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Department of Educational Psychology
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EDUCATION

Ph.D. 2005	Counseling Psychology (APA-accredited) University of Wisconsin-Milwaukee
<i>Dissertation Title:</i>	<i>Unique Contributions of Career-Related Variables In Predicting Academic Persistence & Performance</i>
M.Ed. 1997	Vocational Rehabilitation Counseling University of Wisconsin-Milwaukee
B.A. 1994	Psychology University of Wisconsin-Milwaukee

PUBLICATIONS

REFEREED JOURNAL ARTICLES

***Student authors are boldfaced**

- Gore, P., Leuwerke, W., Metz, A.J., Brown, S., & **Kelly, A.R.** (2019). Measuring non-cognitive factors related to college student outcomes: Development and initial construct validation of the Student Strengths Inventory. *Journal of Career Assessment*, 27, 47-60.
- Zheng, R., Smith, D., Metz, A. J., Morrow, S., Pompa, J., Hill, J., & Rupper, R. (2019). Activation of older adults' schemas: the use of cognitive prompts to facilitate meaningful learning in caregiving. *International Journal of Education and Ageing*, 5(1), 43-60.
- Smith, D., Zheng, R., Metz, A. J., Morrow, S., Pompa, J., Hill, J., & Rupper, R. (2019). Role of cognitive prompts in video caregiving training for older adults: Optimizing deep and surface learning. *Educational Gerontology*, 45(1), 45-56. DOI: 10.1080/03601277.2019.1580442.
- Boveda, I., & Metz, A.J.** (2016). Predicting end of career transitions for baby boomers nearing retirement age. *Career Development Quarterly*, 64, 153-168.

- Metz, A.J., Hu, Q., Kelly, A. R., Fox, A.R., Shirley, D., & Shirey, L. (2015). Non-cognitive assessment in higher education: Social desirability and the prediction of college outcomes. *Journal of College Orientation and Transition*, 22(2), 5-22.
- Sovet, L., & Metz, A.J.** (2014). Parenting styles and career decision-making among French and Korean adolescents. *Journal of Vocational Behavior*, 84(3), 345-355.
- Dobson, L., Gardner, M., Metz, A.J., & Gore, P. (2013). The relationship between interests and values in career decision making: The need for an alternative method of measuring values. *Journal of Career Assessment*, 22 (1), 113-122.
- Tovar-Murray, D. Metz, A.J., & Jones, J. (2012). African American male college students' transitioning experiences at PWCUs, and coping strategies: A qualitative investigation. *The Journal of College Orientation and Transition*, 19(2), 57-69.
- Metz, A.J., Hu, Q., & Mitton, S. (2011). Using non-cognitive factors to promote academic success & college readiness. *Counseling: Italian Journal of Research and Application*, 4, 241-255.
- Metz, A.J. (2009). The role and function of professional school counselors in the United States. *Counseling: Italian Journal of Research and Application*, 3, 279-294.
- Metz, A.J. & Guichard, J. (2009). Vocational psychology and new challenges. *Career Development Quarterly*, 57 (4), 310-318.
- Metz, A.J., Fouad, N.A., & Ihle Helledy, K. (2009). Career aspirations and expectations of college students: Demographics and labor market influences. *Journal of Career Assessment*, 17, 155-171.
- Priester, P.E., Jones, J.E., Jackson-Bailey, C.M., Jana-Masri, A., Jordan, E., and Metz, A.J. (2008). An analysis of content and instructional strategies in multicultural counseling courses. *Journal of Multicultural Counseling & Development*, 36 (1), 29-39.
- Gore, P.A., Metz, A.J., Alexander, C. S., Hitch, J.L., & Landry, J. (2004). Assessing the short-term career goals of first-year business students. *Journal of the First-Year Experience*, 16, 1-18.
- Fouad, N.A., McPherson, R.H., Gerstein, L, Blustein, D.L., Elman, N., Ihle Helledy, K. & Metz, A.J. (2004). Houston, 2001: Context and legacy. *The Counseling Psychologist*, 32, 15-77.
- Fouad, N.A., Ihle Helledy, K., & Metz, A.J. (2003). Leadership in division 17: Lessons from the presidential addresses. *The Counseling Psychologist*, 31, 763-788.

AUTHORED BOOKS

- Gore, P., Leuwerke, W., & Metz, A.J. (in press). Gore, P., Leuwerke, W., & Metz, A.J. (2019). *Connections: Empowering college and career success*. (3rd edition.) Boston, MA: Bedford/St. Martin's.

Gore, P., Leuwerke, W., & Metz, A.J. (2019). *Connections: Empowering college and career success*. (2nd edition.) Boston, MA: Bedford/St. Martin's.

Gore, P., Leuwerke, W., & Metz, A.J. (2017). *Connections: Essentials* (Brief version of Connections text book below). Boston, MA: Bedford/St. Martin's.

Gore, P., Leuwerke, W., & Metz, A.J. (2016). *Connections: Empowering college and career success*. Boston, MA: Bedford/St. Martin's.

BOOK CHAPTERS

***Student authors are boldfaced**

Metz, A.J., & Gardner, M. K. (2020). Ability & aptitude assessment in career counseling. In S. Brown & B. Lent (Eds.), *Career Development and Counseling: Putting Theory and Research to Work* (3rd ed.). Hoboken, NJ: John Wiley & Sons.

Jones, J., & Metz, A.J. (2016). Making sense of all the words: Analyzing qualitative data. In M. L. Baran & J.E. Jones (Eds.), *Mixed Methods Research for Improved Scientific Study*. (pp. 197-213). Hershey, PA: Information Science Reference.

Metz, A.J., **Kelly, A.R.**, & Gore, P.A. (2015). Promoting transferable non-cognitive factors for college and career readiness. In K. Maree & A. Di Fabio (Eds.), *Exploring New Horizons in Career Counseling: Converting Challenges into Opportunities* (pp. 151-166). Boston, MA: Sense Publishers.

Metz, A.J., & Jones, J. (2013). Ability & aptitude assessment in career counseling. In S. Brown & B. Lent (Eds.), *Career Development and Counseling: Putting Theory and Research to Work* (2nd ed., pp. 449-476.). Hoboken, NJ: John Wiley & Sons.

Metz, A.J. (2009). Postsecondary models of career development and counseling in the United States. In A. Di Fabio (Ed.), *Career counseling e bilancio di competenze: Prospettive internazionali* (pp. 29-49). Florence, Italy: Giunti O.S. Organizzazioni Speciali.

Gore, P.A., & Metz, A.J. (2008). Advising for career and life planning. In V. N. Gordon, W.R. Habley, & T.J. Crites (Eds.), *Academic advising: A comprehensive handbook* (2nd ed., pp. 103-118). New York: Jossey-Bass.

Metz, A.J. (2005). Selecting instruments and exercises to facilitate the career development of students in transition. In P. A. Gore, Jr. (Ed.), *Facilitating the career development of students in transition* (Monograph No. 43, pp. 27-43). Columbia, SC: University of South Carolina, National Resource Center for The First-Year Experience and Students in Transition.

Ihle Helledy, K., Fouad, N., Anders, K., Gibson, P., Henry, C., Harris-Hodge, E., Jandrisevits, M.D., Jordan III, E.X., & Metz, A.J. (2004). The impact of cultural variables on vocational psychology: Examination of the Fouad and Bingham (1995) culturally appropriate career counseling model. In R. Carter (Ed.), *The Handbook of Racial-Cultural Psychology and Counseling: Practice and Training* (Volume 2, 167-184). Hoboken, NJ: John Wiley and Sons, Inc.

