

March, 2008

Curriculum Vita of Janet E. Helms

I. Personal Information

A. Departmental Information

1. Name: Janet E. Helms
2. Department: Counseling, Developmental, & Educational Psychology
3. Current Rank: Professor
4. Year of Appointment: 2000

B. Educational Background

Ph.D	1975	Iowa State University of Science & Technology	Psychology (major: Counseling Psychology)
MA	1970	University of Missouri at Kansas City	Psychology
B.A.	1968	University of Missouri at Kansas City	Psychology

C. Experience in Higher Education

10/2004	Appointed to Augustus Long Chair at Boston College
1/2000 - present	Professor, Counseling Psychology, Founding Director of the Race-Culture Institute at Boston College, Chestnut Hill, MA
8/97 - 12/99	Co-Director, Counseling Psychology Program, University of Maryland, Psychology Department, College Park, MD 20742
8/91- 12/99	Professor, Psychology, University of Maryland, College Park, MD 20742
8/95- 12/99	Affiliate Women's Studies Program, University of Maryland, College Park, MD 20742
8/83- 7/91	Associate Professor, Psychology, University of Maryland, College Park, MD 20742

- 8/81-
8/83 Assistant Professor, Psychology, University of Maryland,
College Park, MD 20742
- 4/81-
8/81 Associate Professor, Psychology, Southern Illinois University,
Carbondale, IL 62901
- 8/79-
8/80 Acting Director of Counseling Psychology Program, Department
of Psychology, Southern Illinois University, Carbondale, IL 62901
- 8/77-
4/81 Assistant Professor, Psychology Department, Southern Illinois
University, Carbondale, IL 62901
- 1/75-
8/77 Assistant Professor, Department of Education, Washington State
University, Pullman, WA 99163 (50% appointment)

D. Experience in Other than Higher Education

- 2/85-9/94 Private practice and consultation, Suite 631, 1511 K Street,
Washington, DC 20010
- 8/84-12/99 Affiliate, Counseling Center, University of Maryland, College
Park, MD 20742
- 8/82-2/85 Part-time therapist, Women's Medical Center, 1711 I Street,
Washington, DC
- 11/79-8/81 Adjunct Faculty, Student Counseling Center, Southern Illinois
University, Carbondale, IL 62901
- 1/75-8/77 Staff Psychologist, Student Counseling Center, Southern Illinois
University, Pullman, WA 99163 (50% Appointment)
- 8/74-1/75 Staff Psychologist, Student Counseling Center, Iowa State
University, Ames, IA 50010
- 8/73-8/74 Internship, Student Counseling Service; Iowa State, Ames, IA
50010

II. Research, Scholarly and Creative Activities

A. Books

1. Authored

Helms, J.E. (1982). *A practitioners guide to the Edwards Personal*

Preference Schedule. Springfield, IL: Charles Thomas.
A.. *Books* (continued)

Helms, J.E. (1990). *Training Manual for Diagnosing Racial Identity in Social Interactions* (To accompany *Black and White Racial Identity: Theory, Research, and Practice*). Topeka, KS: Content Communications.

Helms, J.E. (1991). *A Training manual to accompany Black and White Racial Identity*. Topeka, KS: Content Communications.

Helms, J.E. (1992). *A Race Is a Nice Thing to Have: A Guide to Being A White Person or Understanding the White Persons in your life*. Topeka, KS: Content Communications.

Helms, J.E., & Cook, D.A. (1999). *Using Race and Culture in Counseling and Psychotherapy: Theory and Process*. Needham, MA: Allyn & Bacon.

2. Edited

Helms, J.E. (1990) (Ed.). *Black and White Racial Identity: Theory, Research and Practice*. CT: Greenwood Press (sole author of the following 9 of 14 chapters.)

Chapter 1: Introduction: Review of Racial Identity Theory

Chapter 2: An Overview of Black Racial Identity Theory

Chapter 3: The Measurement of Black Racial Identity Attitudes

Chapter 4: Toward a Model of White Racial Identity Development

Chapter 6: The Beginnings of a Diagnostic Model of Racial Identity

Chapter 9: Counseling Attitudinal and Behavioral Predispositions: The Black/White Interaction Model

Chapter 12: Applying the Interaction Model to Social Dyads

Chapter 13: Generalizing Racial Identity Interaction Theory to Groups

Chapter 14: Interventions for Promoting Better Racial Identity Development

B. Chapters in Books

Helms, J.E. (1985). Cultural identity in the treatment process. In P. Pedersen (Ed.), *Handbook of Cross-cultural Counseling and Therapy* (pp. 239-247). Westport, CT: Greenwood Press.

Helms, J.E. (1990). Three perspectives on counseling and psychotherapy with visible racial/ethnic groups. In P.D. Isaac, L.J. Myers, R.K. Russell, A.I. Schwelbel, & F.C. Serafica (Eds.), *Mental Health of Ethnic Minorities*, NY: Praeger

Cross, W.E., Jr., Parham, T.A., & Helms, J.E. (1991). The stages of Black identity development: Nigrescence models. In R. Jones (Ed.), *Black Psychology*. Oakland, CA: Cobb & Henry .

Helms, J.E. (1994). Identity development and classroom dynamics. In J. Carey & P. Pedersen (Eds.), *Multicultural counseling in the schools*. MA: Allyn & Bacon.

Helms, J.E. (1994). The conceptualization of racial identity and other “racial” constructs. In E. Trickett, R.J. Watts, & D. Birman (Eds.), *Human Diversity* (pp. 285-311). San Francisco: Jossey-Bass.

Helms, J.E. (1995). An update of Helms’s White and People of Color racial identity models. In J. G. Ponterotto, J.M. Casas, L.A. Suzuki, & C.M. Alexander (Eds.), *Handbook of multicultural counseling* (pp. 181-198). Thousand Oaks, CA: Sage.

Helms, J.E. (1996). Toward a methodology for measuring and assessing racial identity as distinguished from ethnic identity. In G. Sodowsky and J. Impara (Eds.), *Multicultural Assessment in Counseling and Clinical Psychology* (pp. 143-192). Lincoln, NE: Buros Institute of Mental Measurement.

Cross, W.E., Jr., Parham, T. A., & Helms, J.E. (1996). Nigrescence revisited: Theory and research. In R.L. Jones (Ed.), *Advances in Black Psychology*, Oakland, CA: Cobb & Henry.

Helms, J.E. (1997). The triple quandary of race, culture and social class in intelligence testing. In D. Flanagan, J.L. Genshaft, & P.L. Harrison (Eds.), *Beyond traditional intellectual assessment: Contemporary and emerging theories, tests, and issues* (pp. 517-532). New York: Guilford.

Helms, J.E., & Parham, T.A. (1996). The Racial Identity Attitude Scale. In R.L. Jones (Ed.), *Handbook of Tests and Measures for Black Populations* (pp. 167-172). Oakland, CA: Cobb & Henry.

Helms, J.E., & Richardson, T.Q. (1997). How “multiculturalism: obscures race and culture as differential aspects of counseling competency. H. Coleman and D. Pope-Davis (Eds.), *Multicultural Counseling Competencies*. (pp. 60-79). Thousand Oaks: Sage Publications.

