERIENCE

2014-2029	<i>Editorial Board Member</i> , Counseling Outcome Research and Evaluation, Association for Assessment and Research in Counseling (Invited to renew three times, four terms)
2025-2028	<i>Associate Editor for Ethics</i> , Counseling and Values, Association for Spiritual, Ethical, and Religious Values in Counseling
2018-2027	<i>Editorial Board Member</i> , Journal of Counseling and Development, American Counseling Association (Invited to renew two times, three terms)
2023-2026	<i>Editorial Board Member</i> , Counselor Education and Supervision, Association for Counselor Education and Supervision

- 2024-2025 *Special Issue Co-Editor*, Journal of Child and Adolescent Counseling, American Counseling Association
- 2023-2024 *Special Issue Co-Editor*, Journal of Counseling and Development, American Counseling Association
- 2019-2024 *Editor*, Journal of School-based Counseling Policy and Evaluation, The International Society for Policy Research and Evaluation in School-Based Counseling
- 2019-2025 *Associate Editor for Quantitative Research*, Counseling and Values, Association for Spiritual, Ethical, and Religious Values in Counseling
- 2024 *Invited Reviewer*, Educational Policy, Politics of Education Association
- 2024 *Invited Reviewer*, International Journal of Environmental Research and Public Health, International Society of Doctors for the Environment, and Italian Society of Environmental Medicine
- 2024 *Invited Reviewer*, Improving Schools, No organizational affiliation
- 2017-2026 *Editorial Board Member*, Measurement and Evaluation in Counseling and Development, Association for Assessment and Research in Counseling
- 2023 *Invited Reviewer*, Ethics & Behavior, No organizational affiliation
- 2014-2021 *Editorial Board Member*, Journal of Professional Counseling: Practice, Theory, and Research, Texas Counseling Association
- 2014-2019 *Editorial Board Member*, Counseling and Values, Association for Spiritual, Ethical and Religious Values in Counseling (two terms)
- 2013-2016 *Editorial Board Member*, Journal of School Counseling, Montana State University
- 2013-2014 *Editorial Assistant*, Counseling and Values, Association for Spiritual, Ethical and Religious Values in Counseling

PROFESSIONAL LEADERSHIP AND SERVICE

NATIONAL & INTERNATIONAL

- 2025-present *Co-Chair for the Academic Leadership Development Interest Network*, Association for Counselor Education and Supervision (created and proposed this interest network)
- 2025-present *Co-Chair for the Grant Development Task Force*, Association for Counselor Education and Supervision
- 2023-present *Site Visitor*, Council for Accreditation of Counseling and Related Educational Programs
- 2026 *External Tenure Reviewer for an Assistant to Associate Professor faculty member*

2025	<i>External Tenure Reviewer for an Associate to Full Professor faculty member</i>
2022-2025	<i>Member at Large – Membership, Association for Assessment and Research in Counseling</i>
2025	<i>Editor Search Committee Co-Chair, Association for Spiritual, Ethical, and Religious Values in Counseling</i>
2024-2025	<i>Emerging Leader Mentor, Association for Assessment and Research in Counseling</i>
2024	<i>Co-Lead New Faculty Mentor Meeting, Division E of the American Educational Research Association</i>
2024	<i>External Tenure Reviewer for three Assistant to Associate faculty members</i>
2021-2024	<i>Member of the Public Policy and Legislation Committee, American Counseling Association</i>
2019-2024	<i>Member of the Executive Council, International Society for Policy Research and Evaluation in School-Based Counseling</i>
2020-2022	<i>Program Co-Chair for Counseling, Division E of the American Educational Research Association</i>
2019-2022	<i>Assessment Committee Chair, Association for Assessment and Research in Counseling</i>
2017-2020	<i>Executive Board Member, Association for Spiritual, Ethical, and Religious Values in Counseling</i>
2015-2017	<i>Conference Co-Coordinator, Association for Spiritual, Ethical, and Religious Values in Counseling</i>
2012-2014	<i>Junior & Senior Graduate Student Representative, Division E of the American Educational Research Association</i>
2012-2014	<i>Student Member, Ethics Committee, American Counseling Association</i>
2011-2013	<i>Member, Innovative Techniques Committee, International Association of Addictions and Offenders Counseling</i>
2012	<i>ACA Representative, Centers for Disease Control and Prevention's Safe and Supportive Schools Project, American Counseling Association</i>
2010-2011	<i>Chair, Legislative and Public Policy Committee, International Association of Addictions and Offenders Counseling</i>