Fouad, N.A., Ihle Helledy, K. & Metz, A.J. (2003). Effective strategies for career counseling with women. In M. Kopala & M. Keitel (Eds.), *Handbook of counseling women*. (pp. 131-151). Thousand Oaks, CA: Sage Publications, Inc.

Solberg, V. S., Close, W. & Metz, A. J. (2001). "Promoting Success Pathways for Middle and High School Students: Introducing the Adaptive Success Identity Plan for School Counselors." In C. Juntunen & D. Atkinson (Eds.). *Counseling Across the Lifespan: Prevention and Treatment*. (pp. 135-157). Thousand Oaks, CA: Sage Publications, Inc.

ENCYCLOPEDIA ENTRIES

***Student authors are boldfaced**

Gore, P.A. & Metz, A.J. (2017). Promoting Successful Student Transition: First-Year Experience Programs. In P.N. Teixeira and J. C. Shin (Eds.), *Encyclopedia of International Higher Education Systems and Institutions*. (pp. 337-342). New York, NY: Springer Publishing Company.

Howard, B., & Metz, A.J. (2014). Schedules and Scheduling. In W. George Scarlett (Ed.), *Classroom Management: An A-to-Z Guide*. Thousand Oaks, CA: Sage Publications, Inc.

Gore, P.A. & Metz, A.J. (2005). Career assessment. In S. Lee (Ed.), *Encyclopedia of School Psychology*. (pp. 79-81). Thousand Oaks, CA: Sage Publications, Inc.

NON-REFEREED ARTICLES

***Student authors are boldfaced**

Stevenson, R., Metz, A.J., & **Snow, M.** (2010). Empowered high school parents. *ASCA School Counselor Magazine*, 47, 46-52.

INSTRUMENT DEVELOPMENT

Gore, P., Leuwerke, W., & Metz, A.J. (in press). *Achieving College & Career Excellence System (ACES) Inventory (2nd ed.)*. Boston, MA: Bedford/St. Martin's Press.

Gore, P., Leuwerke, W., & Metz, A.J. (2016). *Achieving College & Career Excellence System (ACES) Inventory*. Boston, MA: Bedford/St. Martin's Press.

Gore, P., Leuwerke, W., Brown, S., & Metz, A. (2009). *Student Strengths Inventory*. Buffalo, NY: Campus Labs.

COLLEGE SUCCESS COMMUNITY BLOGS

Metz, A.J. (October 2020). Addressing Diversity and Promoting Tolerance and Inclusion in Your Classroom. Boston, MA: Macmillan Learning, College Success Community Blogs.

ELECTRONIC MEDIA

- Metz, A.J. (2016). ACES Feedback Report. Online individualized feedback report accompanying *Achieving College & Career Excellence System (ACES) Inventory*. Boston, MA: Bedford St. Martin's.
- Metz, A.J. & Gore, P.A. (2003). Resume builder. In CD-ROM accompanying J.W. Santrock & J.S. Halonen (Eds.), *Your Guide to College Success: Strategies for Achieving Goals (3rd ed.)*. New York: Wadsworth Publishing.
- Metz, A.J. & Gore, P.A. (2003). Career timeline. In CD-ROM accompanying J.W. Santrock & J.S. Halonen (Eds.), *Your Guide to College Success: Strategies for Achieving Goals (3rd ed.)*. New York: Wadsworth Publishing.
- Gore, P.A., & Metz, A.J. (2003). An introduction to work values: Why people work. In CD-ROM accompanying J.W. Santrock & J.S. Halonen (Eds.), *Your Guide to College Success: Strategies for Achieving Goals (3rd ed.)*. New York: Wadsworth Publishing.
- Gore, P.A., & Metz, A.J. (2003). Preparation for work – preparation for life. In CD-ROM accompanying J.W. Santrock & J.S. Halonen (Eds.), *Your Guide to College Success: Strategies for Achieving Goals (3rd ed.)*. New York: Wadsworth Publishing.

UTAH PSYCHOLOGICAL ASSOCIATION NEWSLETTER CONTRIBUTIONS

- Metz, A.J. (2014, Winter). Renewing our commitment to our profession and community. *The Utah Psychologist*.
- Metz, A.J. (2013, Summer). Professional associations and their race for relevance. *The Utah Psychologist*.
- Metz, A.J. (2012, Summer). Annual meeting recap. *The Utah Psychologist*.
- Metz, A.J. (2010, Fall). APA 2010: Reflections from an Early Career Psychologist. *The Utah Psychologist*.
- Metz, A.J. (2010, Summer). UPA 60th Anniversary Celebration: Student Research Poster Session. *The Utah Psychologist*.
- Metz, A.J. (2009, Summer). It's a small world...and can be even smaller with international collaborations. *The Utah Psychologist*.
- Metz, A.J. (2008, Winter). Student loan repayment programs. *The Utah Psychologist*.

REFEREED CONFERENCE PRESENTATIONS

***Student authors are boldfaced**

- Metz, A.J., **Noel, N., Brandt, N., Dooley-Feldman, E., Findley, Mitchell, C., & Brooks, G.** (2020, January). Best practices in a college student success course. Poster

presentation at the 18th annual Hawaii International Conference on Education, Honolulu, Hawaii.

- Metz, A.J., **Noel, N., Brandt, N., Dooley-Feldman, E., Findley, Mitchell, C., & Brooks, G.** (2020, January). Promoting graduate student success & retention: Academic & psychosocial factors. Round table discussion at the 18th annual Hawaii International Conference on Education, Honolulu, Hawaii.
- Artman, S.E., Metz, A.J., Morrow, S.L. (2018, August). Out in Nature: Queer Environmental Identities. Poster presented at the annual American Psychological Association Conference, San Francisco, CA.
- Gore, P., Leuwerke, W., & Metz, A.J. (2017, February). *Recipe for success: Evidence, growth mindset, goal setting, and relevance.* Current topics presentation to be presented at the 36th annual First Year Experience Conference, Atlanta, GA.
- Hickam, S., Metz, A.J., & Artman, S.** (2016, August). *Non-cognitive and vocational predictors of college student GPA and persistence intentions.* Poster presented at the annual American Psychological Association Conference, Denver, CO.
- Metz, A.J., **Artman, S., Shirley, D., Andreason, H., & Noel, N.** (2016, February). *The role of self-efficacy beliefs in college student performance and persistence.* Poster presented at the 35th annual First Year Experience Conference, Orlando, FL.
- Metz, A.J., Leuwerke, W., & Gore, P. (2015, February). *Promoting College & Career Success in FYE Courses.* Presentation at the 34th annual First Year Experience Conference, Dallas, Texas.
- Metz, A.J., Gore, P., & Leuwerke, W. (2015, January). *Using non-cognitive assessment results to promote academic success and career readiness in post-secondary education.* Panel discussion presented at the 13th annual Hawaii International Conference on Education, Honolulu, Hawaii.
- Gore, P. & Metz, A.J. (2015, January). *Development, implementation, and evaluation of a statewide school counselor college and career readiness curriculum.* Poster presentation at the 13th annual Hawaii International Conference on Education, Honolulu, Hawaii.
- Yazzi, R., & Metz, A.J.** (2014, April). *How to effectively align Utah effective teaching standards with American Indian values: A first step for elementary school teachers.* Poster presentation at the Undergraduate Research Opportunities Program Symposium, Salt Lake City, Utah.
- McCadden, B., & Metz, A.J.** (2014, March). *How students, academicians, & practitioners can maximize training & practice: The why & how of taking on a leadership role in your state, provincial, or territorial psychological association (SPTA).* Roundtable discussion presented at the 2014 Counseling Psychology Conference, Atlanta, GA.
- Metz, A.J., **Fox, A.R., Hu, Q., Kelly, A., Shirey, L.D., & Shirley, D.M.** (2013, August). *The role of social desirability in predicting college performance using non-cognitive variables.*

