

Curriculum Vitae Karen Wei Wei Tao, Ph.D.

CONTACT INFORMATION

Address: Karen W. Tao
870 2nd Avenue
Salt Lake City, UT 84103
Phone: (608) 217-4844
Email: k.tao@utah.edu
Website: www.cultureanddiversitylab.com

EDUCATION

Post-Doctoral University of Wisconsin - Madison
2006 - 2007 Counseling and Consultation Services, University Health Services

Ph.D. University of Wisconsin - Madison
2000 - 2006 Counseling Psychology

Internship University of California, Davis, Counseling and Psychological Services (APA accredited)
2004 - 2005 Specialization: Multicultural Counseling

Ed.M. Teachers College, Columbia University, New York
1998 - 2000 Major: Psychological Counseling

M.A. Teachers College, Columbia University, New York
1998 - 2000 Major: Organizational Psychology

B.A. University of California, San Diego
1992 - 1996 Major: Psychology
UCSD Education Abroad Program - University of Sussex, UK (1994-1995)

FACULTY POSITIONS

2022- Present *Director of Clinical Training*, University of Utah, Department of Educational Psychology, Counseling Psychology Program (Ph.D.), Salt Lake City, UT

2021 - Present *Associate Professor*, University of Utah, Department of Educational Psychology, Counseling and Counseling Psychology Program, Salt Lake City, UT

2018 - 2021 *Program Director*, University of Utah, Department of Educational Psychology Clinical Mental Health Counseling Program (M.Ed), Salt Lake City, UT

2014 - 2021 *Assistant Professor*, University of Utah, Department of Educational Psychology, Counseling and Counseling Psychology Program, Salt Lake City, UT

2011 - 2014 *Assistant Professor (Clinical)*, University of Utah, Department of Educational Psychology, Counseling and Counseling Psychology Program, Salt Lake City, UT

- 2011 – Present *Staff Associate, University of Utah, University Counseling Center, Salt Lake City, UT*
- 2011 - Present *Staff Affiliate, University of Utah, Women Resources Center, Salt Lake City, UT*
- Spring 2011 *Adjunct Professor, Antioch University, School of Applied Psychology, Counseling & Family Therapy, Seattle, WA*
- 2008 - 2011 *Research Analyst, Casey Family Programs, Research Services, Seattle, WA*
- 2007 – 2008 *University Counseling Center Therapist, University of Wisconsin - Madison, Counseling & Consultation Services*
- 2005 - 2007 *Post-Doctoral Fellow, University of Wisconsin - Madison, Counseling & Consultation Services*
- 2005 - 2006 *Instructor, University of Wisconsin - Madison, Department of Counseling Psychology, Madison, WI*

LICENSURE

- 2013 - Present Utah State Licensed Psychologist (#8573809-2501)
2010 – 2013 Washington State Licensed Psychologist (#PY6017883)

PEER REVIEWED JOURNAL ARTICLES

*denotes graduate student

1. Wilcox, M. M., Winkeljohn Black, S., Farra, A., Zimmerman, D., Drinane, J. M., **Tao, K. W.**, DeBlaere, C., Hook, J. N., Davis, D. E., Watkins, C. E., & Owen, J. (2023). Cultural Humility, Cultural Comfort, and Supervision Processes and Outcomes for BIPOC Supervisees. *The Counseling Psychologist*, 51(7), 1037-1058. <https://doi.org/10.1177/00110000231188337>
2. Porter, E.F., Jessen, M., Coleman, J.J., Sinha, S. Devor, N., Sauer-Zavala, Levitt, H., **Tao, K.W.**, Zanarini, M., Farchione, T., Sandage, S.J. & Owen, J. (2023) Therapist experiences and perspectives on moving beyond symptoms and into flourishing: a grounded theory analysis, *Counselling Psychology Quarterly*, DOI: [10.1080/09515070.2023.2225033](https://doi.org/10.1080/09515070.2023.2225033)
3. * Kuo, P. B., *Hashtpari, H., *Chea, C. J., & **Tao, K. W.** (2022). Centering and decentering client disclosures: A qualitative study of therapists' responses to clients' experiences of discrimination. *Psychotherapy*. Advance online publication. <https://doi.org/10.1037/pst0000453>
4. Wilcox, M.M., Winklejohn-Black, S., Drinane, J.M., Morales-Ramirez, M., Akef, Z., Tao, K.W., DeBlaere, C., Hook, J.N., Davis, D.E., Watkins, C.E., & Owen, J. (2022). A brief qualitative examination of multicultural orientation in clinical supervision. *Professional Psychology: Research and Practice*. 53(6). 585-595. <https://doi.org/10.1037/pro0000477>
5. Wilcox, M. M., Drinane, J. M., Black, S. W., Cabrera, L., DeBlaere, C., **Tao, K. W.**, Hook, J. N., Davis, D. E., Watkins, C. E., & Owen, J. (2022). Layered cultural processes: The relationship between multicultural orientation and satisfaction with supervision. *Training and Education in Professional Psychology*. 6(3), 235–243. <https://doi.org/10.1037/tep0000366>