REGIONAL, STATE, AND LOCAL

- 2022-2023 *Regional Leader (Division 3) for School Counseling*, Virginia Department of Education
- 2016-2023 *Member*, School Counseling Advisory Committee, Newport News School District
- 2018-2019 *Diversity Leadership Development Taskforce Co-Chair*, Southern Association for Counselor Education and Supervision
- 2015-2016 *Member*, Ethics Committee, North Carolina School Counseling Association
- 2012-2014 *Chair*, Student Network, American Counseling Association Southern Region
- 2011-2012 *Representative*, Region Representative to the Executive Board, Florida Counseling Association
- 2010-2011 *Representative*, Division Presidents Representative to the Executive Board, Florida Counseling Association
- 2009-2013 *President and Past President*, Florida Association for Child and Adolescent Counseling
- 2008-2009 *Member*, Legislative and Public Policy Committee, Florida School Counseling Association

UNIVERSITY AND PROGRAMMATIC

- 2026 *Co-chair*, Search Committee for VCU School of Education Associate Deans (three positions)
- 2025-2026 *Member*, Peer Review Committee for tenure and promotion, VCU School of Social Work.
- 2025 *Member*, Search Committee for Academic Operations & Systems Specialist in the School of Education, Virginia Commonwealth University
- 2020-2023 *Coordinator*, Counselor Education Program in the School of Education, William & Mary
- 2020-2023 *Member*, Faculty Hearing Committee, William & Mary
- 2018-2023 *Co-Advisor*, Omega Mu Chapter of Chi Sigma Iota Honor Society in the School of Education, William & Mary
- 2018-2023 *Coordinator*, School Counseling Program in the School of Education, William & Mary
- 2017- 2023 *Designated Faculty Director*, Project Empower in the School of Education, William & Mary
- 2022 *Chair*, Search Committee for Flanagan Counselor Education Clinic Director, William & Mary

2022	<i>Chair</i> , Search Committee for Counselor Education Faculty Positions, William & Mary
2021-2022	<i>New Faculty Mentor</i> , Studio for Teaching & Learning Innovation, William & Mary
2022	<i>Member</i> , Search Committee for Counselor Education Faculty Positions, William & Mary
2018-2020	<i>Faculty Advisor</i> , Graduate Education Association in the School of Education, William & Mary
2020	<i>Chair</i> , Search Committee for Counselor Education Faculty Positions, William & Mary
2017-2020	<i>Member</i> , Athletic Policy Advisory Committee, William & Mary
2017-2020	<i>Member</i> , Faculty Executive Committee for the School of Education, William & Mary
2017-2020	<i>Member</i> , Faculty Affairs Committee for the School of Education, William & Mary
2022	<i>Member</i> , Search Committee for School Psychology Faculty Position, William & Mary
2017	<i>Member</i> , Search Committee for School of Education Registrar, William & Mary
2015	<i>Chair</i> , Search Committee for Counselor Education program, East Carolina University
2015-2016	<i>Co-Chair</i> , College of Education Advisory Council, East Carolina University
2015-2015	<i>Member</i> , College of Education Assessment Review Committee, East Carolina University
2014-2016	<i>Member</i> , College of Education Advisory Council, East Carolina University
2014-2016	<i>Member</i> , College of Education Awards Committee, East Carolina University
2014-2016	<i>Coordinator</i> , Counselor Education Unit Assessment Coordinator, East Carolina University
2012-2013	<i>Vice President</i> , Counselor Education Doctoral Student Organization, University of Central Florida

OTHER SERVICE ACTIVITIES

2023	Proposal Reviewer, AERA 2024 Annual Meeting, Philadelphia, Pennsylvania
2022	Proposal Reviewer, AERA 2023 Annual Meeting, Chicago, Illinois
2018	Invited Ad Hoc Grant Reviewer, National Science Foundation
2018	Invited Grant Panel Reviewer, National Science Foundation
2017	Proposal Reviewer, ACA 2018 Annual Conference, Orlando, Florida