- Poster presented at the annual convention of the American Psychological Association, Honolulu, HI.
- Metz, A.J. & **Kelly, A.** (2013, June). The role of non-cognitive factors in predicting and promoting high school student success. In P. Gore (Chair), *Promoting educational and career attainment of at-risk and underserved high school and college students: The role of non-cognitive and psychosocial factors*. Symposium presented at the international conference on Life Design and Career Counseling – Building Hope and Resilience, Padova, Italy.
- Metz, A.J., **Goldgar, E., Pappas, A., Yant, K., Fritzges, M., Mortimer, J., & Allred, H.E.** (2013, March). *Cultural differences in ideal size, body acceptance, and eating patterns of women*. Poster presented at the annual conference of the Association for Women in Psychology, Salt Lake City, UT.
- Metz, A.J. (2011, November). *Facilitating parent involvement*. Symposium presented at the annual Utah School Counselor Association (USCA) Conference in Sandy, Utah.
- Metz, A.J. (2011, September). An overview of non-cognitive factor intervention strategies and data use models. In P. Gore (Chair), *The role of noncognitive and motivational factors in college readiness, academic success and persistence*. Symposium presented at the international conference on Vocational Designing and Career Counseling, Padova, Italy.
- Mitton, S., & Metz, A.J.** (2011, September). High school based college access and readiness programs. In P. Gore (Chair), *The role of noncognitive and motivational factors in college readiness, academic success and persistence*. Symposium presented at the international conference on Vocational Designing and Career Counseling, Padova, Italy.
- Metz, A.J. & Gore, P.A. (2011, June). *Promoting college readiness*. Presentation at the annual International Conference on the First-Year Experience and Students in Transition in Manchester, England.
- Gore, P.A. & Metz, A.J. (2011, June). *The role of cognitive and non-cognitive factors in the academic success of first-generation versus multigeneration students: Research findings and applications*. Presentation at the annual International Conference on the First-Year Experience and Students in Transition in Manchester, England.
- Metz, A.J. (2010, June). *A high school assessment and intervention program to promote college readiness*. Presentation at the annual International Conference on the First-Year Experience and Students in Transition, Maui, Hawaii.
- Zalkind, B., Metz, A.J., & Tabet, J.** (2010, February). *Where do we go from here? Experiences and perceptions of recent college graduates*. Presentation at the annual Utah Conference on Undergraduate Research, Cedar City, Utah.
- Lund, E., & Metz, A.J.** (2009, November). *Postsecondary persistence intentions in students with physical and sensory disabilities*. Poster presentation at the annual meeting and conference of the Association of University Centers on Disabilities, Washington D.C.

- Metz, A.J. (2008, March). *Conversation with state psychology boards: Updates on new developments for early career psychologists*. Symposium chaired at the International Counseling Psychology Conference, Chicago, Illinois.
- Metz, A.J. (2007, November). *Evidence-based solutions for promoting students' academic and career success*. Presentation at the annual Utah School Counselor Association Conference, Ogden, Utah.
- Metz, A.J., Jones, J.E., & Tovar-Murray, D. (2007, August). Help seeking behavior of African American male college students: A qualitative investigation. In A.J. Metz & B. Noyes (Co-Chairs), *Men and therapy: Qualitative and quantitative investigations*. Symposium presented at the annual American Psychological Association Conference, San Francisco, California.
- Metz, A.J., Fouad, N., Ihle-Helledy, K. (2005, August). *Career aspirations and expectations of college students: Demographics and labor market influences*. Poster presented at the annual convention of the American Psychological Association, Washington, D.C.
- Metz, A.J., Jones, J., Pichette, G. & Becker, M. (2003, August). *College students with disabilities: Impact of college self-efficacy, coping style, and perception of family support on health outcomes and persistence intentions*. Poster presented at the annual convention of the American Psychological Association, Toronto, Canada.
- Metz, A.J., Alexander, C., Hitch, J., Landry, J., & Gore, P.A. (2003, February.) *The career development of first-year business students*. Poster presented at the Annual Conference on the First-Year Experience, Atlanta, Georgia.
- Metz, A.J. & Gore, P. (2002, August). *Social cognitive and person-environment predictors of career interests*. Poster presented at the annual convention of the American Psychological Association, Chicago, IL.
- Fouad, N., Metz, A.J. & Jandrisevits, M. (2002, August). *The Scientist-practitioner gap in vocational psychology*. Poster presented at the annual convention of the American Psychological Association, Chicago, IL.
- Priester, P., Ingham, M., Jackson-Bailey, C., Jordan, E., Jones, J., Masri, A. & Metz, A.J. (2002, August). *Content analysis of multicultural counseling courses associated with APA accredited Counseling Psychology programs*. Poster presented at the annual convention of the American Psychological Association, Chicago, IL.
- Pichette, G., Metz, A.J., Jones, J. & Becker, M. (2002, April). *College students with disabilities: Self-efficacy, employment and inclusion*. Workshop presented at the annual Wisconsin Rehabilitation and Transition Training Conference, Kohler, Wisconsin.
- Metz, A.J. (2002, April). The relative emphasis of three subcomponents of the multicultural competencies in APA accredited Counseling Psychology programs' multicultural counseling courses. In P.E. Priester (Chair), *Content analysis of multicultural counseling courses associated with APA accredited Counseling Psychology programs*. Symposium presented at the annual Great Lakes Counseling Psychology Conference, East Lansing, Michigan.

- Pichette, G., Metz, A.J., Jones, J. & Becker, M. (2002, March). *College students with disabilities: Impact of college self-efficacy, coping style, and perception of family support on health outcomes and persistence intentions*. Symposium presented at the annual School of Education Research Conference, Milwaukee, Wisconsin.
- Fouad, N., Gibson, P., Ihle-Helledy, K., Jandrisevits, M., Jordan, E., Gibson, P., & Metz, A.J. (2001, August). *Exploring differential status identity*. Poster presented at the annual convention of the American Psychological Association, San Francisco, California.
- Fouad, N., Metz, A.J., Anders, K., Gibson, P., Harris-Hodge, E., Ihle-Helledy, K., Henry, C., Jandrisevits, M. & Jordan, E. (2001, March). *The impact of cultural variables on vocational psychology: Examination of the Fouad & Bingham model of career counseling*. Symposium presented at the annual School of Education Research Conference, Milwaukee, Wisconsin.
- Fouad, N., Metz, A.J., Anders, K., Gibson, P., Harris-Hodge, E., Ihle-Helledy, K., Henry, C., Jandrisevits, M. & Jordan, E. (2001, February). *The impact of cultural variables on vocational psychology: Examination of the Fouad & Bingham model of career counseling*. Poster presented at the 5th Biennial Conference of the Society for Vocational Psychology, Houston, Texas.
- Fouad, N., Ihle-Helledy, K. & Metz, A.J. (2001, February). *Social action in urban settings*. Workshop presented at the 5th Biennial Conference of the Society For Vocational Psychology, Houston, Texas.
- Jones, J., Solberg, V.S., Close, W. & Metz, A.J. (2000, August). *Career aspirations of low-income diverse urban youth*. Poster presented at the annual convention of the American Psychological Association, Washington, D.C.
- Solberg, V.S., Close, W., & Metz, A.J. (2000, March). *Building success pathways to improve school outcomes*. Symposium presented at the annual School of Education Research Conference, Milwaukee, Wisconsin.
- Solberg, V.S., Johnston-Rodriguez, S., Close, W., Metz, A.J., & Jones, J. (1999, August). *A qualitative investigation of career barriers for diverse urban youth*. Poster presented at the annual convention of the American Psychological Association, Boston, Massachusetts.
- Solberg, V.S., Johnston-Rodriguez, S., Close, W. & Metz, A.J. (1999, August). *Vocational interventions that promote success*. Symposium presented at the annual convention of the American Psychological Association, Boston, Massachusetts.
- Metz, A.J., Close, W., & Solberg, V.S. (1999, August). *Frank Parsons on vocational interventions to create social change*. Roundtable discussion presented at the annual convention of the American Psychological Association, Boston, Massachusetts.
- Solberg, V.S., Torres, J., Close, W., Carlstrom, A. & Metz, A.J. (1999, March). *Investigating the psychosocial factors related to student success and retention: Introducing the Adaptive Success Identity Plan (ASIP)*. Symposium presented at the annual School of Education Research Conference, Milwaukee, Wisconsin.