Helms, J.E. (2001). Life questions. In J.G. Ponterotto, J.M. Casas, L.A. Suzuki, & C.M. Alexander (Eds.) *Handbook of Multicultural Counseling* (pp. 22-29). Thousand Oaks, CA: Sage Publications.

Helms, J.E., & Ekstrom, R. (2002). Counseling assessment. In R.B. Ekstrom & D.K. Smith (eds.). *Assessing Individuals with Disabilities, in Educational, Employment, and Counseling Settings* (pp 121-132). Washington DC: American Psychological Association.

Helms, J.E. (2003). Racial identity and racial socialization as aspects of adolescents’ identity development. In R. Lerner, F. Jacobs, & D. Wertlief (Eds.) *Handbook of Applied Developmental Science: Promoting Positive Child, Adolescent, and Family Development Through Research, Policies, and Programs. Vol.1* Thousand Oaks, CA: Sage Publications.

Trimble, J.E., Helms, J.E., & Root, M.P.P. (2003). Social and psychological perspectives in ethnic and racial identity. In G. Bernal, J. Trimble, & F. Leong (Eds.) *Handbook of Racial and Ethnic Minority Psychology, Part III, Social and Developmental Process* (pp. 239-275). Thousand Oaks, CA: Sage Publications.

Helms, J.E. (2003). Racial identity in the social environment. In P.B. Pedersen & J.C. Carey (Eds.) *Multicultural Counseling in Schools: A Practical Handbook* (pp. 44-58). Boston, MA: Allyn and Bacon.

Helms, J.E. (2004). Fair and Valid Use of Educational Tests. In Wall, Janet, & Walz, Garry R. (Eds.) *Measuring Up: Assessment Issues for Teachers, Counselors, and Administrators*. Greensboro, NC: ERIC Counseling and Student Services Clearinghouse.

Helms, J.E., Henze, K.T., Satiani, A., and Mascher, J. (2005), Ethical Issues When White Researchers Study ALANA and Immigrant People and Communities. In J.Trimble and C.Fisher (Eds.) *Handbook of Ethical Research with Ethno Cultural Populations and Communities*. Sage Publications.

Helms, J.E.(2005). Challenging Some Misuses of Reliabilty in Studying the White Racial Identity Attitude Scale. In R. Carter (Ed.) *Handbook of Race and Cultural Psychology*, Vol.1. John Wiley.

C. Articles in Refereed Journals

Helms, J.E., & Willis, C.A. (1975). Factors contributing to the attrition of pre-college minority students prior to freshman year. *Journal of College Student Personnel*, 16, 490-492.

Borgen, F.H., & Helms, J.E. (1975). Validity generalization of the men's form of the Strong Vocational Interest Blank with academically able women. *Journal of Counseling Psychology*, 22, 210-216.

Simons, J.A., & Helms, J.E. (1976). Influence of counselors' marital status, sex and age on college and non-college women's counselor preferences. *Journal of Counseling Psychology*, 23, 380-386.

Helms, J.E. (1976). A comparison of two types of counseling analogues. *Journal of Counseling Psychology*, 23, 422-427.

Helms, J.E., & Simons, J.A. (1977). The influence of counselors' age and sex on college students' counselor preferences. *Journal of College Student Personnel*, 18, 115-123.

Giorgis, T.W., & Helms, J.E. (1978). Training international students from developing nations as psychologists : A challenge for American Psychology. *American Psychologist*, 33, 945-951.

Helms, J.E. (1978). Counselor reactions to female clients: Generalizing from analogue research to a counseling setting. *Journal of Counseling Psychology*, 25, 193-199.

Helms, J.E. (1979). Perceptions of a sex-fair counselor and her client. *Journal of Counseling Psychology*, 26, 504-513.

Giorgis, T.W., & Helms, J.E. (1980). A comparison of the locus of control and anxiety of African, Black American and White American college students. *Journal of College Student Personnel*, November, 503-509.

Bryson, S., Bardo, H., Clark, J., Helms, J., & Henry, P. (1980). Strategies for conducting research/evaluation activities in non-white communities. *Illinois Guidance and Personnel Association Quarterly*, 76, 22-27.

Parham, T.A., & Helms, J.E. (1981). The influence of Black students' racial identity attitudes on preferences for counselor's race. *Journal of Counseling Psychology, 28*, 250-257. (According to Ponterotto & Sabnani, 1989, this was the most frequently cited culture-specific empirical article in counseling psychology journals.)

Helms, J.E., & Giorgis, T.W. (1982). Who trains applied psychologists from developing countries? *Professional Psychology, 13*, 736-743.

Helms, J.E., & Rode, L.T. (1982). Effects of counselors' age and physical attractiveness on evaluations of female counselors. *Journal of College Student Personnel, 23*, 418-424.

Helms, J.E. (1984). Toward a theoretical explanation of the effects of race on counseling: A Black and White model. *The Counseling Psychologist, 12* (4), 153-165.

Parham, T.A., & Helms, J.E. (1985). Relation of racial identity attitudes to self-actualization and affective states of Black students. *Journal of Counseling Psychology, 32*, 307-322.

Parham, T.A., & Helms, J.E. (1985). Attitudes of racial identity and self-esteem: An exploratory investigation. *Journal of College Student Personnel, 26*, 143-151.

Helms, J.E. (1986). Expanding racial identity theory to cover counseling process. *Journal of Counseling Psychology, 33*, 62-64.

Mallinckrodt, B., & Helms, J.E. (1986). Effect of disabled counselors' self-disclosures on client perceptions of the counselor. *Journal of Counseling Psychology, 33*, 343-348.

Brown, M.T., & Helms, J.E. (1986). The relationship between psychological development issues and anticipated self-disclosure. *Journal of College Student Personnel, 27*, 136-142.

Carter, R.T., & Helms, J.E. (1987). The relationship of Black value-orientations to racial identity attitudes. *Measurement and Evaluation in Counseling and Development, 19*, 185-195.

Gelso, C.J., Betz, N.E., Friedlander, M.L., Helms, J.E., et.al. (1988). Research in counseling psychology: Prospects and recommendations. *Counseling Psychologist, 16*(3), 385-406.

Hill, C.E., Helms, J.E., Tichenor, V., Spiegel, S.B., O'Grady, K.E., & Perry, E. S. (1988). Effects of therapist response modes in brief psychotherapy. *Journal of Counseling Psychology, 35*, 222-223. (Reprinted in G.E. Hill (Ed.), *Helping Skills: The empirical foundation* (pp. 41-60). Washington, DC: APA.)

Hill, C.E., Helms, J.E., Spiegel, S.B., & Tichenor, V. (1988). Development of a system for categorizing client reactions to therapist interventions. *Journal of Counseling Psychology, 35*, 27-36. (Reprinted in G.E. Hill (Ed.), *Helping Skills: The empirical foundation* (pp. 41-60). Washington, DC: APA.)

Carter, R.T., & Helms, J.E. (1988). The relationship between racial identity attitudes and social class. *Journal of Negro Education, 57* (1), 22-30.

Cook, D.A., & Helms, J.E. (1988). Visible racial/ethnic group supervisees' satisfaction with cross-cultural supervision as predicted by relationship characteristics. *Journal of Counseling Psychology, 35*, 268-274.

Gelso, C.J., Betz, N.E., Friedlander, M.L., Helms, J.E., Hill, C.E., Patton, M.J., Super, D.E., & Wampold, B.E. (1988). Research in counseling psychology: Prospects and recommendations. *The Counseling Psychologist, 16*(3), 385-406.

