

Faculty Curriculum Vitae

Date of Preparation: August 9, 2019

Personal Information

Philip B. Gnilka
Associate Professor
Counseling and Special Education
School of Education
Virginia Commonwealth University
1015 W. Main St
Richmond, VA 23284
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Licenses

National Certified Counselor (#212747), 2006-present
Certified Clinical Mental Health Counselor (#212747), 2015-present
Licensed Professional Counselor - Georgia (#8584), 2014-present

Education

May, 2010	Georgia State University , Atlanta, GA Doctor of Philosophy, Counselor Education & Practice (CACREP Accredited) Cognate: Counseling Across the Lifespan
May, 2006	Wake Forest University , Winston-Salem, NC Master of Arts, Community Counseling (CACREP Accredited)
May, 1999	University of North Carolina at Chapel Hill , Chapel Hill, NC Bachelor of Arts, Economics

Academic Appointments and Other Significant Work Experience (All positions full-time)

Associate Professor of Counseling (July 2018 – Present)
Assistant Professor of Counseling (August 2016 – June 2018)

Department of Counseling and Special Education

Virginia Commonwealth University, Richmond, VA

Assistant Professor of Counseling (August 2012 – July 2016)

Department of Counseling and Special Education

DePaul University, Chicago, IL

Assistant Professor of Counseling (August 2010 – July 2012)

Department of Counseling and Human Development Services

Kent State University, Kent, OH

Areas of Special Interest

- Perfectionism and Personality
- Stress and Coping Strategies

Bibliography (*data based; student collaborations are underlined at time of co-authorship)

Refereed Articles:

30. *Moate, R., Gnilka, P., West, E., & Rice, K. (2019). Doctoral student perfectionism and emotional well-being. *Measurement and Evaluation in Counseling and Development*, 52, 145-155. (AR: 14-15% | IF: 1.098)
29. *Menendez, J., Franco, M., Davari, J., Gnilka, P., & Ashby, J. (2019). Barriers and facilitators to Latinx college students seeking counseling. *Journal of College Student Psychotherapy*, 11, 1-14.
28. *Gnilka, P., Broda, M. D., & The Spit for Science Working Group 2018. (2019). Multidimensional perfectionism, depression, and anxiety: Tests of a social support mediation model. *Personality & Individual Differences*, 139, 295-300. doi: 10.1016/j.paid.2018.11.031 (AR: 30% | IF: 1.95)
27. *Hammond, R., & Gnilka, P., & Ravichandran, S. (2019). Perceived stress as a moderator of perfectionism, burnout, and job satisfaction among the millennial service workforce. *Journal of Human Resources in Hospitality and Tourism*, 18, 122-143.

26. *Franco, M., Hsiao, Y., Gnilka, P., & Ashby, J. S. (2019). Acculturative stress, social support, and career outcome expectations among international students. *International Journal for Educational & Vocational Guidance, 19*, 275-291. (AR: 20% | IF: .618)
25. *Rice, K., Gnilka, P., Ashby, J., & Davis, D. (2019). Addressing concerns about how perfectionistic discrepancy should be measured with the Revised Almost Perfect Scale. *Assessment, 26*, 432-444. (AR: 18-24% | IF: 2.879)
24. *Fye, H., Gnilka, P., & McLaulin, S. (2018). Perfectionism and school counselors: Differences in stress, coping, and burnout. *Journal of Counseling & Development, 96*, 349-360. (AR: 14-15% | IF: .902)
23. *Ashby, J. S., & Gnilka, P. (2017). Multidimensional perfectionism and perceived stress: Group differences and test of a coping mediation model. *Personality and Individual Differences, 119*, 106-111. (AR: 30% | IF: 1.95)
22. *Noble, C., Gnilka, P., Ashby, J., & McLaulin, S. (2017). Perfectionism, shame, and Trichotillomania symptoms in clinical and non-clinical samples. *Journal of Mental Health Counseling, 39*, 335-350. (AR: 20%)
21. *Gnilka, P., McLaulin, S., & Ashby, J. (2017). Coping resources as mediators of multidimensional perfectionism and burnout. *Consulting Psychology Journal: Practice and Research, 69*, 209-222. (AR: 46%)
20. *Suh, H., Gnilka, P., & Rice, K. (2017). Perfectionism and well-being: A positive psychology framework. *Personality and Individual Differences, 111*, 25-30. (AR: 30% | IF: 1.95)
19. *Gnilka, P., & Novakovic, A. (2017). Gender differences in STEM students' perfectionism, career search self-efficacy, and perception of career barriers. *Journal of Counseling and Development, 95*, 56-66. (AR: 14-15% | IF: .902)
18. *Gnilka, P., Ashby, J., Rice, K., & Moate, R. (2016). Adult attachment, multidimensional perfectionism, and the alliances among counselor supervisees. *Journal of Counseling and Development, 94*, 285-296. (AR: 14-15% | IF: .902)
17. *Balkin, R., Perepiczka, M., Sowell, S., Cumi, K., & Gnilka, P. (2016). The forgiveness reconciliation model: An empirically supported process for humanistic counseling. *Journal of Humanistic Counseling, 55*, 55-65. (AR: 15%)