NON-REFEREED RESEARCH PRESENTATIONS

***Student authors are boldfaced**

Artman, S., Shirley, D., Andreason, H., & Metz, A.J. (2015, April). *The role of self-efficacy beliefs in college student performance and persistence*. Poster presented at the annual College of Education Research Fair at the University of Utah, Salt Lake City, UT.

Hickam, S., Artman, S., & Metz, A.J. (2015, April). *Examining non-cognitive predictors of college student GPA and persistence intentions*. Poster presented at the annual College of Education Research Fair at the University of Utah, Salt Lake City, UT.

Goldgar, E. & Metz, A.J. (2015, March). *Promoting healthy body image in children: A preventative resource for educators*. Symposium presented at the annual Undergraduate Research Conference at the University of Utah, Salt Lake City, UT.

WORKSHOPS/TRAININGS DELIVERED

Metz, A.J. (2012, February 22). *Disordered eating and body acceptance*. Half-day workshop attended by master's level professional counseling students in Jacksonville, FL.

Metz, A.J. (2012, February 20). *Disordered eating and body acceptance*. Half-day workshop attended by master's level professional counseling students in Jacksonville, FL.

Metz, A.J. (2011, November). *The Student Strengths Inventory*. Three hour training attended by AVID tutors in Granite School District in Salt Lake City, UT.

Metz, A.J. (2011, October). *Empowering high school parents*. Half-day workshop attended by school counselors in Salt Lake City School District in Salt Lake City, UT.

Metz, A.J. (2011, August). *Empowering high school parents*. Half-day workshop attended by school counselors in Provo City School District in Provo, UT.

Metz, A.J. (2011, July 28). *Empowering high school parents*. Half-day workshop attended by school counselors in Odgen County School District in Odgen, UT.

Metz, A.J. (2011, July 22). *Empowering high school parents*. Half-day workshop attended by school counselors in Grand County School District in Moab, UT.

Metz, A.J. (2011, June). *Empowering high school parents*. Half-day workshop attended by school counselors in Washington County School District in St. George, UT.

Metz, A.J. (2011, May 18). *Integrating personal & career counseling*. Half-day workshop attended by master's level professional counseling students in Dallas, TX.

Metz, A.J. (2011, May 16). *Integrating personal & career counseling*. Half-day workshop attended by master's level professional counseling students in Dallas, TX.

Metz, A.J. (2011, May). *Developing skills important for college, work, and life*. After school program attended by North West Middle School students, Salt Lake City, UT.

- Metz, A.J. (2011, March). *The dissertation proposal: Demystifying the process*. Three hour workshop attended by Counseling Psychology doctoral students in Salt Lake City, UT.
- Metz, A.J. (2011, February). *Studying for the EPPP: Tips & tricks*. Three hour workshop attended by doctoral students, psychology interns, and early career psychologists in Salt Lake City, UT.
- Metz, A.J. (2008, February). *Clinical issues for persons with disabilities*. Staff development training attended by psychologists, counselors, and social workers at the University of Utah Counseling Center, Salt Lake City, Utah.
- Metz, A.J., Pickett, R.F., Weitzman, L., & Najjar, L. (2007, April). *Go Girlz Career Exploration Workshop*. Workshop presented to minority, first generation, and economically disadvantaged 6-12th grade females in the Salt Lake City School District, Salt Lake City, UT.
- Metz, A.J., & Pickett, R.F. (2007, January). *Got College?* Career exploration workshop presented to Pacific Islander high school students in the Salt Lake City School District, Salt Lake City, UT.

KEYNOTES & INVITED PRESENTATIONS

NATIONAL

- Metz, A.J. (2020, November). *Fostering a positive mindset and effective learning environment in the online college classroom during the COVID-19 pandemic*. Invited presentation at the Virtual College Success Conference hosted by Macmillan Publishing Company held on November 20, 2020.
- Metz, A.J. (2020, July). *How to best support instructors during COVID*. Invited panel presenter at the Macmillan Learning National Sales Meeting held online July 28, 2020.
- Metz, A.J. (2018, January). *Positive psychological interventions for student success*. Invited speaker to Macmillan Learning National Sales Meeting in Phoenix, AZ.
- Metz, A.J. (2017, August). *The national perspective on the first year of college: What we need to know*. Key note speaker for the 8th Annual Professional Development Retreat for Faculty Teaching First-Year Students at California State University – San Marcos.
- Gore, P., Leuwerke, W., & Metz, A.J. (2017, February). *Facilitating Academic Success & Career Development at Two and Four Year Colleges*. Invited presentation to Georgia State University and Georgia Perimeter College, Atlanta, GA.
- Metz, A.J. (2016, May). *Promoting college and career success: New answers for old questions*. Key note speaker for First Year Experience retreat at Louisiana State University – Alexandria.

Gore, P., Leuwerke, W., & Metz, A.J. (2016, January). *College Success*. Invited panel presentation at the Macmillan Learning National Sales Meeting in Huntington Beach, CA.

LOCAL

Metz, A.J. (2020, October). *Tips & tricks for applying to graduate school*. Presentation to undergraduate students at Southern Utah University.

Metz, A.J. (2020, September). *Applying for and landing an academic position*. Presentation to the Utah Psychology Internship Consortium.

Metz, A.J. (2019, September). *Applying for and landing an academic position*. Presentation to the Utah Psychology Internship Consortium.

Metz, A.J. (2017, October). *Teaching First Year Students: Best Practices for Academic Success*. Invited speaker to University of Utah History faculty and teaching assistants, Salt Lake City, UT.

Metz, A.J. (2012, June). *The Race for relevance: Five radical changes for professional associations*. Keynote presentation at the annual Utah Psychological Association Board Member Retreat, Salt Lake City, Utah.

Metz, A.J. (2012, May). *Developing skills important for college, work, and life*. Keynote speaker at Glendale Middle School Career Day, Salt Lake City, Utah.

Metz, A.J. (2011, January). *Non-cognitive abilities: Attending to the other half of college and career readiness*. Invited presentation to the Utah Business Education Support Trust (UBEST), Salt Lake City, Utah.

OTHER PRESENTATIONS

Metz, A.J. (2016, January). *Perspectives on multiculturalism, diversity, and social justice*. Invited panel presenter for the Department of Educational Psychology Diversity Committee at the University of Utah, Salt Lake City, UT.

Metz, A.J. (2015, February). *Using Career Construction Theory*. Invited presentation to the Career Development & Assessment course at the University of Utah, Salt Lake City, UT.