- 2017 Proposal Reviewer, ACES 2017 Annual Conference, Chicago, Illinois
- 2016 Proposal Reviewer, SACES 2016 Annual Conference, New Orleans, Louisiana
- 2016 Submission Reviewer (Invited), ACA 2016 Graduate Student Essay Competition
- 2014 Proposal Reviewer, ACA 2015 Annual Conference, Orlando, Florida
- 2013 Proposal Reviewer, ACA 2014 Annual Conference, Honolulu, Hawaii
- 2013 Proposal Reviewer, ACES 2013 Annual Conference, Denver, Colorado
- 2012 Submission Reviewer, Foundation Student Essay Contest, American Counseling Association Foundation
- 2012 Proposal Reviewer, ACA 2013 Annual Conference, Cincinnati, Ohio
- 2012 Member, Conference Planning Committee, Association for Assessment in Counseling and education
- 2011 Proposal Reviewer, ACA 2012 Annual Conference, San Francisco, California

AWARDS AND RECOGNITIONS

- 2026 **Institute for Guidance Counsellors International Research Poster Award**
Recognizes a standout research poster from an international presenter at the Institute for Guidance Counsellors (an association in Ireland) conference based on a panel review.
- 2025 **Association for Counselor Education and Supervision's Research in Counselor Education & Supervision Award**
Recognized significant research that specifically addresses issues concerning the education and supervision of counselors
- 2023 **Chi Sigma Iota Outstanding Chapter Faculty Advisor Award**
Recognizes outstanding members who mentor, lead, and support the new leaders of the profession through their university chapter of Chi Sigma Iota.
- 2020 **American Counseling Association's Best Practices Research, Faculty Award**
Recognizes a best practices research project conducted by a counselor education faculty member.
- 2019 **Association for Assessment and Research in Counseling's Patricia B. Elmore Award for Outstanding Research in Measurement and Evaluation**
Recognizes an outstanding publication in the Measurement and Evaluation in Research and Development Journal. Selected by the journal editor in consultation with the editorial board.
- 2018 **Southern Association for Counselor Education and Supervision's Locke-Paisley Outstanding Mentoring Award**

Recognizes individual educators from the Southern Association for Counselor Education and Supervision's region whose mentorship impacts students and colleagues in extensive ways.

- 2016 **American Educational Research Association – Division E Career Faculty and Researchers Mentoring Seminar**
A training program for early-career higher education professionals who are members of Division E of the American Educational Research Association. Attendees are selected from a pool of applicants.
- 2014 **American Counseling Association's Glen E. Hubele National Graduate Student Award**
Recognizes outstanding scholarship by an American Counseling Association student member.
- 2013 **Association for Assessment and Research in Counseling's Doctoral Exemplary Research and Practice Award**
Recognizes doctoral-level students who have shown a dedication to the mission of AARC through their use of assessment and/or evaluation practices, or their contributions as scholars in the counseling field.
- 2013 **Association for Counselor Education and Supervision Emerging Leaders Fellow**
A training program for new counselor educators who are members of the Association for Counselor Education and Supervision. Attendees are selected from a pool of applicants.
- 2013 **American Educational Research Association – Division E Emerging Leader Fellow**
A training program for doctoral student members of Division E of the American Educational Research Association. Attendees are selected from a pool of applicants.
- 2011 **Teacher of the Year at Journeys Academy (as a school counselor)**
Recognizes a standout teacher for the school year based on a principal nomination and a vote by school staff members.
- 2011 **Florida Counseling Association's Most Proactive and Innovative Division Leader**
Recognizes a state division leader who facilitated novel approaches to developing the division and the broader counseling association.
- 2010 **Florida Counseling Association's Member of the Year**
Recognizes a member of the Florida Counseling Association who stands out as an exemplary member within the organization.
- 2009 **Recipient of the American Counseling Association Ross Trust Scholarship Award**
Recognizes academic excellence and volunteerism among counselors aspiring to work in educational environments.
- 2009 **Chi Sigma Iota, Upsilon Chi Chapter, Outstanding Master's Student of the Year**
Recognizes students who have excelled in scholarship, extracurricular involvement, service to the chapter, and evidence of excellence and commitment to the profession.

- 2008 **IAAOC Student Scholarship for the American Counseling Association Convention**
A competitive scholarship for student members of IAAOC.

PROFESSIONAL MEMBERSHIP AND AFFILIATIONS

2025-current	Textbook & Academic Authors Association
2012-current	Association for Assessment and Research in Counseling
2012-current	Association for Counselor Education and Supervision
2012-current	Southern Association for Counselor Education and Supervision
2007-current	American Counseling Association
2007-current	Chi Sigma Iota
2007-current	American School Counselor Association
2013-2020	Association for Spiritual, Ethical, and Religious Values in Counseling
2012-2024	Division E of the American Educational Research Association