Helms, J.E. (1989). Considering some methodological issues in racial identity counseling research. *The Counseling Psychologist, 17*(2), 227-252. (This was a major methodological paper to which several eminent scholars in cultural psychology reacted.)

Helms, J.E. (1989). At long last—paradigms for cultural psychology research. *The Counseling Psychologist, 17*(1), 98-101.

Helms, J.E. (1989). Eurocentricism strikes in strange places and in unusual ways. *The Counseling Psychologist, 17*(4), 643-647.

Ossana, S., Helms, J.E., & Leonard, M. (1992). Do “womanist” identity attitudes influence college women's self-esteem and perceptions of environmental bias? *Journal of Counseling & Development, 70*(3), 402-408.

Helms, J.E., & Carter, R.T. (1991). Relationships of White and Black racial identity attitudes and demographic similarity to counselor preferences. *Journal of Counseling Psychology, 38*, 446-457.

Helms, J.E. (1992). Why is there no study of cultural equivalence in cognitive ability testing? *American Psychologist, 47*(9), 1083-1101. (Reprinted in N.R. Goldberger, & J.B. Veroff (Eds.), *The Culture and Psychology Reader*, (pp. 674-719) New York: NYU Press).

- Carter R.T., & Helms, J.E. (1992). The counseling process as defined by relationship types: A test of Helms' interactional model. *Journal of Multicultural Counseling and Development*, 20(4), 181-201.
- Helms, J.E. (1993). I also said White racial identity influences White researchers. *The Counseling Psychologist*, 21, 240-243.
- Helms, J.E. (1993). More psychologists discover the wheel: A reaction to views by Penn et al., on ethnic preference. *Journal of Black Psychology*, 19(3), 322-326.
- Helms, J.E., & Piper, R.E. (1994). Implications of racial identity for vocational psychology. *Journal of Vocational Behavior*, 44(2) 124-128.
- Helms, J.E. (1994). How multiculturalism obscured racial factors in the therapy process. *Journal of Counseling Psychology*, 41, 162-165.
- Nickerson, K., Helms, J.E., & Terrell, F. (1994). Cultural mistrust, opinions about mental illness and Black students' attitudes toward seeking psychological help from White counselors. *Journal of Counseling Psychology*, 41, 378-385.
- Richardson, T.Q., & Helms, J.E. (1994). The relationship of the racial identity attitudes of Black men to perceptions of parallel counseling dyads. *Journal of Counseling and Development*, 73(2), 172-177.
- Helms, J.E. (1994). Racial identity and career assessment. *Journal of Career Assessment*, 2(3), 199-209.
- Helms, J.E. (1997). Implications of Behrens for the validity of the White Racial Identity Attitude Scale. *Journal of Counseling Psychology*, 44, 13-16.
- Helms, J.E., & Talleyrand, R. (1997). Race is not ethnicity. *American Psychologist*, 52(11), 1246-1247.
- Letlaka-Rennert, K., Luswazi, P., Helms, J.E., & Zea, M.C. (1997). Does the womanist identity model predict aspects of psychological functioning in black South African women? *South African Journal of Psychology*, 27, 236-243.

Helms, J.E. (1999). Another meta-analysis of the White Racial Identity Attitude Scale is cronbach alphas. *Measurement & Evaluation in Counseling and Development*, 32, 122-137.

Alvarez, A., & Helms, J.E. (2001). Racial, identity and reflected appraisals as influences on Asian Americans' racial adjustment. *Cultural Diversity & Ethnic Minority Psychology*. Special Issue: Asian American Acculturation and Ethnic/Racial Identity: Research Innovations in the New Millenium, 7, 217-231.

Helms, J.E. (2002). A remedy for the Black-White test-score disparity. *American Psychologist*, 57, 303-305.

Helms, J.E., Shakes Malone, L., Henze, K., Satiani, A., Perry, J., Warren, A., (2003). First Annual Diversity Challenge: "How to Survive Teaching Courses on Race and Culture." *Journal of Multicultural Counseling and Development*, 31, 3-11.

Helms, J.E., (2003), A Pragmatic View of Social Justice, *The Counseling Psychologist*, Vol. 31 No. 3, 305-313.

Helms, J.E., (2004) The Leona Tyler Address: Making Race a Matter of Individual Differences Within Groups. *The Counseling Psychologist*, 32, 473-483.

Carter, R., Helms, J.E., Juby, H.L.(2004), The Relationship Between Racism and Racial Identity for White Americans: A Profile Analysis, *Journal of Multicultural Counseling and Development*, vol. 32(1), Jan. 2004.

Goodman, L.A., Liang, B., Weintraub, S.R., Helms, J.E.(2004), Warts and All: Personal Reflections on Social Justice in Counseling Psychology, Reply to Kiselice (2004), Polner (2004) Thompson and Skernis (2004) and Watts (2004). *The Counseling Psychologist*.

Goodman, L.A., Liang, B., Helms, J.E., Lalta, R.E., Sparks, E., and Weintraub, S .(2004), Major Contribution: Training Counseling Psychologists as Social Justice Agents: Feminist and Multicultural Theories in Action. *The Counseling Psychologist*.

Boyd, H.C., Helms, J.E. (2005), Consumer Entitlement Theory and Measurement. *Psychology & Marketing*.

Helms, J.E., Jernigan, M. & Mascher, J. (2005) The Meaning of Race in Psychology and How to Change It, *American Psychologist*, vol. 60, No. 1, 27-36.

Helms, J.E., Henze, K.T., Sass, T.L., Mifsud, V.A., (2006) Treating Cronbach's Alpha Reliability Coefficients as Data in Counseling Research. *The Counseling Psychologist*, 34, 330-660. (Received the Society of Counseling Psychology and Sage Publication Outstanding Quantitative Contribution Award for 2006)

Helms, J.E. (2007). Some better practices for measuring racial and ethnic identity constructs. *Journal of Counseling Psychology: Special Issue: Racial and ethnic identity theory, measurement, and research in counseling psychology: Present status and future directions*, 54, 235-246.

Helms, J.E., (2007) Fairness is Not Validity or Cultural Bias in Racial-Group Assessment: A Quantitative Perspective, *American Psychologist*, 61, 845-859.

D. Monographs, Reports and Extension Publications

Carter, R.T., & Helms, J.E. (1983). The Intercultural Values Inventory (ICV). *Test & microfiche collection*. Princeton, NJ: Educational Testing Service.

Carter, R.T., & Helms, J.E. (1985). The relationship of racial identity attitudes to socioeconomic status. (Published in *Journal of Negro Education*). ERIC Institute of Urban Studies.

Helms, J.E. (1974). Development and interrelationship of the Traux and Carkhuff scales of interpersonal function. *Catalog of Selected Documents in Psychology*, 4, 9.

Helms, J.E., Domke, J.A., & Simons, J.A. (1981). Development of an inventory to measure eating practices of college women. *Catalog of Selected Documents in Psychology*, 11, 28-29.

Helms, J.E. (1983). *The Counseling Reactions inventory*. *Test & microfilm collection*, Princeton, NJ: Educational Testing Service.

Mihlbauer, T.C. & Helms, J.E. (1981). Effect of type of problem on analogue preference for counselor's sex. *Resources in Education*, 1981, 16(42), 34.