Metz, A.J. (2014, September). *Demystifying the dissertation research process*. Invited presentation for the Research Seminar Series in the College of Education at the University of Utah, Salt Lake City, UT.

Metz, A.J. (2013, October). *Consultation, Collaboration, and Parent Involvement*. Invited presentation to the School Psychology doctoral students at the University of Utah, Salt Lake City, UT.

Metz, A.J. (2012, April). *Interpreting the Strong Interest Inventory*. Invited presentation to the Career Development & Assessment course at the University of Utah, Salt Lake City, UT.

AWARDS/HONORS

Teaching Award College of Education, University of Utah	2017
Achiever Beaver Award Department of Educational Psychology, University of Utah	2016
Celebrate U – Showcase of Extraordinary Faculty Achievements University of Utah	2016
Early Career Teaching Award University of Utah	2015
Nominee, The Kirkwood Difference Award Kirkwood Community College, Cedar Rapids, IA	2006
Nominee, Outstanding Dissertation Award University of Wisconsin-Milwaukee	2006
STAR Award (“Staff That Are Remarkable”) Division of Student Affairs, Illinois State University	2005
Graduate Student Research Award American Psychological Association, Division 22 - Rehabilitation Psychology	2003

GRANT & CONTRACT ACTIVITY

FUNDED

Fischer, A., Illapperuma, C., Renshaw, T., Kleinschmit, K., & Metz, A.J. (February 2021). Measuring the Impact of Multi-tiered School Mental Health Supports on Rural Student Wellbeing. Submitted to the ULEAD and Utah State Board of Education on December 18, 2020. \$24,700 (Funded).

Metz, A.J. (May 2019). HB 198 College & Career Readiness Certificate Program Evaluation Proposal. Submitted to Utah State Board of Education on April 26, 2018. \$10,000. (Funded).

Johnson, D., Metz, A.J., & Tao, K. (March 2017). Factors for STEM Student Success: The Relative Influence of Self-Efficacy, Mentorship, Leadership, & Belonging. Submitted to the National Science Foundation, Program for Scholarships in Science, Technology, Engineering, and Mathematics (S-STEM) on March 29th, 2017. \$650,000. (Funded).

Gore, P. (Took over as PI on 8/15/15). Advancing Utah’s College Readiness Agenda through Professional Development, Cultivating Partnerships, & Direct Service. \$67,600. (Funded).

Zheng, R., Butcher, K., Gore, P., & Metz, A.J. (2011). *Utah Futures Evaluation*. Utah State Office of Higher Education. \$50,000 (Funded).

Metz, A.J. (2011). *The College Access & Readiness Program*. Utah System of Higher Education (USHE) Subgrant, IMPACT Improving Preparation, Access, & Communities Together. \$50,000 (Funded).

Metz, A.J., & Gardner, M.K. (2008). *Enhancing Student and Instructor Success Using New Technology*. University of Utah, University Teaching Committee Grant, \$2000. (Funded).

SUBMITTED

Wiese, J. (PI), Chen, J. (Co-PI), Metz, A.J. (Co-PI), & Srikumar, V. (Co-PI). Research on Emerging Technologies for Teaching and Learning (RETTL): Teaching Time Management Skills in Context with an AI-Enabled Digital Coach. Submitted to the National Science Foundation on January 25, 2021. \$850,000.

Furse, C.M. (PI), Rasmussen, A. (Co-PI), Metz, A.J. (Sr. Personnel), & Ziegenfuss, D. (Sr. Personnel), (December 2020). Engaged Mentoring for Electrical and Computer Engineering Retention and Career Readiness through Deeper Integration with Industry. Submitted to the National Science Foundation, Improving Undergraduate STEM Education (IUSE) Program on December 4, 2020. (\$600,000).

Furse, C.M. (PI), Metz, A.J. (CPI), & Tao, K. (CPI). (November 2020). Lean Canvas for Invention. Submitted to the National Science Foundation, Innovations in Graduate Education (IGE) Program on November 1, 2020. (\$500,000).

NOT FUNDED

Wiese, J. (PI), Chen, J. (Co-PI), Metz, A.J. (Co-PI), & Srikumar, V. (Co-PI). FW-HTF-P: Supporting Time Management in Self-Directed and Flexible Future Work Environments with an AI-Enabled Digital Coach. (March 2020). Submitted to the National Science Foundation on March 9, 2020. \$150,000. (Not funded).

Solzbacher, F. (PI), Furse C.M. (Co-PI), Rasmussen, A. (Co-PI), Walker, R. (Co-PI), Myers, C. (Co-PI), Kalla, P., (Sr. Personnel), Ziegenfuss, D. (Sr. Personnel), & Metz, A.J. (Sr. Personnel). (February 2020). IUSE/PFE-RED Innovation: Revolutionizing Electrical Engineering Career Readiness through Deeper Integration with Industry. Submitted to the National Science Foundation on February 7, 2020. \$2,000,000. (Not funded).

Furse, C.M. (PI), Metz, A.J. (CPI), Masood, P., Tao, K. (CPI), Knudsen, R.E. (PLIA), & Hoskins, J. (OSP). (September 2019). Lean Canvas for Invention. Submitted to the National Science Foundation on November 14th, 2019. \$427,705. (Not funded).

Furse, C.M. (PI), Metz, A.J. (CPI), Tao, K. (CPI), Knudsen, R.E. (PLIA), & Hoskins, J. (OSP). (September 2018). Lean Canvas for Invention. Submitted to the National Science Foundation on September 25th, 2018. \$499,367. (Not funded).

Butcher, K., Runburg, M., & Metz, A.J. (September 2017). STEM Learning with Digitized Museum Collections: Examining the Cognitive and Affective Impact of 3D Digital Objects for Authentic Science Investigations. Submitted to the National Science Foundation on September 11th, 2017. \$1,000,000. (Not Funded).

Burrow-Sanchez, J., Metz, A.J., Dorn, U., Taylor, J. (June 2017). Utah Behavioral Health Education & Training (U-BET) Program. Submitted to the U.S. Department of Health & Human Services, Health Resources & Services Administration (HRSA), Behavioral Health Workforce Education and Training (BHWET) Program on June 1, 2017. \$480,000. (Not Funded).

Butcher, K., Cook, A., Metz, A.J., & Tao, K. (Submitted 2014). GIRLS GO STEM: **Girls** Gaining Opportunities in **STEM** via **Technology-Enabled Mentoring**. Submitted to the National Science Foundation, Program for Innovative Technology Experiences for Students and Teachers. \$750,000. (Not Funded).

Butcher, K., Cook, A., Metz, A.J., & Tao, K. (Submitted 2012). *Preparing for STEM Careers: Examining the Impact of a Science and Robotics Competition*. Submitted to the National Science Foundation, Program for Innovative Technology Experiences for Students and Teachers. \$1.2 million. (Not Funded).

Metz, A.J. (2010). *Recruiting, Retaining, and Facilitating the Early Career Success of Teachers*. University of Utah, College of Education New Faculty Initiative Grant, \$7600. (Not Funded).