16. *Moate, R., Gnilka, P., West, E., & Bruns, K. (2016). Stress and burnout among counselor educators: Differences between adaptive perfectionists, maladaptive perfectionists, and nonperfectionists. *Journal of Counseling and Development, 94*, 161-171. (AR: 14-15% | IF: .902)
15. *Novakovic, A., & Gnilka, P. (2015). Dispositional affect and career barriers: The moderating roles of gender and coping. *Career Development Quarterly, 63*, 363-375. (AR: 20% | IF: .873)
14. *Gnilka, P., Karpinski, A., & Smith, H. (2015). Factor structure of the Counselor Burnout Inventory in a sample of professional school counselors. *Measurement and Evaluation in Counseling and Development, 48*, 177-191. (AR: 14-15% | IF: .902)
13. *Gnilka, P., Ashby, J., Matheny, K., Chung, Y., & Chang, Y. (2015). Comparison of coping, stress, and life satisfaction between Taiwanese and U.S. college students. *Journal of Mental Health Counseling, 37*, 234-249. (AR: 20%)
12. *Ganske, K., Gnilka, P., Ashby, J., & Rice, K. (2015). The relationship between counseling trainee perfectionism and the working alliance with supervisor and client. *Journal of Counseling and Development, 93*, 14-27. (AR: 14-15% | IF: .902)
11. *Schwenke, T., Ashby, J., & Gnilka, P. (2014). Sign language interpreters and burnout: The effects of perfectionism, perceived stress, and coping resources. *International Journal of Research and Practice in Interpreting, 16*, 209-232. (IF: .421)
10. *Noble, C., Ashby, J., Gnilka, P. (2014). Multidimensional perfectionism, coping, and depression: Differential prediction of depression symptoms by perfectionism type. *Journal of College Counseling, 17*, 80-94. (AR: 18%)
9. *Gnilka, P., Ashby, J., & Noble, C. (2013). Adaptive and maladaptive perfectionism as mediators of adult attachment styles and depression, hopelessness, and life satisfaction. *Journal of Counseling and Development, 91*, 78-86. (AR: 14-15% | IF: .902)

8. *Ashby, J., Slaney, R., Noble, C., Gnilka, P., & Rice, K. (2012). Differences between “Normal” and “Neurotic” perfectionists: Implications for mental health counselors. *Journal of Mental Health Counseling*, 34, 322-340. (AR: 20%)
7. *Gnilka, P., Ashby, J., & Noble, C. (2012). Multidimensional perfectionism and anxiety: Differences among individuals with perfectionism and tests of a coping-mediation model. *Journal of Counseling and Development*, 90, 427-436. (AR: 14-15% | IF: .902)
6. *Ashby, J., Noble, C., & Gnilka, P. (2012). Multidimensional perfectionism, depression, and satisfaction with life: Differences among perfectionists and tests of a stress-mediation model. *Journal of College Counseling*, 15, 130-143. (AR: 18%)
5. *Gnilka, P., Chang, C., & Dew, B. (2012). The relationship between supervisee stress, coping resources, the working alliance, and the supervisory working alliance. *Journal of Counseling and Development*, 90, 63-70. (AR: 14-15% | IF: .902)
4. *Berry, R., Ashby, J., Gnilka, P., & Matheny, K. (2011). A comparison of face-to-face and distance coaching practices: Coaches’ perceptions of the role of the working alliance in problem resolution. *Consulting Psychology Journal: Practice and Research*, 63, 243-253. (AR: 46%)
3. *Diprima, A., Ashby, J., Gnilka, P., & Noble, C. (2011). Family relationships and perfectionism in middle-school students. *Psychology in the Schools*, 48, 815-827. (AR: 20% | IF: 1.035)
2. *Ashby, J., Dickinson, W., Gnilka, P., & Noble, C. (2011). Hope as a mediator and moderator of multidimensional perfectionism and depression in middle school students. *Journal of Counseling and Development*, 89, 131-139. (AR: 14-15% | IF: .902)
1. *Gnilka, P., & Dew, B. (2009). An internet-based examination of sexual behaviors and marital adjustment among self-identified gay and bisexual heterosexually married male users of online chat rooms. *Journal of LGBT Issues in Counseling*, 3, 3-20. (AR: 50%)

Book Chapters:

3. Gnilka, P., & O'Hara, C., & Chang, C., (in press). Social justice counseling. In D. Hays & B. Erford (Eds.), *Developing multicultural counseling competency: A systems approach* (3rd ed.). Columbus, OH: Pearson Merrill Prentice Hall.
2. Chang, C., Gnilka, P., & O'Hara, C. (2014). Social justice counseling. In D. Hays & B. Erford (Eds.), *Developing multicultural counseling competency: A systems approach* (2nd ed., pp. 58-81). Columbus, OH: Pearson Merrill Prentice Hall.
1. Chang, C., & Gnilka, P. (2010). Social justice counseling. In D. Hays & B. Erford (Eds.), *Developing multicultural counseling competency: A systems approach* (pp. 53-71). Columbus, OH: Pearson Merrill Prentice Hall.