E. Book Reviews, other Articles and Notes

Petuchowski, S.R.C. & Helms, J.E. (1988). Effects of sociopolitical characteristics of migration and resettlement on the adjustment of war refugees for El Salvador. *El Boletín de la Asociación Nacional Hispánica de Psicología*, 5(3), 3-6.

Helms, J.E. (1989). A letter to the Editor on racial identity methodology. *Journal of Black Psychology*, 16(1), VIII.

Helms, J.E. (1990). What's in a name change? *Focus*, 4(2), 1-2.

Helms, J.E. (1991). A review of Pontorotto and Casas' *Handbook of minority Research*, *Journal of Black Psychology*, 17(2), 73-77.

Helms, J.E. (1993). Black and White colleges: Which path leads to academic survival? *Journal of Contemporary Psychology*, 38, 510-511.

Helms, J.E. (1993). Ethnic minority identity: A view from another continent. *Journal of Contemporary Psychology*.

Helms, J.E. (1994). Some impressions of South Africa. *Focus*.

Helms, J.E. (1995). Affirmative action: Separating fact from distortion. Congressional Staff Briefing, September 21, Washington, D.C.

Helms, J.E. (1995). We are due something new: A reaction to the *Bell Curve*, *Focus*, 9(2), 8-10.

Helms, J.E. (1996). Where do we go from here? *Affirmative Action: Who benefits?* Washington, D.C.: American Psychological Association.

Helms, J.E. (1998). Psychological interventions and research with Latino populations. *Cultural Diversity and Mental Health*, 4(1).

Helms, J.E. (2000). Report from Council of Representatives, Division 17 Newsletter, American Psychological Association.

F. Talks, Abstracts and other Professional Papers Presented

1. Invited Talks

“Black Women’s Sex-role Self-Concept: A cultural desirability model.”
Invited address to the Cross-cultural Conference on Counseling and
Psychotherapy, Teachers’ College, New York, 1983.

“Racial Identity Attitude Panel.” Cross-cultural Conference on
Counseling and Psychotherapy. Teachers’ College, New York, 1984.

“Black women and Depression.” Paper presented at Spring Taylor
Hospital, Sykesville, MD, December, 1985.

(Chair and Presenter) Invited symposium: "Present, past and future of cross-cultural counseling." American Psychological Association Convention, Washington, D.C., 1986.

"Keynote Address" Black and White racial identity." Paper presented at Cross-cultural Conference. Columbia University, 1987.

"Key Concepts in human diversity culture" Invited presentation. Conference on Human Diversity, College Park, MD October 22-24, 1988.

"Racial Identity in the Counseling Process," Invited address, Chicago Professional School, Chicago, IL, 1988.

"An update on racial identity theory," Invited address for new Fellows, American Psychological Association, Atlanta, GA, 1988.

"Racial identity in Psychotherapy," Invited address: Downstate medical Center, Brooklyn, NY, January, 1989.

"An update on racial identity theory." Multicultural round table, New York, Feb., 1989.

"Research Issues in racial/ethnic psychology." Paper presented at the American Psychological Society Convention, Alexandria, VA. June 12, 1989.

"Impact of White racial identity attitudes on African American women in the work place." Institute for Women's Policy Research Conference, Washington, DC, June 2, 1990.

"Racial identity on college campuses." Kansas State University, Manhattan, KS, November, 1990.

"Racial identity and racism." Amherst College, Amherst, MA, February 20, 1991.

Helms, J.E. (February, 1993). Cultural Bias in testing. Maryland Association of School Psychologists, Baltimore, MD.

"Womanist identity and Black women." University of Virginia Medical School, Richmond, VA, April, 1993.

"Cultural bias in assessment" (workshop). Fordham University, New York, June, 1993.

“Using racial identity to promote racial harmony in the environment.”
Brown University, Diversity Conference; Providence, RI; March, 1993.

“You gotta know yourself before you can help others.” National
Conference for Athletic Advisors; Denver, Colorado; June, 1993.

Helms, J.E. (November, 1993). Toward a model for assessing racial
identity. Buross Institute of Mental Measurement. Lincoln, Nebraska.

Helms, J.E. (June 28, 1996). Racial identity development: Research
findings and implications for teaching and learning. *National Conference
on U.S. diversity as content and context for college learning*. Sponsored
by the Association of American Colleges and Universities.

Helms, J.E. (August 25, 1997). Implications of real identity theory for
working with adolescents. Grand Rounds, University of Wisconsin
Medical School, Milwaukee, WI.

Helms, J.E. (October 23, 1997). Using racial identity development theory
to transform curriculum and practice in the twenty-first century. Simmons
College, School of Social Work, Boston, MA.

Helms, J.E. (October 25, 1997). Cultivating racial awareness in mental
health graduate students for multiculturalism in mental health. University
of Massachusetts & Boston College, Boston, MA.

Helms, J.E. (April 2, 1998). Racial identity in everyday life. Twenty-first
Goucher College Education Conference. Goucher College, Baltimore,
MD 21204-2794.

Helms, J.E. (June 12, 1998). Racial identity in the clinical encounter:
Transference and countertransference. Community Mental Health
Services. San Francisco, CA.

Helms, J.E. (Nov. 15, 1998). Symposium presenter, “Racial identity
development: Research findings and implications for teaching and
learning.” *Conference on Diversity and Learning*. Sponsored by the
Association of American Colleges and Universities. Philadelphia, PA.

Helms, J.E. (Jan. 28-29, 1999). Symposium presenter, “The invisible
Whiteness of being: Implications for individual and organizational
change.” *National Multicultural Conference*. Newport Beach, CA.

Helms, J.E. (Sep. 30, 1999). Racial Identity in the Therapy Process. Paper
presented to substance abuse counselors for ERM Associates, Inc.

Holliday, M.Y. & Helms, J.E. (Aug. 22, 1999). Do cognitive ability tests measure cognitive ability or cultural knowledge. Paper presented at the *107th Annual Convention of the American Psychological Association*, Boston, MA.

Helms, J.E. (August, 2000). Racial Identity Interaction Model: Current Status, Future Directions. *Annual Convention of the American Psychological Association*, Washington, D.C.

Helms, J.E. (August, 2000). Black Women: Invisible and Endangered. Paper presented at the *108th Annual Convention of the American Psychological Association*, Washington, D.C.

Helms, J.E. (August, 2000). Model Minorities: Coping with Racism in Asian American Communities. *Annual Convention of the American Psychological Association*, Washington, D.C.

Helms, J.E. (August, 2000). Using Structural Equation Modeling to Advance Knowledge regarding Understudied Women. *Annual Convention of the American Psychological Association*, Washington, D.C.

Helms, J.E. (February, 2001). How Much Would It Cost To Say Hello? Paper presented at Martin Luther King commemoration at Boston College, Chestnut Hill, MA.

Helms, J.E. (October, 2001). Sometimes I See Elvis. The Challenge of Testing. The 2nd Annual Lynch School Symposium on Educational Excellence and Equity at Boston College, Chestnut Hill, MA.

Helms, J.E. (October, 2001). Impact of Racial Identity on Standardized Test Scores. Independent School Placement Alliance conference, The Testing Trap, Oliver Program, NY, NY.