ACADEMIC APPOINTMENTS

Associate Professor 8/16 – present	Department of Educational Psychology University of Utah
Assistant Professor 8/09 – 7/16	Department of Educational Psychology University of Utah
Instructor 8/11 – 12/12	School of Social and Behavioral Sciences Capella University
Program Faculty II 8/07 – 7/15	Graduate Program in Genetic Counseling University of Utah
Visiting Assistant Professor 8/07 – 8/09	Department of Educational Psychology University of Utah
Adjunct Faculty 1/07 – 5/07	Department of Developmental Education Salt Lake Community College
Faculty 8/05 – 8/06	Department of Social Science Kirkwood Community College, Cedar Rapids, IA
Adjunct Faculty 8/03-7/04	Department of Social Science Kirkwood Community College, Cedar Rapids, IA
Instructor 8/02-12/02	Pre-Major Advising Southern Illinois University, Carbondale, IL
Instructor 1/02-5/02	Department of Educational Psychology University of Wisconsin-Milwaukee, Milwaukee, WI

Instructor
9/01-12/01

Department of Educational Psychology
University of Wisconsin-Milwaukee, Milwaukee, WI

Academic Coordinator
8/98-5/00

Adaptive Success Identity Program
South Division High School, Milwaukee, WI

REPRESENTATIVE COURSES TAUGHT

UNIVERSITY OF UTAH

Counseling Skills
Group Counseling in the Schools
Group Counseling
Career Development Theory and Assessment in the Schools
Career Development Theory and Assessment
Practicum in School Counseling
Professional Issues in School Counseling
Internship in Clinical Mental Health Counseling
Internship in School Counseling
Practicum in Counseling Psychology

CAPELLA UNIVERSITY

Counseling Skills
Counseling Theories
Counseling & Clinical Psychology Track 3 (Ethics, Assessment, Intervention, & Multiculturalism)

SALT LAKE COMMUNITY COLLEGE

Human Relations for Career Development

KIRKWOOD COMMUNITY COLLEGE

Introduction to Psychology
Developmental Psychology

SOUTHERN ILLINOIS UNIVERSITY - CARBONDALE

University 101: The First-Year Experience

UNIVERSITY OF WISCONSIN-MILWAUKEE

Practicum in School and Community Counseling

STUDENT MENTORING

DISSERTATION CHAIR

Dooley-Feldman, E. (Co-Chair, 2021-present). *Impact of a Social Emotional Learning (SEL) School Culture on Students and Teachers.*

Brandt, N. (Co-Chair, 2020-present). *First generation college student athletes and factors promoting their academic success.*

Cornejo, P. (Co-Chair, 2020-present). *Social Validity of a Psychoeducational Program for Spanish-Speaking Caregivers.*

Noel, N. (2019-2020). *Can a positive psychology course promote academic success, retention, and well-being?*

Shirley, D. (2016-2019). *Veteran college students: Variables impacting persistence and performance.*

Artman, S. (2016-2019). *Out in nature: Queer environmental identities.*

Andreason, H. (2016-2019). *Well-being and optimal performance in psychotherapy practice: A phenomenological study.*

Varela, A. (2016-2018). *Investigating the mediating role of familism and parenting practices in the relationship between acculturation and Hispanic adolescent drug and alcohol use.*

Boveda, I. (2014-2016). *Biracial and biethnic women's perceptions of parental attitudes regarding their bodies: A qualitative investigation into body image.*

Turnidge, N. (2011-2016). *Polynomial regression: A novel approach for examining predictors and outcomes of informant discrepancies in youth witnessed violence.*

Stevenson, R. (2011-2013). *Predictors of ambivalent sexist attitudes toward women in a latter-day-saint (LDS) adult sample: A test of Glick and Fiske's ambivalent sexism theory.*

Lopez, A. (2008-2012). *The impact of acculturation, ethnic identity, and peer influence on health-risk behaviors of Latino middle school students.*

PRE-DISSERTATION RESEARCH PROJECT CHAIR

Hill, K.C. (2020-present). *College adjustment during COVID-19.*

Findley, S. (2019-present). *Factors promoting college student veteran success.*

Dooley-Feldman, E. (2018-2020). *The relative influence of non-cognitive factors on academic outcomes and reduction of distress: A residential treatment center model.*

Brandt, N. (2017-2019). *ABC's: Athletes beyond classroom and sport. Life skills and career programming for student athletes.*

Noel, N. (2015-2017). *The role of grit in college student outcomes.*

Artman, S. (2014-2016). *Ecopsychology practices to promote body acceptance.*

Andreason, H. (2013-2015). *Attitudes toward multiple role planning among contemporary college women and men.*

Shirley, D. (2012 – 2015). *Examining the effectiveness of an intervention promoting academic success and college readiness in American Indian high school students.*

Boveda, I. (2011-2013). *Person inputs, self-efficacy, and choice actions as antecedents for end of career transition in the aging population.*

Turnidge, N. (2008-2010). *Parental attachment and separation: A path analysis of social cognitive career theory components.*

Stevenson, R. (2008-2010). *Development of a standardized measure assessing parent involvement and its impact on high school academic achievement.*

UNDERGRADUTE STUDENT MENTORING

Innovation Scholar Mentor, Lassonde Entrepreneur Institute, University of Utah
 Richards, A. (2017-present). *Successfully navigating the educational pipeline: From middle school to high school to college.*
 Ferrario, C. (2015-2016). *Building Education Together (BET) Program.*

Honors Thesis Chair, Urban Institute for Teacher Education, University of Utah
 Goldgar, E. (2012 – 2015). *Promoting healthy body image in children: A preventative resource for educators.*
 Yazzie, R. (2012 – 2014). *How to effectively align Utah effective teaching standards with American Indian values: A first step for elementary school teachers.*

Undergraduate Research Opportunity Program (UROP) Mentor, Department of Psychology
 Ferrario, C. (2015-2016). Topic: Building Education Together (BET) Program
 Goldgar, E. (2014-2015). Topic: Curriculum for Body Acceptance in Children
 Zalkind, B. (2009 - 2010). Topic: Employment of undergraduates in Humanities

Research Supervisor, Department of Psychology, University of Utah
 Kim, D. (2014-2015). Topic: 1.5 Generation Korean American Students
 Tabet, J. (2009 - 2010). Topic: Psychological impact of unemployment
 Mitton, S. (2011 – 2012). Topic: College readiness in high school students.

Research Supervisor, Department of Psychology, University of Montana
 Lund, E. (2008 - 2009). Topic: Academic success and students with disabilities.

Research Supervisor, Department of Psychology, University of Puget Sound
 Fox, A. (2011 – 2014). Topic: Non-cognitive assessment.

THESIS/DISSERTATION COMMITTEE MEMBERSHIP

Dissertation Committee Membership

Camara Chea	2020-present
Benjamin Ratcliff	2020-present
Jessica Totsky	2020-present
Ali Kolaski	2020-present
Yifat Levenstein	2020-present
Magenta Silberman	2019-2021
Keith Gunnerson	2019-present
Amber Whiteley	2018-2019
Jacqueline Barco	2018-present
Danielle Marie Geerling (Department of Psychology)	2018-2020
Michelle Glaittli (University of Phoenix)	2017-2018

Bradley Bloomfield	2016-2017
Derek Smith	2016-2018
Udita Gupta	2014-2015
Melissa Shreve	2014-2018
Elizabeth Gosset-Swann	2013-2018
Ali Pappas	2013-2016
Qin Hu	2012-2017
Tiffany Iskander	2011-2013
Alex Kelly	2011-2016
Jessica Jewell	2011-2017
Patrick McShane (Department of Education, Leadership, & Policy)	2011-2017
Beth McCadden	2010-2016
Sara Hill	2010-2015
Elizabeth Proemmel	2010-2014
Missy Dixon	2010-2016
Whitney Hagen	2010-2013
Will Elder	2010-2013
Miki Skinner	2010-2013
Kevan LaFrance	2009-2012
Stephanie Hoover	2010-2012
Jim Asbrand	2010-2011
Gina Lee	2009-2011
Tamara Abousleman	2008-2009
Julie Goudie-Nice	2008-2009
 Master's Thesis Committee Membership	
Miki Skinner	2008-2009
Will Elder	2008-2009
Stephanie Hoover	2008-2009
Chezlie Jedrziwski	2008-2009