Other Scholarly Publications:

2. Gnilka, P., & Ashby, J. (2013). Perfectionism. *American Counseling Association Practice Brief*.
1. Gnilka, P., Noble, C., Ashby, J., & Meyers, J. (2010). Gwinnett County Student Health Survey 2008-2009 Report.

Refereed Professional Presentations (student collaborations are underlined)**International Presentations**

3. Gnilka, P., Dockery, D., Kozachuk, L., & Torres, N. (2019, September). *Perfectionism, Social Support, and Well-being Among a Sample of International Students*. Submitted poster session at the American Counseling Association European Conference, Vienna, Austria.
2. Gnilka, P., Moate, R., Rice, K., & Ashby, J. (2013, March). *Meaning of life as a moderator and mediator of multidimensional perfectionism, perceived stress, and life satisfaction in doctoral students*. Symposium at the 1st World Conference on Personality, Stellenbosch, South Africa.
1. Rice, K., Ashby, J., & Gnilka, P. (2013, March). *Cross-cultural and cross-national measurement and implications of perfectionism*. Symposium at the 1st World Conference on Personality, Stellenbosch, South Africa.

National Presentations

66. Randell, A., Rutledge, M., Brookover, D., Dawson, M., Dockery, D., & Gnilka, P. (2019, October). *A quantitative study on the wellness in counseling students*. Accepted poster session for the 2019 Association for Counselor Education and Supervision Conference, Seattle, WA.
65. Drandorff, L., Miller, S., & Gnilka P. (2019, May). *Perfectionism groups from latent profile analysis differ in conscientiousness and neuroticism*. Submitted poster session for the 2019 Association for Psychological Science Convention, Washington, DC.
64. Randell, A., Kozachuk, L., Spears, N., Deitz, M., & Gnilka, P. (2019, April). *ACE, stress, resilience, and career-search self-efficacy in minority college students*. Poster session for the 2019 American Counseling Association Conference, New Orleans, LA.
63. Deitz, M., Kozachuk, L., Rutledge, M., Spears, N., Randell, A., & Gnilka, P. (2018, September). *A comparative analysis on longitudinal effects on anxiety and depression between college student-athletes and non-athletes*. Poster at the 2018 Assessment and Research in Counseling Conference, Richmond, VA.
62. Rutledge, M., Kozachuk, L., Randell, A., Deitz, M., Spears, N., & Gnilka, P. (2018, September). *Multidimensional perfectionism and alcohol usage among college students*. Poster at the 2018 Assessment and Research in Counseling Conference, Richmond, VA.
61. Baltrinic, E., Cook, R., Fye, H., & Gnilka P. (2018, September). *Sampling procedures: Lessons learned from the publication process*. Poster at the 2018 Assessment and Research in Counseling Conference, Richmond, VA.
60. Gnilka, P. B. & Broda, M. D. (2018, August). *Multidimensional perfectionism, depression and anxiety: Test of a Social Support Mediation Model*. In K. G. Rice (Chair), *Perfectionism, stress, and psychological outcomes*. Symposium conducted at the meeting of the American Psychological Association, San Francisco, CA.
59. Debusk-Lane, M., Lester, A. M., Zumbunn, S., & Gnilka, P. (2017, April). *Understanding profiles of writing self-efficacy through mixed methods analyses*. Paper at the 2018 American Education Research Association Annual Conference, New York, NY.
58. DeBusk-Lane, M., Gnilka, P. B., Bae, C. L., Akcil, S., & Fye, H. J. (2017, April). *Counselor Burnout Inventory: Factor structure and measurement invariance across U.S. and*

- Turkish professional school counselors*. Paper at the 2018 American Education Research Association Annual Conference, New York, NY.
57. Gnilka, P. B., Rice, K. G., & Moate, R. D. *Multidimensional perfectionism and the SASSI-3*. Poster at the Society for Personality and Social Psychology Annual Conference, Atlanta, GA.
56. Carlson, R., Liu, X., & Gnilka, P. B. (2018, March). *Couple's marital satisfaction and wellness*. Poster at the 2017 American Counseling Association Conference, Atlanta, GA.
55. Liu, X., Gnilka, P. B., Carlson, A., & Daire, A. P. (2017, November). *Predicting mental health based on couple's marital satisfaction*. Poster session at the 2017 National Council on Family Relations Conference, Orlando, FL.
54. Bambacus, E., Sarcinella, A., & Gnilka, P. B. (2017, October). *Promoting Resilience and Wellness in School Counselors*. Poster session at the 2017 Association for Counselor Education & Supervision, Chicago, IL.
53. Fye, H., & Gnilka, P. (2017, September). *Coping Styles as Mediators and Moderators between Perceived Stress, Job Satisfaction, and Burnout among School Counselors*. Presentation at the 2017 Assessment and Research in Counseling Conference, Phoenix, AZ.
52. Gnilka, P. B., DeBusk-Lane, M., Moate, R., Rice, K., Ashby, J., & Zumbrunn, S. (2017, May). *Perfectionism and the HEXACO Model of Personality*. Poster session at the annual convention for the Association for Psychological Science, Boston, MA.
51. Gnilka, P. B., Conley, A., Carlson, R., & Ohrt, J. (2017, March). *The clinical vs. statistical decision-making debate in counseling*. Presentation at the 2017 American Counseling Association Conference, San Francisco, CA.
50. Gnilka, P. B. (2016, September). *A primer on latent profile analysis in counseling research*. Presentation at the 2016 Assessment and Research in Counseling Conference, Ft. Lauderdale, FL.
49. Gibson, D., & Gnilka, P. B. (2016, September). *Emerging topics, trends, and issues in the development of the dissertation study*. Roundtable at the 2016 Assessment and Research in Counseling Conference, Ft. Lauderdale, FL.