Helms, J.E. (January 2002) Solving the Mystery of Racial Bias in Testing: How Much Does It Cost to Think About Being Black? Paper presented at RACE 2002, Tempe, AZ.

Helms, J.E. (February, 2002). The Cost of Thinking about Being Black. Paper presented at Afro-American Studies & Research Program's Spring Symposium: Black Identity Formation and Political Economy across the African Diaspora at University of Illinois, Urbana, IL

Helms, J.E. (February, 2002). The Implications of Ethnic Identity in Therapy, Martha Eliot Health Center, Jamaica Plain, MA

Helms, J.E. (February, 2002). Surviving Academia as a Student Interested in Race and Culture. Paper presented at 1st Annual Conference of Boston Students Interested in Race and Culture at Boston College, Chestnut Hill, MA.

Helms, J.E. (March, 2002). White Identity Development. Paper presented at Race and Education: Thinking Out of the Box at Fairfield University, Fairfield, CT.

Helms, J.E. (April, 2002). White Identity Development. Paper presented at Xavier University, Cincinnati, OH.

Helms, J.E. (May, 2002). The Relation of Self-Perceptions to Achievement Among African American Young Children. Paper presented at Early Steps, New York City, NY.

Helms, J.E. (October, 2002). How to End Race-based Affirmative Action in Educational Testing. Paper presented at Diversity Challenge, Boston College, Chestnut Hill, MA.

Helms, J.E. (November, 2002). The Relevance of Racial Identity in Psychiatric Treatment. Applications of Racial Identity Theory to Psychotherapy. Paper presented at Cambridge Hospital, Cambridge, MA

Helms, J.E. (November, 2002). A Model for Understanding Race and Culture. The Brookline Center, Brookline, MA

Helms, J.E.. (February, 2003), Keynote address, "How to Use Racial Identity Theory to Solve the Black-White Test-Score Gap," Winter Roundtable, Teachers College, Columbia University, New York, NY.

Helms, J.E.(March 2003), Black Racial Identity Development as it Relates to Psychotherapy, Cambridge Hospital, Cambridge, MA.

Helms, J.E. (April 2003), Keynote address, "Racial Identity Development and Its Impact in the Classroom," Kennesaw State University Best Practices in Diversity Education Conference, Atlanta, GA.

Helms, J.E. (May 2003), Understanding Race and Culture in Delivering Health Care, Martha Eliot Health Center, Jamaica Plain, MA.

Helms, J.E. (June 2003), White Racial Identity and Multicultural Competence, Lehigh University, Bethlehem, PA.

Helms, J.E. (August 2003), Invited Address, Making Race a Matter of Individual Differences Within Groups, Annual Convention of the American Psychological Association, Toronto, Canada.

Helms, J.E. (August 2003), Surviving Academia as a Student Interested in Researching Race and Culture, Suffolk University, Boston, MA.

Helms, J.E. (March 2004), Racial Disparity in New Haven's Promotional Tests, New Haven Civil Service Commission Meeting, New Haven, CT.

Helms, J.E. (March 2004), "The Impact of Racial Identity on Service Delivery and Outcomes", Workshop. St. Louis Community College, Diversity Conference, St. Louis, MO.

Helms, J.E. (March 2004) "Racial Dynamics in the Counseling Process," Keynote Address, St. Louis Community College, Diversity Conference, St. Louis, MO.

Helms, J.E. (March 2004), "No Place for Hate", Cultural Identity, Needham Human Rights Committee, Needham, MA.

Helms, J.E. (April, 2004), METCO Students, Brookline High School, Brookline, MA.

Helms, J.E. (April, 2004), Keynote Address, "Black Counseling Psychologists: The Past, Present, and Future." Howard University, Washington, D.C.

Helms, J.E.(July, 2004), Panel Discussion, "Let's Talk: Changing the Talk on Race," OCA Convention, Boston, MA.

Helms, J.E.(September, 2004), Panel Discussion, "Can We Talk?", Black Career Women's National Diversity Forum, Cincinnati, OH.

Helms, J.E.(October, 2004), Panel Discussion, "Diversity in Teaching and Research," Wheelock College, Boston, MA.

Helms, J.E.(November, 2004), "White Racial Identity Then and Now," Grand Valley State University, Allendale, MI.

Helms, J.E. (December, 2004) Seminar, "Racial Identity Development and African American School Achievement: What the Research Tells Us," Northeastern University, Boston, MA.

Helms, J.E. (January, 2005) Panel Discussion, "The Impact of Educational and Cultural Experience on Interpretation of Cognitive Test Scores." National Multicultural Conference and Summit, 2005, Hollywood, CA.

Helms, J.E. (February, 2005) Distinguished Speaker, "The Meaning of Race in Consumer Behavior Research." Society for Consumer Psychology Winter conference, St. Petersburg, FL.

Helms, J.E. (April, 2005) Girard Lecturer, "How Racial Identity and Other Racial Constructs Explain the Test-Score Achievement Gap." Scripps College, Claremont, CA.

Helms, J.E. (June, 2005) Co-presenter, "Race, Culture, and the Psychology of Working." NCDA Conference, Orlando, FL.

Helms, J.E. (July, 2005) Keynote Speaker, "The State of Measurement of Race and Culture in Disability Research." NIDRR Conference, Arlington, VA.

Helms, J.E. (September, 2005) Lecture, "Racial Identity and Hurricane Katrina." Wells College, Aurora, New York.

Helms, J.E. (November, 2005), Keynote Speaker, "A New Definition of Bias in Testing." HBCU Counseling Center Conference, Baltimore, MD.

Helms, J.E. (January, 2006), Hearing Officer, Public Forum on No Child Left Behind Act, Boston, MA.

Helms, J.E. (February, 2006), Keynote Speaker, "How Racial Identity and Other Racial Constructs Explain the Test-Score Achievement Gap." Annual Southeastern Conference on Cross-Cultural Issues in Counseling & Education, Georgia Southern University, Statesboro, GA.

Helms, J.E. (February, 2006), Invited Talk, "Racial Identity Development." Center for Multicultural Mental Health, Boston University School of Medicine, Boston, MA.

Helms, J.E. (March, 2006), Invited Talk, "Race is a Nice Thing to Have." White Privilege: Implications for the Catholic University, the Church, and Theology Conference, University of Notre Dame, South Bend, IN.

Helms, J.E. (December, 2006), Invited Talk, "Initiatives in Educational Transformation." George Mason University, Arlington, VA.

Helms, J.E.(March, 2007), Invited Talk, “Questions of Race,” Architecture – Race – Academe: The Black Architect’s Journey, MIT, Cambridge, MA.

Helms, J.E.(March, 2007), Keynote Speaker, Forum on High Stakes Testing, Tisch College of Citizenship and Public Service at Tufts University, Somerville, MA.

Helms, J.E. (December, 2007), Workshop, “Managing Race and Culture in the Schools,” METCO Directors’ Association Conference, Norwood, MA.

Helms, J.E. (January, 2008), NCSPP Mid-Winter Conference, “The Meaning of Race in Standardized Assessment,” Austin, TX.

Helms, J.E. (February, 2008), “Be the Change Series,” Stonehill College, Easton, MA.

Helms, J.E. (February, 2008), “Racial Identity Development in Society,” University of South Carolina.

2. Contributed Talks

“The Interpersonal Environment of Black Students on Predominantly White College Campuses.” Symposium chaired at ACPA Convention, Los Angeles, 1979.