CLINICAL EXPERIENCE

Postdoctoral Fellow 8/06-7/07	University Counseling Center University of Utah, Salt Lake City, UT
Pre-Doctoral Internship (APA-accredited) 8/04-8/05	Student Counseling Services Illinois State University, Normal, IL
Career Counselor 8/02-5/03	Office of Pre-Major Advising Southern Illinois University, Carbondale, IL
Career Counselor 8/02-5/03	College of Business Administration Southern Illinois University, Carbondale, IL
Clinical Supervisor (Sup of Sup) 9/01-5/02	Department of Educational Psychology University of Wisconsin-Milwaukee, WI
Counselor (Practicum) 9/00-5/01	Alverno College Milwaukee, WI

Counselor (Practicum) 8/99-5/00	The Counseling Center of Milwaukee Milwaukee, WI
Group Facilitator 9/99-5/00	South Division High School Milwaukee, WI
Rehabilitation Counselor 5/97-8/98	Milwaukee Center For Independence Milwaukee, WI
Pre-Master's Internship 1/97-6/97	Center for Disability Related Resources University of Arizona, Tucson, AZ
Sport Therapy Assistant (Fieldwork) 1/97-6/97	Center for Disability Related Resources University of Arizona, Tucson, AZ
Rehabilitation Counselor 1/97-6/97	State of Arizona Rehabilitation Services Division of Vocational Rehabilitation, AZ
Career Counselor (Fieldwork) 1/96-5/97	Milwaukee Center for Independence Milwaukee, WI

RELATED WORK EXPERIENCE

Textbook Reviewer 3/10-4/10	Topic: Career Development Interventions Publisher: Pearson Education
Career Consultant 9/06-5/07	Academic Advising, Salt Lake Community College Salt Lake City, UT
Research Consultant 1/03-8/04	Therapies East Associates Milwaukee, WI
Coordinator 1/03-7/04	Imagine Your Future Career Panels Kirkwood Community College, Cedar Rapids, IA
Research Consultant 1/03-5/03	Program Evaluation for Education and Community Carbondale, IL
Research Assistant 1/03-5/03	Telehealth Grant Project Southern Illinois University, Carbondale, IL
Assistant to Division 17 President 5/00-5/01	University of Wisconsin-Milwaukee Milwaukee, WI
Assistant to Chair 5/00-5/01	Task Force on the Status of Women University of Wisconsin-Milwaukee, WI
Grant Coordinator 6/99-6/00	Adaptive Success Identity Program South Division High School, Milwaukee, WI

Research Assistant
9/95-5/96

Milw. Co. Exec. Office for Persons w/Disabilities
Milwaukee, WI

LEADERSHIP POSITIONS

Interim Director, Undergraduate Major in Educational Psychology 8/1/19-present

- Co-authored undergraduate major proposal
- Presented proposal to undergraduate council, Academic Senate Executive Committee, Chief Academic Officers, and Board of Trustees
- Created syllabi for 10 of the undergraduate major courses and sought approval through curriculum committee
- Outlined program of study for 4-year program and transfer students

Associate Chair, Educational Psychology 1/1/19-present

- Attend and participate staff meetings
- Document department assessment plan and learning outcomes for NWCCU accreditation
- Write Graduate Council Review

Director, Graduate Studies 1/1/19-present

- Keep department graduate handbook up to date
- Make students aware of fellowship, scholarship, and travel support
- Keep track of changes in university policies impacting graduate students
- Liaison between the Graduate School and the Department
- Attend and participate in monthly DOGS meetings and annual Summit

Faculty Advisor, Student Advisory Committee (SAC) 1/1/19-present

- Meet with SAC on a regular basis to help them:
 - Perform faculty reviews for RPT
 - Organize academic and social activities
 - Encourage student participation in department activities

Coordinator, Positive Psychology Certificate Program 8/1/18-present

- Market certificate program to undergraduate students
- Hire course instructors and teaching assistants
- Manage questions and issues that arise
- Maintain website

Director, School Counseling M.Ed. Program 7/01/15 – present

- Conducted extensive self-study as part of application for MPCAC accreditation
- Responsible for admissions review, rating, interviewing, selection, and orientation
- Advise 36 matriculating graduate students
- Host town hall meetings to respond to student satisfaction surveys
- Coordinate practicum and internship fair and related field experiences
- Hire, train, and evaluate adjunct instructors
- Schedule Fall, Spring, and Summer courses
- Manage discretionary program budget and differential tuition budget
- Maintain blended distance education program in Southern Utah
- Coordinate annual open house with other program directors

- Create and distribute monthly e-newsletter
- Conduct monthly recruitment information sessions and respond to applicant inquiries
- Select, train, and manage two program assistants
- Coordinate pre-service and in-service school counselor training of college & career readiness (4 online modules as part of HB 198)
- Advocate for program within department, college, legislature, and state
- Represent the interests of the program at the Utah State Board of Education
- Helped students study for PRAXIS licensing exam

Interim Director, CMHC & School Counseling M.Ed. Programs 8/01/13 – 7/15/14

- Responsible for admissions review, rating, interviewing, selection, and orientation
- Advised 66 matriculating graduate students
- Hosted town hall meetings to respond to student satisfaction surveys
- Coordinated practicum and internship field experiences
- Hired, trained, and evaluated adjunct instructors
- Scheduled Fall, Spring, and Summer courses
- Managed discretionary program budget and differential tuition budget
- Maintained blended distance education program in Southern Utah
- Coordinated annual open house with other program directors
- Created and distributed monthly e-newsletter
- Conducted monthly recruitment information sessions and responded to inquiries
- Created travel and reimbursement forms
- Created new policies and procedures
- Advocated for program within department, college, legislature, and state
- Represented the interests of the program at the Utah State Board of Education and the Utah Department of Occupational and Professional Licensing
- Coordinated the NCE exam administration
- Helped students study for the PRAXIS licensing exam

President, Utah Psychological Association 5/01/11 – 5/01/14

- Organized and led full-day board member retreat to engage in strategic planning
- Created a board member handbook detailing the mission, membership, duties/responsibilities, terminology, bylaws, meetings, and parliamentary procedures
- Presided over executive board and general board meetings
- Created Constant Contact e-newsletter
- Researched technology upgrades, negotiated contract, wrote content and launched new website
- Worked closely with student representative to ensure they had a “voice”
- Coordinated student research poster session at annual meeting
- Recruited new members, committee chairs, and officers
- Worked with Finance Committee and Executive Director to oversee funds of the Association, make fiscally responsible decisions, and develop and maintain our budget

LEADERSHIP TRAINING

University of Utah Leadership Development Program

9/7/18 – 5/3/19

The Leadership Development Program is open to Associate Deans, Assistant Deans, Department Chairs, tenure and career-line faculty, and directors in academic departments who have responsibility for staff supervision, budgetary oversight, and project or program management across one or more functional areas. Participation in the programs is recognized as professional development and, for faculty, counts as university service for purposes of RPT or merit assessment during that period. The focus of the Fall program is to provide participants with opportunities to reflect on their individual leadership style, for personal career development, and to enhance or develop skills in a number of specific areas including negotiation, leadership mindset, difficult conversations, and collaborative relationship building. The focus of the Spring program is to provide participants with opportunities to reflect more deeply on their individual leadership style, and enhance skills in a number of specific areas including negotiation, conflict navigation and consensus building, leading change and facilitating inclusive, high performing, and collaborative environments.