48. Menendez, J.P., Gnilka, P.B., & Ashby, J.S. (2016, August). *Barriers Latinos face when seeking mental health counseling*. Poster presented at the American Psychological Association Annual Convention, Denver, Colorado.
47. Moate, R., & Gnilka, P. (2015, October). *A longitudinal study of perfectionism and wellness in counselor education students*. Poster at the 2015 Association for Counselor Education and Supervision Conference, Philadelphia, PA.
46. Gnilka, P. (2015, September). *A how-to guide on conducting moderation analyses in counseling research*. Roundtable at the 2015 Assessment and Research in Counseling Conference, Memphis, TN.
45. McLaulin, S., Gnilka, P., & Ashby, J. (2015, August). *Coping resources as mediators of multidimensional perfectionism and burnout*. Poster at the 2015 American Psychological Association Convention, Toronto, Canada.
44. Gnilka, P., Ashby, J., & Rice, K. (2015, August). *Perfectionism, stress, and depression: Differences between clinical and non-clinical samples*. Poster at the 2015 American Psychological Association Convention, Toronto, Canada.
43. Gnilka, P., Ashby, J., & Rice, K. (2015, August). *Perfectionism and acculturative stress among Turkish international students*. Poster at the 2015 American Psychological Association Convention, Toronto, Canada.
42. Kandaris, K., Tovar-Murray, D., & Gnilka, P. (2015, March). *The moderating effect of hope on the relationship between emotion approach coping and flourishing*. Poster at the 2015 American Counseling Association Conference, Orlando, FL.
41. Novakovic, A., & Gnilka, P. (2014, September). *Dispositional affect and perceptions of career barriers: The moderating role of gender and coping efficacy*. Roundtable at the 2014 Assessment and Research in Counseling Conference, Quad Cities, IL.
40. Gnilka, P. (2014, September). *A missing data tool for SPSS Users: Hot deck imputation*. Roundtable at the 2014 Assessment and Research in Counseling Conference, Quad Cities, IL.
39. Balkin, R., Perepiczka, M., Sowell, S., Cumi, K., & Gnilka, P. (2014, September). *Modeling the process of clients' work through forgiveness and conflict*. Presentation at the 2014 Assessment and Research in Counseling Conference, Quad Cities, IL.

38. Akcil, S., & Gnilka, P. (2014, March). *Perfectionism, stress, and levels of burnout among Turkish school counselors*. Poster session at the 2014 American Counseling Association Annual Conference, Honolulu, HI.
37. Akcil, S., & Gnilka, P. (2014, March). *Perfectionism and acculturative stress among Turkish international students*. Poster session at the 2014 American Counseling Association Annual Conference, Honolulu, HI.
36. Smith, H., West, E., Moate, R., & Gnilka, P. (2013, October). *Promoting professional wellness during graduate training of school counselors*. Presentation at the 2013 Association for Counselor Education and Supervision Conference, Denver, CO.
35. Moate, R., Bruns, K., Branfield, M., Duenyas, D., Akcil, S., Gnilka, P. (2013, October). *Perfectionism and cultural/contextual factors associated with stress and burnout among counselor educators*. Poster session at the 2013 Association for Counselor Education and Supervision Conference, Denver, CO.
34. Gnilka, P. (2013, September). *Probing moderation effects in counseling research*. Presentation at the 2013 Association for Assessment and Research in Counseling Conference, Houston, TX.
33. Gnilka, P. (2013, September). *Introducing the clinical vs. statistical debate in counseling appraisal courses*. Presentation at the 2013 Association for Assessment and Research in Counseling Conference, Houston, TX.
32. Schwenke, T., Ashby, J., & Gnilka, P. (2013, August). *Sign language interpreters and burnout: The effects of perfectionism, perceived stress, and coping resources*. Poster session at the 2013 American Psychological Association Annual Convention, Honolulu, HI.
31. Gnilka, P., Ashby, J., & Rice, K. (2013, August). *Perfectionism, depression, and life satisfaction: Tests of perceived stress as a mediator*. Poster session at the 2013 American Psychological Association Annual Conference, Honolulu, HI.
30. Bolden, E., Mellott, J., Gnilka, P., & Karpinski, A. (2013, April). *Measuring perfectionism with the Almost Perfect Scale - Revised (APS-R): A Rasch analysis*. Poster session at the meeting of the American Educational Research Association, San Francisco, CA.
29. Mellott, J., & Gnilka, P. (2013, April). *Measuring coping resources for stress management: A Rasch analysis*. Roundtable session at the meeting of the American Educational