“Minority Issues in Counseling.” Symposium chaired at APA, Montreal, 1980.

“Displaced Homemakers.” Paper presented at APGA Convention, Detroit, 1982.

“Stages of Development and Self-Disclosure” (with M.T. Brown). Poster session presented at APA Convention, Los Angeles., 1981.

“Symposium on Racial Identity Attitudes.” APA Convention, Toronto, Canada, 1984.

“Assessment and Diagnostic Issues in Cross-cultural Counseling.” Paper presented at APA Convention, Los Angeles, 1985.

Fretz, B.R., Lorion, R., & Helms, J.E. “Workshop on recruitment and retention of minority students.” Presented for American Psychological Association, New York, NY 1987.

“Racial identity and racism: Black and White College Students Attitudes.” Symposium (Chair). American Psychological Association Convention, Atlanta, GA, August 14, 1988.

“A ‘Hands on’ Examination of Methodological Issues in Cross-cultural Research,” Symposium (Chair & Discussant). American Psychological Association Convention, Atlanta, GA, August 12, 1988.

Helms, J.E. (Aug. 12, 1990). Black and White racial identity theory and professional interracial collaboration. Paper presented at Annual Convention of the American Psychological Association; Boston, MA.

Corbett, M.M., Helms, J.E., & Regan, A.M. (Aug. 14, 1992). A measure of Helms’ Immersion stage of White identity development. Poster session at the Annual Convention of the American Psychological Association; Washington, D.C.

Helms, J.E. (Aug. 15, 1992; Chair). Symposium: Racial identity theory: A framework for understanding diversity in organizations. Annual Convention of the American Psychological Association; Washington, D.C.

Helms, J.E. (Aug. 15, 1992). Roundtable discussion: The White researcher in multicultural counseling revisited-discussion and suggestions. Annual Convention of the American Psychological Association; Washington, D.C.

Helms, J.E. (Aug. 17, 1992). Discussant: Symposium, multicultural investigations – Empirical studies of racial identity, gender and acculturation. Annual Convention of the American Psychological Association; Washington, D.C.

Helms, J.E. (Aug. 13, 1995). Update of Helms’ racial identity model. Annual Convention of the American Psychological Association; NY, NY.

Helms, J.E. (Aug. 9, 1996). Multicultural training in Counseling Psychology at the University of Maryland. Paper presented in symposium on “Model Multicultural Training Programs in Psychology (Chair: Martha Bernal). Annual Convention of the American Psychological Association, Toronto, Canada.

Helms, J.E. (Aug. 11, 1996). Discussant in symposium on “The Affirmative Action Debate—Linking Research and Policy.” Annual Convention of the American Psychological Association, Toronto, Canada.

Miville, M.L. & Helms, J.E. (Aug. 12, 1996). Exploring relationships of cultural, gender and personal identity among Latinos and Latinas. Annual Convention of the American Psychological Association, Toronto, Canada.

Helms, J.E. (Aug. 15, 1997). Discussant in symposium: Cross-cultural research on racial identity, Zea, M.C. (Chair), American Psychological Association 105th Annual Convention, Chicago, IL.

Comilang, K.A., & Helms, J.E. (Aug. 16, 1997). Perceived child-rearing practices in interracial and monoracial families. American Psychological Association 105th Annual Convention; Chicago, IL.

Helms, J.E. (Aug. 16, 1997). Racial identity and racism: Current challenges. Art of symposium: Counseling Psychology Addresses Racism Training and Research. (M.G. Constantine, Chair) *American Psychological Association 105th Annual Convention*, Chicago, IL.

Helms, J.E. (Aug. 17, 1997). Discussant in symposium: Facilitating racial identity development in psychotherapy. *American Psychological Association 105th Annual Convention*, Chicago, IL.

Helms, J.E. (Aug. 1998). Symposium (Chair). Assessment of White Racial Identity. *American Psychological Association 106th Annual Convention*, San Francisco, CA.

Helms, J.E. (Aug. 16, 1998). Symposium presenter. White Racial Identity: Theory, development and other considerations. *American Psychological Association 106th Annual Convention*, San Francisco, CA.

Helms, J.E. (Chair). (Aug. 23, 1999). Symposium: African American Women as “Women” – Challenging Myths and Stereotypes. *107th Annual Convention of the American Psychological Association*, Boston, MA.

Helms, J.E. (Discussant) (Aug. 24, 1999). Symposium: Race Education Hurdles- Psychologists’ Experiences and Strategies Addressing Race and Racism. *107th Annual Convention of the American Psychological Association*, Boston, MA.

Helms, J.E. (Discussant). (Aug. 24, 1999). Symposium: Social Justice and Counseling Psychology. Presented at the *107th Annual Convention of the American Psychological Association*, Boston, MA.

Helms, J.E. (Aug. 4, 2000). Symposium: Model Minorities Coping with Racism. *108th Annual Convention of the American Psychological Association*, Washington, D.C.

Helms, J.E. (Aug.6, 2000). Symposium: To Define & Differentiate Race and Culture. *108th Annual Convention of the American Psychological Association*, Washington, D.C.

Helms, J.E. (August 8, 2000). Symposium: Using Structural Equation Modeling to Study People of Color. *108th Annual Convention of the American Psychological Association*, Washington, D.C.

Carter, R. & Helms, J.E. (February, 2002). Racial Harassment and Race-Based Trauma. Paper presented at the Winter Roundtable, Teachers College, Columbia University, New York, NY.

Carter, R. & Helms, J.E. (March 2002). Racial Discrimination and Harassment: A View from Psychology. Paper presented at the American Psychological Law Society, Division of APA. Austin, TX.

Helms, J.E. (Discussant). (Aug. 23, 2002). Symposium: Standardized Tests, Race, Culture: New Perspectives on Familiar Issues. *110th Annual Convention of the American Psychological Association*, Chicago, IL.

Carter, R. & Helms, J.E.(September 2002). Racial Discrimination and Harassment: A Race-Based Traumatic Stress Disorder. Paper presented at Orlando, FL.

Helms, J.E.(Discussant), (August 2003), Conceptual and Empirical Advancements in the Study of Whiteness. Annual Convention of the American Psychological Association, Toronto, Canada.

Helms, J.E., (November, 2004) Seminar, White Racial Identity...Then and Now, Grand Valley State University.

Helms, J.E., (Discussant), (January, 2005) The Impact of Educational and Cultural Experience on Interpretation of Cognitive Test Scores. *National Multicultural Conference and Summit, Hollywood, California*.

Helms, J.E., (Discussant), (February, 2005). Sharing our Psychological Works and Interests on Diversity in Massachusetts. *Committee on Ethnic Minority Affairs, Boston College, Massachusetts*.

Helms, J.E. (Discussant), (August, 2005). The Meaning of Race in psychology. APA Convention, Washington, D.C.

Helms, J.E. (August, 2005). Replacing race in testing. Paper presented in Invited Symposium: Effective strategies for the study of race in research and practice. APA, Washington, D.C.

Helms, J.E. (August, 2005). Role of race in the changing workplace. Paper presented in symposium: Changing World of Work-A Vocational Psychological Perspective. APA, Washington, D.C.

3. International Presentations

Keynote address: Black racial identity theory. The Psychology and Societal Transformation Conference. Capetown, South Africa, January 1994.