State Leadership Advocacy Training

3/9/12 – 3/13/12

The State Leadership Conference (SLC) is the annual advocacy training conference for leaders in professional psychology practice. The conference brings together psychologists from the states, U.S. territories and Canada, along with APA governance and divisions, to advocate for issues important to practicing psychologists. The conference also fosters leadership and effective governance strategies for participating associations. The culmination of this training was a visit to the Capitol to meet with our State legislators and lobby for the mental health needs of Utah residents and the profession of psychology.

PROFESSIONAL SERVICE

ELECTED OR APPOINTED POSITIONS

APA Council Representative
1/1/19 – present

Council of Representatives
American Psychological Association

Member
1/1/19-present

Board of Directors
Utah Psychological Association

President
6/11-6/14

Executive Board & Board of Directors
Utah Psychological Association

Chair
6/08-6/12

Early Career Psychologist Committee
Utah Psychological Association

Member-at-Large
6/08-6/11

Executive Board & Board of Directors
Utah Psychological Association

OTHER COMMITTEE WORK

Member 5/19-6/20	70 th Anniversary Gala Planning Committee Utah Psychological Association
Member 6/11-6/12	Ecopsychology Conference Planning Committee Utah Psychological Association
Member 6/11-6/12	Psychologically Healthy Workplace Awards Utah Psychological Association
Member 6/09-6/17	Membership Committee Utah Psychological Association
Member 6/09-6/10	60 th Anniversary Gala Planning Committee Utah Psychological Association
Member 1/07-4/08	International CPY Conference Planning Committee APA, Division 17
Member 1/07-4/08	Early Career Psychologist Committee APA, Division 17

EDITORIAL BOARD MEMBER

Member 1/09-1/16	Giornale Italiano Di Ricerca E Applicazioni (Italian Journal of Counseling Research and Application)
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REVIEW COMMITTEES

Reviewer 11/19-1/20	VP Seed Grant Reviewer University of Utah
Reviewer 11/16-1/17	VP Seed Grant Reviewer University of Utah
Reviewer 1/16-1/18	Student Poster Session SVP, Division 17, APA
Reviewer 1/13-1/19	Proposal Review Committee Annual FYE Conference
Ad Hoc Reviewer 1/12-1/13	Journal of Counseling Psychology

COMMUNITY SERVICE

ELECTED OR APPOINTED POSITIONS

Advisory Council Member 12/1/17 – 12/1/18	Community & Support Services Advisory Council Salt Lake County Mayor's Office
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COMMITTEE WORK

Current

Committee Member 2/27/17 – present	Utah Assoc. for Counselor Ed. & Supervision Salt Lake City, UT
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Advisory Council Member 3/8/15 – present	USBE – School Counseling Program Salt Lake City, UT
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Past

Writing Committee 3/1/17 – 12/30/19	Utah Standards for SC Training Programs Utah State Office of Education
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Advisory Council Member 8/1/16 – 12/30/19	SREB Go Alliance Academy Atlanta, GA
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Volunteer 11/3/16	Reality Town - Wasatch Junior High School Salt Lake City, UT
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Task Force Member 10/15 – 7/16	Improving School Counseling & College Access Utah State Office of Education
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Core Values Judge 1/17/15	FIRST Lego League Qualifying Tournament Entheos Academy, Kearns, UT
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Volunteer 4/27/13	YMCA Healthy Kids Day YMCA Family Center, Taylorsville, UT
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Volunteer 9/09-4/10	School Counseling Office Salt Lake Center for Science Education
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Volunteer 3/09-12/09	Empowering Families Project Academy for Math, Engineering, & Science
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UNIVERSITY SERVICE

**See UNDERGRADUATE STUDENT MENTORING section for participation in UROP*

UNIVERSITY COMMITTEES

Reviewer 3/21-present	UTA/GRF Scholarships Graduate School
Member 1/19-12/19	Graduate Student Success Working Group Educational Futures & Student Success Taskforce
Member 10/12-1/13	Internal Review Committee Health Promotion & Education

OTHER UNIVERSITY SERVICE

Head Core Values Judge 9/13-2/16	FIRST Lego League Lassonde Entrepreneur Institute
Co-Chair 1/13-8/13	Utah Mental Health Initiative University of Utah

COLLEGE SERVICE

**See UNDERGRADUATE STUDENT MENTORING section for participation in College of Education Honors Program*

Member 3/13-12/13	Interdisciplinary Planning Committee for Developmental Disabilities Training Program
Member 8/10-5/11	Diversity, Access & Equity College Action Plan College of Education

DEPARTMENT SERVICE

DEPARTMENT LEADERSHIP

Interim Director 8/19-present	Undergraduate Major in Educational Psychology Department of Educational Psychology
Associate Chair 1/19-present	Department of Educational Psychology
Faculty Advisor 8/19-present	Student Advisory Committee Department of Educational Psychology

Director
1/19-present

Graduate Studies
Department of Educational Psychology

Coordinator
8/18-present

Positive Psychology Certificate Program
Department of Educational Psychology

DEPARTMENT COMMITTEES

Co-Chair
12/20-present

Search Committee
Undergraduate Major in Educational Psychology

Co-Chair
7/19-7/20

Search Committee
CCP Clinical Assistant Professor Position

Member
8/17-5/18

Search Committee
Math-Education Tenure-Track Faculty Position

Coordinator
8/16-8/17

Strategies for College Success Courses
Positive Psychology Certificate Program

Member
8/15-2/16

Search Committee
CCP Tenure-Track Faculty Position

Coordinator
8/14-12/18

Student Research Seminars
Department of Educational Psychology

Co-Chair
8/08-5/10

Seminar Series Committee
Department of Educational Psychology

Member
8/10-5/15

Diversity Committee
Department of Educational Psychology

RPT

Secondary Reviewer
8/20-present

Aaron Fischer
School Psychology Faculty

Primary Reviewer
8/19-present

Jennifer Taylor
Counseling Psychology Faculty

Secondary Reviewer
8/19-7/20

Keith Radley
School Psychology Faculty

Primary Reviewer
8/18-7/20

Aaron Fischer
School Psychology Faculty

Secondary Reviewer
8/17-8/19

Jennifer Taylor
Counseling Psychology Faculty

Primary Reviewer
8/17-present

Karen Tao
Counseling Psychology Faculty

PROGRAM SERVICE

Director 8/15-present	School Counseling Program Department of Educational Psychology
Coordinator 8/15-present	Internship School Counseling Program
Coordinator 8/15-present	Internship & Employment Fair School Counseling Program
Coordinator 8/11-5/19	Supervisor Recognition & Student Awards Event Counseling/Counseling Psychology Programs
Coordinator 8/09-present	Practicum School Counseling Program
Coordinator 8/13-5/16	Practicum & Internship Fair CPY & CMHC Programs
Coordinator 8/07-8/13	Counselor Preparation Comprehensive Exam Clinical Mental Health Counseling Program

PROFESSIONAL MEMBERSHIPS

American Psychological Association (1999-present)
 Division 17 - Society of Counseling Psychology (1999-present)
 Society for Vocational Psychology (1994-present)
 Section for the Advancement of Women (2010-present)
 Division 35 – Society for the Psychology of Women (2010-present)

Utah Psychological Association (2006-present)

American School Counselor Association (2007-present)
 Utah School Counselor Association (2007-present)

Association of Women in Psychology (2010-present)
 Utah Association of Women in Psychology (2010-present)