- Research Association, San Francisco, CA.
28. West, E., Bruns, K., Moate, R., Akcil, S., Duenyas, D., Branfield, M., Smith, H., Martin, A., Guillot-Miller, L., & Gnilka, P. (2013, March). *Characteristics of counselors who advocate in their professional role*. Poster session at the 2013 American Counseling Association Annual Conference, Cincinnati, OH.
 27. Moate, R., West, E., Bruns, K., West, E., Akcil S., Smith, H., Martin, A., Guillot-Miller, L., & Gnilka, P. (2013, March). *Multidimensional perfectionism, depression, and life satisfaction in a college counseling center*. Poster session at the 2013 American Counseling Association Annual Conference, Cincinnati, OH.
 26. Gnilka, P. Ivers, N., Branfield, M., Lineburgh, J., Martin, A., & Akcil, S. (2012, March). *Perfectionism and relationships: Is having the perfect partner helpful to relationship quality?* Presentation at the 2012 American Counseling Association Annual Conference, San Francisco, CA.
 25. Hill, T., Gnilka, P., Perepiczka, M., & Lenz, S. (2012, March). *Decreasing dropouts and increasing outcomes: Evaluating the effectiveness of systematic measurement for counselors*. Presentation at the 2012 American Counseling Association Annual Conference, San Francisco, CA.
 24. Moate, R., Lineburgh, J., West, E., Ackil, S., & Gnilka, P. (2011, October). *A comparative analysis of wellness levels between doctoral students in counselor education and doctoral students in other fields*. Poster session at the 2011 Association for Counselor Education & Supervision Conference, Nashville, TN.
 23. West, E., Moate, R., Lineburgh, J., London, D., Akcil, S., & Gnilka, P. (2011, October). *Counselor trainee attachment styles, perfectionism, and the working and supervisory alliances*. Poster session at the 2011 Association for Counselor Education & Supervision Conference, Nashville, TN.
 22. Gnilka, P. (2011, September). *Bootstrapping and mediation: A primer*. Presentation at the 2011 Association for Assessment in Counseling and Education Annual Conference, Fort Worth, TX.
 21. Noble, C., Gnilka, P., & Ashby, J. (2011, August). *Multidimensional perfectionism, control desirability, dissociation, and posttraumatic symptomatology*. Poster session at the 2011 American Psychological Association Annual Conference, Washington DC.

20. Gnilka, P., Ashby, J., & Noble, C. (2011, August). *Multidimensional perfectionism, coping, depression, and life satisfaction*. Poster session at the 2011 American Psychological Association Annual Conference, Washington DC.
19. Gnilka, P., Noble, C., Ashby, J., Clark, K., & Bell, C. (2011, August). *Adult attachment style differences among adaptive, maladaptive, and nonperfectionists*. Poster session at the 2011 American Psychological Association Annual Conference, Washington DC.
18. Herrera, D., Prabhakar, B., Gnilka, P., Noble, C., Ashby, J., & Martinez, P. (2011, August). *Future time perspective, perceived stress, coping, patterns of perfectionism, and life satisfaction among U.S. and Latin American college students: A cross-cultural study*. Poster session at the 2011 American Psychological Association Annual Conference, Washington DC.
17. Hsiao, Y., Ashby, J., Gnilka, P., & Noble, C. (2011, August). *Acculturation, acculturative stress, social support, and career outcome expectations among international students*. Poster session at the 2011 American Psychological Association Annual Conference, Washington DC.
16. Gnilka, P. (2011, March). *How do perfectionists cope with stress?* Poster session at the 2011 American Counseling Association Annual Conference, New Orleans, LA.
15. Ashby, J., Gnilka, P., Chung, Y., Matheny, K., Noble, C., Chang, Y., Bell, C., Horine, S., Selagea, F., & Dunnnow, H. (2010, August). *Gender differences in stress and coping among Taiwanese college students*. Poster session at the American Psychological Association Annual Conference, San Diego, CA.
14. Noble, C., Slaney, R., Gnilka, P., Ashby, J., Bell, C., Horine, S., Selagea, F., Prabhakar, B., & Donnow, H. (2010, August). *Perceptions of perfection: Prospective interviews with adaptive and maladaptive perfectionists*. Poster session at the American Psychological Association Annual Conference, San Diego, CA.
13. Gnilka, P., Noble, C., Ashby, J., Matheny, K., Bell, C., Horine, S., Selagea, F., Prabhakar, B., & Donnow, H. (2010, August). *Multidimensional perfectionism, coping processes, and anxiety*. Poster session at the American Psychological Association Annual Conference, San Diego, CA.