Invited Speaker, "Black in a White World", Bellagio Study and Conference Center, Bellagio, Italy, October 2004.

G. Exhibits, Performances, Demonstrations and Other Creative Activities

Originator of the Black and White Racial Identity Workshop (Presented in Maryland, New York and California).

Helms, J.E. (Panelist). (May 12, 1997). BSOS colloquium on race, urban povety areas, and social sciences. University of Maryland at College Park. (Videocassette).

Helms, J.E., Parker, P., & Nelson, H. (1991).. Dr Janet Helms on "racial identity" (Videocassette).

H. Contracts and Grants

Racial Conflict in Group Discussions on College Campuses. Funded by Institute of Dispute Resolution, August 1990-1992. \$55,000.

Addressing Cultural Factors and Mental Health Disparities in Research and Practice. Funded by NIMH, June 2007-2010. \$363,789.00

Integrating Race and Culture in Teaching, Funded by the American Psychological Association, June 2007. \$5,000.

I. Fellowships, Prizes and Awards

Appointed Fellow in division of Counseling Psychology (Division 17 of the American Psychological Association), 1987 (Awarded by the Association in recognition of outstanding and unusual contributions to the science profession of psychology).

Appointed Fellow in the Society for the Psychological Study of Ethnic Diversity (Division 45 of American Psychological Association), 1988. (Awarded by the Association in recognition of outstanding and unusual contributions to the science and profession of psychology.)

Was first recipient of the University of Maryland's Multicultural Community Classroom Climate Award, November 14, 1990.

Was first recipient of Teachers College Columbia University's Janet E. Helms Award for Scholarship and Research Mentoring, February 22, 1991. (This award, named to honor me, will be awarded annually to the person who best exemplifies my accomplishments in training culture-focused researchers.)

Recipient of the University of Maryland's Outstanding Minority Faculty Member of the Year Award, Presented May 16, 1991.

"Plaza of Heroines" engraved brick. Iowa State University, October 6, 1995.

Recipient of the Division 45, 1999 Distinguished Career Contributions to Research Award.

Recipient of the 2002 Leona Tyler Award. The Tyler award is given in recognition of an outstanding research career and is the Society of Counseling Psychology's highest research award.

Recipient of the 2006 American Psychological Association's Distinguished Contributions to Education and Training in Psychology Award.

Recipient of the 2007 Association of Black Psychologists' Distinguished Psychologist Award

Recipient of the 2008 American Psychological Association's Award for Distinguished Contributions to Research in Public Policy.

J. Editorship, Editorial Boards and Reviewing Activities

1. Editorial Boards

Editorial Board, 1997-present, *Journal of Psychological Assessment*

Editorial Board, 1978-1999, 2002-present, *Journal of Counseling Psychology*

Editorial Board, 1980-1982, *The Counseling Psychologist*

Editorial Board, 1998-2000, *Journal of Multicultural Counseling and Development*

Editorial Board (Council of Elders) 2001-present, *Cultural Diversity & Ethnic Minority Psychology*.

Ad hoc reviewer for Journal of College Student Personnel, American Psychologist, Journal of Leisure, Measurement and Evaluation in Guidance Journal, The Counseling Psychologist, Journal of Applied Social Psychology, Professional Psychology, Journal of Black Psychology, Psychology of Women Quarterly, Journal of Adolescent Psychology, Community Psychology, Journal of Personality and Social Psychology, Measurement and Evaluation in Guidance, Journal of Applied Social Psychology.

2. Review Panels

NIMH Internal Review Board 1979-1983

Site Visitor for Depression Collaborative Study, NIMH, 1979-1980

NIMH Ad hoc committee to Review Minority Research Centers,
April, 1990

Howard University, Internal Grants program, April, 1990

Ad Hoc NIMH reviewer, 1987, 1988 and 1989

Accreditation site visitor for New York State Doctoral Evaluation
Project, 1986-1987

Special group to review NIH Minority Mental Health Research Centers
April, 1994

Special Review Group on "Minority Access to Research Careers Program
Honors Undergraduate Research Training Grants," Department of
Health and Human Services, Washington, DC, Spring, 1992

Special Review Group on "Minority Access to Research Careers"
Department of Health and Human Services, Winter, 1996, Fall,
1997.

3. Books and Chapter Reviews

Greenwood Press

Sage Publishers

William C. Brown Publishers

III. Teaching and Advising

A. Courses Taught in Last Five Years

1. General

- Psych 336 Psychology of Women (approximate enrollment: 150)
- Psych 354 Cross Cultural Psychology (approximate enrollment: 150)
- Psych 718 Research Methods in Counseling Psychology (approximate enrollment: 7)
- Psych 718 Seminar on Cultural Issues in Counseling and Psychotherapy (approximate enrollment: 10)
- Psych 718 Cultural Issues in Practicum (approximate enrollment per semester: 5)
- Psych 718 Assessment (approximate enrollment per semester: 10)
- Psych 719 Assessment II (approximate enrollment per semester: 5)
- PY46501 Psychological Testing (enrollment ranges from 22 to 55)
- PY919 Seminar on Race, Gender, and Class

2. Independent Study, Tutorial, Internship

Supervised 4 to 6 supervisees in cultural issues practica

3. Advising (non-research):

- a. Undergraduate 3
- b. Graduate: 13
- c. Recruiting: recruit minority students in conjunction with the Committee on Ethnic Cultural Issues

4. Advising: Research Direction (completed) (In addition to the University of Maryland advisees listed, I also supervised the research of 9 Masters and 8 Doctoral students at Washington State and Southern Illinois Universities from 1975 through 1981 and 1 doctoral student at George Washington University in 1996.)

- a. Undergraduate

Wannon, M. (1983). Self-esteem and religious orientation among Jewish undergraduates (Honors undergraduate thesis).

Comilang, K. (1993). Child rearing practices in mixed race families (honors undergraduate thesis).

b. Masters

Ahrons, S. (1983). A study of the differences between binge and normal eaters on social anxiety levels, father-daughter relationships and dating relationships.

Alvarez, A.N. (1991). An examination of the relationship between White counselors' racial identity attitudes and their expectations about cross-racial counseling.

Bradby, D. (1986). Bi-racial counseling: Effects of White counselors' knowledge of the Black cultural experience and Black clients' racial identity attitudes on clients' satisfaction with counseling.

Canabal, Ines (1989). Eating disorders among Puerto Rican women (research competence).

Cannon, C. (1992). Premature termination and addiction of HIV counseling.

Carter, R.T. (1984). The relationship of Black racial identity attitudes and cultural value orientation (research competence).

Codrington, J. (2000). Coalitions in discussion groups.

Lyons, H. (2001). Affirmative action and stereotype threat as influences on test performance.

Mallinkrodt, B. (1982). Perceptions of disabled counselors.

McCargo, J. (1987). The effects of perceived parental physical and attitudinal similarities on racial identity attitudes.

Ossana, S. (1986). Relationships between women's perceptions of the campus environment, racial identity and self-esteem.

Paler, L. (1993). African American and Caribbean American value orientations.

Pannu, R. (1993). Cultural identity perceptions of family functioning of Asian Indians.

Piper, R.E. (1991). An examination of the relationship between racial identity attitudes and career concerns for black students.

Richardson, T. (1987). Relationship of Black males racial identity attitudes to perceptions of parallel counseling dyads.

Regan, A. (1988). A comparison of two cognitive schema models of gender bias (research competence).

Scarpellini Huber, J. (1991). An examination of the influence of White racial identity development on moral development.

Slyter, S. (1984). An exploration of the continuum hypothesis: A comparison of personality issues in eating disordered women.

Talleyrand, R. (1998). Racial identity and acculturation as influences on Black women's eating disorder symptomatology (Research Competence Project).

Turkson, M. (1998). Dimensions of depression and type of therapy as predictors of early working alliance.

Vineyard, S. (1984). Locus of control and perceptions of Black and White counselors.

c. Advising Doctoral

Alvarez, A.N. (1996). Asian American racial identity: An examination of world views and racial adjustment.

Bradby, D. (1991). The relationship of Black racial identity attitudes to college attrition.

Canabal, I. (1994). Latino group identity and collective self-esteem. Doctoral (continued)

Cannon, C.E. (2000). White racial identity and religious orientation.

Carter, R.T. (1987). An empirical test of theory on the influence of racial identity attitudes on counseling process.

- Comilang, K. (2003). Asian Americans' racial identity and cultural values as predictors of performance on neuropsychological tests.
- Corbett, M. (1994). White racial identity and narcissism.
- Davis, R. (1999). Women as perpetrators of aggression in relationships with male partners and close friends.
- Holliday, M. (1995). Cultural knowledge, racial climate and cognitive ability test performance.
- Jackson, S. (2000). Racial identity, acculturation, and CAT performance.
- Kohatsu, E. (1992). Acculturation and Asian racial identity.
- Lee, S. (1988). Self-concept correlates of Asian American cultural identity attitudes.
- Leong, F. (1988). Cross-cultural epidemiology of psychological disorders: A comparison of Asian ethnic groups.
- McCaine, J. (1986). The relationship of conceptual systems to racial and gender identity and the importance of reference group identity development on interpersonal styles of behavior and levels of anxiety.
- Mason, T. (2000). Psychological adjustment of African American college students.
- Meijer, C. (1992). White racial identity development and responses to diversity in an introduction to psychology course and curriculum.
- Mendelson, C. (1987). Adjustment to college: The role of perceptions of childhood interactions with parents, autonomy and social support.
- Miville, M. (1996). An assessment of the interrelationships of cultural, gender and personal identity of Latinos/as.
- Ossana, S. (1989). A test of developmental model of supervision.
- Paler, L. (1999). Racial identity, gender identity, and body image attitudes: An examination of the intersection of identities in Black women.

Pannu, R. (1995). Cultural interventions with Asian American clients in a single counseling session.

Pearl-Newkirk, N.J. (1994). The psycho-social correlated of academic success, satisfaction and retention among African-American graduate students.

Perine, R. (2000). Racial identity and test wiseness as influences of performance on standardized cognitive ability tests.

Petuchowski, S. (1988). Effects of sociopolitical characteristics of migration and resettlement on the adjustment of war refugees from El Salvador.

Piper, R. (1988). An examination of the stress and coping process of Black managers in predominantly White organizations.

Redman, D. (1995). Successful aging among Black elderly.

Regan, A. (1992). Search and commitment processes in White racial identity formation.

Richardson, T. (1991). The development of projective measure of White racial identity.

Scarpellini Huber, J. (1996). White racial identity and interracial contact. (Winner of Bartlett award).

Tallyrand, R. (2001). Racial identity and eating disorder symptomatology of African American women.

d. Research mentor

Dr. Donalda Cook, Minority Women's Leadership Fellowship, Sponsored by Kellogg Foundation (1987).

Dr. Kim Nickerson, post doctoral fellow. Sponsored by the University of Maryland, College Park, MD (1993-1994).

5. Advising: Research direction (In Progress)

Doctoral:

Kelurah Comilang (2000 to present)

Janna McCargo Andrews (1992 to present)

Miriam Phiels (1998 to present)

Kathleen Ting (2000 to present)

IV. Service

A. Professional

1. Offices and committee memberships

Secretary 1987-1990, Division 17 of American Psychological Association
Executive Board of Division 17, 1987-1990

Member-at-large, 1993-1997, Division 45 of American Psychological
Association
Executive Board of Division 45, 1993-1996

APA Council Representative (Representing Division 17), 1998-2001;
2003-present
Executive Board of Division 17, 1998-2001

Committees:

Program Committee, 1980-1982 (Division 17)
Committee on Women, 1980-1983 (Division 17)
Sheriff Award Committee, 1984-1985 (Division 35)
Scientific Affairs Committee, 1984-1986 (Division 17)
Chair, Affirmative Action Task Force, 1995-1996 (Division 45)
Member, Committee on Testing & Assessment, American Psychological
Association, 1997-1999
APA's representative to the Joint Committee on Psychological and
Educational Testing, 1998-present
Co-chair of the Joint Committee on Psychological and Educational
Testing, 2000-2002

President-elect of Division 17, the Society for Counseling Psychology, of
the American Psychological Association.

2. Paid consultancies

Ethiopian Community Center, Basic Skills for Counseling Refugees,
Washington, D.C. 1988

United Charities, Cultural values and racial identity, Chicago, IL, 1989
Ethiopian Community Center, Translation of the Hopkins Symptom
Checklist, 1989

Instructor for ABPP Summer Institute Workshop on Black/White
Interaction Theory, July, 1989

Matthew Clayton & Associates, Attorneys at Law, 1991
 Ohio State ADAMH, Columbus Ohio; January, 1992
 Notre Dame University; November, 1992
 Psychological Corporation, 1982, WISC-Revisions
 Acculturation Theory and Research: A Technical Assistance Workshop,
 September 9-10, 1996, NIMH; Parklawn Building.
 Texas Higher Education Coordinating Board, Austin, Texas.
 Consultant in reviewing a proposed doctoral program in Clinical
 Adolescent Psychology at Prairie View A&M University,
 April, 2004.

B. University

1. Departmental

Counseling Psychology Admissions Committee, 1981 to present
 Teaching Committee, 1981
 Multivariate Search Committee, 1984
 Tenure Review Committee, 1984
 Search Committee for Minority Faculty, 1983-1984
 CAPS Admissions Committee, Department of Education, 1984
 Minority Affairs Committee- 1983 to present
 Human Subjects Committee- 1989 to 1990
 Human Diversity Conference Committee, Psychology Department 1988
 Coordinator for Maryland Cross-Cultural Conference, Psychology
 Department, 1984 and 1985
 Graduate Committee, 1994 to present

2. Campus Activities

Institutional Review Board, 1983-1984
 President's medal committee, 1988-89 & 1990
 Chair, President's Commission on Ethnic Minority Issues (1992-1997)
 BSOS Tenure and Promotion Committee, 1993 & 1995
 Diversity Statement Working Group, 1996-1997
 Faculty representative, Black Faculty and Staff Association, 1996-present
 Search Committee for Associate Provost, for Faculty Affairs, 1997
 Search Committee for Dean of Lynch School, 2003-2004
 Chair, Search Committee for Nelson Chair, 2004-2005

3. Other

Counseling Center Learning Disabilities Committee, 1988-1989
 Career Counseling Committee, 1995

Campus Diversity Training Committee, 1994-1995