12. Gnilka, P. (2010, March). *The case for positive perfectionism: Implications for counselors*. Poster session at the American Counseling Association Annual Conference, Pittsburgh, PA.
11. Noble, C. & Gnilka, P., and Prabhakar, B. (2010, February). *Riding the adventure wave*. Association for Specialists in Group Work Bi-annual Conference, New Orleans, LA.
10. Gnilka, P., & Eberts, S. (2010, February). *Facilitating master-level group counseling experiential groups as a doctoral student*. Association for Specialists in Group Work Bi-annual Conference, New Orleans, LA.
9. Gnilka, P., Wolfe, A., Eberts, S., & Eberz, M. (2009, October). *CACREP accredited master level counseling programs and prejudice levels*. Poster presentation presented at the, San Diego, CA.
8. Noble, C., Gormley, B., Ashby, J., Gnilka, P., Matheny, K., & White, N. (2009, August). *Depression and perfectionism*. American Psychological Association Annual Conference, Toronto, Canada.
7. Tavari, T., Gnilka, P., Noble, C., Ashby, J., Matheny, K., White, N., Luke, J., Weil, E., & Selagea, F. (2009, August). *Coping resources, stress, depression, satisfaction with life, and trauma*. Poster session presented at the American Psychological Association Annual Conference, Toronto, Canada.
6. DiPrima, A., Ashby, J., Gnilka, P., Noble, C., Luke, J., Matheny, K., Selagea, F., Taylor, T., White, N., Weil, E., & Ray, M. (2009, August). *The relationship between family variables and perfectionism in middle school students*. Poster session presented at the American Psychological Association Annual Conference, Toronto, Canada.
5. Gnilka, P., & Eberts, S. (2007, October). *Collective efficacy, teachers' sense of efficacy, and student achievement*. Association for Assessment in Counseling & Education Annual Conference, Atlanta, GA.
4. Langfitt, A., & Gnilka, P. (2007, October). *Counselor-in-training perceptions of university-based group supervision*. Association for Assessment in Counseling & Education Annual Conference, Atlanta, GA.
3. Gnilka, P., & Langfitt, A. (2007, March). *Using the SASSI-3 in college and university settings*. American Counseling Association Annual Conference, Detroit, MI.

2. Gnilka, P. (2006, August). *Alcohol screening instruments in college settings*. Assessment in Counseling & Education Annual Conference, Greensboro, NC.
1. Gnilka, P., & Reagin, A. (2005, March). *Social norms theory & alcohol use on college campuses*. American Counseling Association Annual Conference, Atlanta, GA.

Regional Presentations

8. Kozachuk, L., Sarcinella, A., Reid, M., Fears, A., & Gnilka, P. B. (2018, October). *The wellbeing of counseling students: A longitudinal study of perfectionism, stress, and coping*. Poster at the 2018 Southern Association of Counselor Education and Supervision Conference, Myrtle Beach, SC.
7. Randell, A., Deitz, M. E., Spears, N., Rutledge, M., Kozachuk, L., & Gnilka, P. B. (2018, October). *Employee burnout in youth residential facilities: The effects of personality, stress, and coping*. Poster at the 2018 Southern Association of Counselor Education and Supervision Conference, Myrtle Beach, SC.
6. Bruns, K., Moate, R., Schnyders, C., & Gnilka, P. (2012, October). *A "How to Guide" for counselor educators on conducting research in a college counseling center*. Poster session at the Northern Association for Counselor Education & Supervision Conference, Kansas City, MO.
5. Duenyas, D., Branfield, M., Bruns, K., Moate, R., Akcil, S., West, E., Gnilka, P., & Martin, A. (2012, October). *The influence of personal factors and experiences on international college students*. Poster session at the Northern Association for Counselor Education & Supervision Conference, Kansas City, MO.
4. Moate, R., Bruns, K., Branfield, M., West, E., & Gnilka, P. (2012, September). *Doctoral Student Stress, Meaning in Life, and Life Satisfaction: Differences Among Perfectionists*. Poster session at the Southern Association for Counselor Education & Supervision Conference, Savannah, GA.
3. Smith, H., Guillot-Miller, L., Ghali, M., & Gnilka, P. (2012, September). *School counselors' coping styles, perfectionism, and levels of burnout: Implications for supervision*. Poster session at the Southern Association for Counselor Education & Supervision Conference, Savannah, GA.
2. Gnilka, P. & Chang, C. (2010, October). *Counselor trainee coping resources and the working*

and supervisory alliances. Poster session at the Southern Association for Counselor Education & Supervision, Williamsburg, VA.

1. Gnilka, P., Eberz, M., & Hyun, J. (2008, October). *The in's and out's of doctoral students and liability*. Poster session at the Southern Association for Counselor Education & Supervision, Houston, TX.

Non-Refereed Professional Presentations

Invited Presentations (National, State, and Local)

11. Gnilka, P. (2018, January). *The case for nurturing healthy perfectionism: Learning to strive and fail*. Presentation at the Parent Enrichment Program Lecture Series at St. Christopher's and Catherine's School, Richmond, VA.
10. Gnilka, P. (2017, April). *Multidimensional perfectionism and well-being*. Presentation at College Behavioral and Emotional Health Connect Series, Virginia Commonwealth University, Richmond, VA.
9. Gnilka, P., Swank, J., Novakovic, A., Ohrt, J., Limberg, D. (2014, September). *Dissertation bootcamp: Getting started*. Session at the 2014 Association for Assessment and Research in Counseling Conference, Quad Cities, IL.
8. Swank, J., Novakovic, A., Ohrt, J., Limberg, D., & Gnilka, P. (2014, September). *Dissertation bootcamp: Methodological issues*. Session at the 2014 Association for Assessment and Research in Counseling Conference, Quad Cities, IL.
7. Novakovic, A., Swank, J., Ohrt, J., Limberg, D., & Gnilka, P. (2014, September). *Dissertation bootcamp: Pulling it all together*. Session at the 2014 Association for Assessment and Research in Counseling Conference, Quad Cities, IL.
6. Gibson, D., Dixon, A., & Gnilka, P. (2013, September). *Dissertation bootcamp: Getting started*. Session at the 2013 Association for Assessment and Research in Counseling Conference, Houston, TX.
5. Gnilka, P., Gibson, D., & Dixon, A. (2013, September). *Dissertation bootcamp: Methodological issues*. Session at the 2013 Association for Assessment and Research in Counseling Conference, Houston, TX.
4. Dixon, A., Gibson, D., & Gnilka, P. (2013, September). *Dissertation bootcamp: Pulling it all together*. Session at the 2013 Association for Assessment and Research in Counseling

Conference, Houston, TX.

3. Gibson, D., Dixon, A., & Gnilka, P. (2013, September). *Dissertation bootcamp: Beyond the dissertation*. Session at the 2013 Association for Assessment and Research in Counseling Conference, Houston, TX.
2. Gnilka, P. (2011, April). *Research hacking and other things I've learned along the way*. Department of Counseling and Psychological Services Research Expo, College of Education, Georgia State University, Atlanta, GA.
1. Gnilka, P. (2006, June). *Gifted and talented students at North Carolina School of the Arts*. Creative Arts Institute, Wake Forest University, Winston Salem, NC.

Grants and Contracts

External Grants and Contracts:

- Gnilka, P. (2015, May). *NBCC and Affiliates Grant for Initial CACREP Accreditation*. (Total amount of grant: \$9,000). National Board of Certified Counselors. (Grant funded).
- Gnilka, P., & Friesema, A. (2014, May). *Preparing counselors to strengthen resiliency skills of at-risk children and their families*. (Total amount of grant: \$28,500). Illinois Counseling Association Foundation Social Emphasis Grant. (Grant funded).

Internal Grants and Contracts:

- Wheeler, N., & Gnilka, P. (2018, May). *VCU School of Education Stress Lab*. (Total amount of grant: \$66,387). Virginia Commonwealth University HEETF Program. (Grant funded).
- Gnilka, P. (2017, July). *Resilience and Post-traumatic Growth*. (Total amount of grant: \$10,000). Virginia Commonwealth University Office of the VP for Research and Innovation. (Grant funded).
- Gnilka, P., & Miller, S. (2015, August). *The Five-Factor Model of Personality, Attachment Styles, Multidimensional Perfectionism, and Emotional Distress: Tests of a Coping Behavior Mediation Model* (Total amount of grant: \$37,799). Rosalind Franklin University of Medicine and Science and DePaul University Pilot Grant. (Grant not funded).
- Gnilka, P., & Miller, S. (2014, August). *The Five-Factor Model of Personality, Attachment Styles, Multidimensional Perfectionism, and Emotional Distress: Tests of a Coping*

Behavior Mediation Model (Total amount of grant: \$29,244). Rosalind Franklin University of Medicine and Science and DePaul University Pilot Grant. (Grant not funded).

Gnilka, P. (2013, March). *Community counseling program transition*. (Total amount of grant: \$3,500). DePaul University Quality of Instruction Council Summer Stipend Grant. (Grant funded).

Gnilka, P. (2013, January). *A short-term longitudinal study of perfectionism, depression, and life satisfaction: Tests of a coping and stress mediation model*. (Total amount of grant: \$4,995). DePaul University College of Education Tenure-track/Tenured Faculty Monetary Research Grant. (Grant funded).

Gnilka, P. (2011, February). *The effect of coping resources on the well-being of elderly adults: A short-term longitudinal study*. (Total amount of grant: \$5,000). Kent State University College and Graduate School of Education Health and Human Services Internal Seed Grant. (Grant funded).

Gnilka, P. (2010, September). *Coping resources, perceived stress, life satisfaction, and depression in older adults: Gender Differences and tests of a moderated mediation model*. (Total amount of grant: \$5,000). Kent State University College and Graduate School of Education Health and Human Services Internal Seed Grant. (Grant not funded).

Service

Major Committees:

Department

- ***Virginia Commonwealth University***
 - Counselor Education Doctoral Track Coordinator (2017 – present)
 - Counselor Education Program Coordinator (2017 – 2018)
 - Search Committee for the Assistant/Associate Professor of Counselor Education, Member (2017 – 2018)
 - Search Committee for Chair of the Department of Counseling and Special Education, Member (2017)
 - Faculty Search Committee for Assistant Professor in Counselor Education, Member (2016-2017)

- *DePaul University*

- Policies and Procedures Committee Member (2013 – 2016)
- Education and Counseling Center Committee Member (2012-2013)
- Personnel Committee, Non-tenured Member (2013-2014)
- Search Committee for Visiting Assistant Professor, Member (2013)
- Search Committee for Special Education Assistant Professor, Member (2013)
- Counseling Program Meeting Coordinator (2013-2015)
- National Board of Certified Counselors NCE Exam, Faculty Liaison (2013-2016)

College/School

- *Virginia Commonwealth University*

- Ph.D. in Education Policy Board, Member (2017-present)
- Search Committee for Assistant Professor in Educational Psychology (2018 – 2019)
- Search Committee for Executive Assistant to the Dean of the School of Education, Member (2017 – 2018)
- Scholarship Committee, Member (2016-present)
- Martin Luther King Middle School Consortium, Research and data analyst (2016-2018)

- *DePaul University*

- International Affairs Committee, Member (2013-2016)
- Faculty Council, Non-tenured Member (2015-2016)
- Personnel Committee, Non-tenure Member (2014-2015)

University

- *Kent State University*

- University Diversity Action Council, Member (2011-2012)
- 1st Year Student Seminar Course Committee, Member (2012)

Other Significant Professional Experience:

Counselor, January 2011 - August 2013

Kent State University Counseling and Human Development Center, Kent, OH

- Primarily worked with college students facing variety of issues (e.g., depression, anxiety, bipolar disorder, grief, alcohol abuse)

Doctoral-level Internship, August 2009 – May 2010

Georgia Institute of Technology Counseling Center, Atlanta, GA

- Worked with college students facing variety of issues (e.g., depression, anxiety, bipolar disorder, procrastination, ADHD, alcohol abuse)

Counselor, May 2008 – August 2008

CHRIS Kids Counseling Center, Inc., Atlanta, GA

- Worked 20 hours per week with children and adolescents in the custody of DFCS and living in an intensive therapeutic group home

Doctoral-level Practicum, August 2007 – May 2008

CHRIS Kids Counseling Center, Inc., Atlanta, GA

- Worked with children and adolescents in the custody of DFCS and living in an intensive therapeutic group home

Doctoral-level Practicum, August 2007 – May 2008

Assessment & Counseling Services, Atlanta, GA

- Administered and scored assessment batteries to multiple clients for various issues (e.g., Social Security Disability, Alcohol/Drug Evaluations)

Master-level Internship, August 2005 – May 2006

North Carolina School of the Arts Counseling Center, Winston Salem, NC

- Worked with high school and college students facing variety of issues (e.g., depression, anxiety, bipolar disorder, perfectionism, ADHD, grief, anger, alcohol abuse)

Master-level Practicum, January 2005 – May 2005

New Dawn Recovery, Yadkinville, NC

- 14-bed partial-hospitalization and IOP addiction recovery program

Memberships in Organizations

Honorary

- **Membership**
 - Chi Sigma Iota International Honor Society – Member (2005-Present)

Professional

- **American Counseling Association (ACA)**
 - *Journal of Counseling and Development*
 - Editorial Board Member (2013-present)
 - National Conference Program Reviewer (2013-present)
 - Membership (2004-present)
- **Association for Assessment and Research in Counseling (AARC-division of ACA)**
 - *Member at Large for Assessment and Research in Counseling, Elected Board Position 3-year term (2016-present)*
 - *2018 Annual Conference Committee in Richmond VA, Chair (2017-present)*
 - *Journal of Measurement and Evaluation in Counseling and Development*
 - Editorial Board member (2013-present)
 - *Counseling Outcomes, Research, and Evaluation* (journal)
 - Ad Hoc Reviewer (2012 – present)
 - *NewsNotes, AARC's Newsletter*
 - Editor (2012-2016)
 - Research Committee of AARC, Member (2011-2015)
 - Membership (2005-present)
- **Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling**
 - Membership Committee, Chair (2008-2011)
 - Membership (2005-present)
- **American School Counselor Association (ASCA-division of ACA)**
 - Membership (2016-present)
- **Association for Counselor Education and Supervision (ACES-division of ACA)**

- Membership (2006-present)
- **Southern Association for Counselor Education and Supervision (SACES)**
 - Membership (2006-present)

Special Awards, Fellowships, and Other Honors

- 2017 VCU School of Education Distinguished Scholarship Award
- 2016 American Counseling Association Outstanding Research Award
- 2015 Association for Assessment and Research in Counseling MECD Patricia B. Elmore Award for Outstanding Research
- 2011 Chi Epsilon chapter of Chi Sigma Iota International Outstanding Research Award
- 2010 Department of Counseling & Psychological Services Outstanding Doctoral Student Award
- 2010 Chi Sigma Iota International Outstanding Doctoral Student Award
- 2010 Chi Epsilon chapter of Chi Sigma Iota International Outstanding Doctoral Student Award
- 2009 Chi Epsilon chapter of Chi Sigma Iota International Outstanding Doctoral Student Award
- 2008 ALGBTIC Graduate Student Award