6. *Kuo, P., Imel, Z.E., & **Tao, K.W.** (2021). An experimental analogue evaluation of Asian/Asian Americans' immediate reactions to therapist microaggressions. *The Counseling Psychologist*, 49, 754-780. <https://doi.org/10.1177%2F00110000211001368>
7. *Trevino, A. Y., Tao, K. W., & Van Epps, J. J. (2021). Windows of cultural opportunity: A thematic analysis of how cultural conversations occur in psychotherapy. *Psychotherapy*, 58(2), 263–274. <https://doi.org/10.1037/pst0000360>
8. Owen, J., Coleman, J., Drinane, J. M., **Tao, K.W.**, Imel, Z., Wampold, B., & Kopta, M. (2021). Psychotherapy racial/ethnic disparities in treatment outcomes: The role of university racial/ethnic composition. *Journal of Counseling Psychology*.
9. *Hashtpari, H., **Tao, K.W.**, *Merced, K., *Arvizo, J., *Hernandez, J. (2021). What does it mean to be Mexican (American)? Exploring Youth Ethnic Identity. *The Counseling Psychologist*, 49, 423-457. <https://doi.org/10.1177/0011000020985306>
[Winner of the **TCP 2022 Outstanding Student Paper Award**]
10. Pace, B. T., Kuo, P. B., Tao, K. W., Owen, J., Van Epps, J., Davies, D. R., & Imel, Z. E. (2020). Determining the therapist's contribution in therapist multicultural competence process and outcome. *Journal of Counseling Psychology*. Advance online publication. <https://doi.org/10.1037/cou0000491>
11. *Rigg, T.G., Kivlighan III, D.M., & **Tao, K.W.** (2020). Problematic systems: A multicultural orientation framework to understand “problematic members.” *Professional Psychology: Research and Practice*, 51(3), 278-283.
12. Paquin, J., **Tao, K.W.**, & Budge, S.L. (2019). A social justice framework for ethical psychotherapy research. *Psychotherapy*, 56(4), 491-502.
13. Kivlighan, D. M. III, Drinane, J.M., **Tao, K.W.**, Owen, J., & Liu, W.M. (2019). The Detrimental Effect of Fragile Groups: Examining the Role of Cultural Comfort for Group Therapy Members of Color. *Journal of Counseling Psychology*, 66(6), 763-770.
14. Kivlighan, D. M. III, Adams, M. C., Drinane, J. M., **Tao, K. W.**, & Owen, J. (2019). Construction and validation of the Multicultural Orientation Inventory—Group Version. *Journal of Counseling Psychology*, 66(1), 45-55.
15. **Tao, K.W.** & Gloria, A.M. (2019). Should I stay or should I go? Persistence factors for STEM women. *Psychology of Women Quarterly*, 43(2), 151-164.
16. Drinane, J.M., Owen, J. & **Tao, K.W.** (2018). Cultural concealment and therapy outcomes. *Journal of Counseling Psychology*. Cultural concealment and therapy outcomes. *Journal of Counseling Psychology*, 65(2), 239-246.
17. Owen, J., Drinane, J.M., **Tao, K.W.** (2018). An experimental test of microaggression detection in psychotherapy: therapist multicultural orientation professional psychology: research and practice. *Professional Psychology: Research and Practice*, 49, 9-21
18. **Tao, K.W.**, Owen, J. & Drinane, J.M. (2017). Was that racist? An experimental study of microaggression ambiguity and emotional reactions for racial-ethnic minority and white individuals. *Race & Social Problems*, 9, 262-271.

19. Owen, J., **Tao, K.W.**, Drinane, J.M., Hook, J., Davis, D.E. & Foo Kune, N. (2016). Client perceptions of therapists' multicultural orientation: Cultural (missed)opportunities and cultural humility. *Professional Psychology: Research and Practice*, 47, 30-37.
20. Owen, J., Drinane, J.M., **Tao, K.W.**, Adelson, J., Hook, J., Davis, D.E. & Foo Kune, N. (2015). Racial/ethnic disparities in client unilateral termination: The role of therapists' cultural comfort. *Psychotherapy Research*, 27, 102-111.
21. **Tao, K.W.**, Owen, J. & *Pace, B.T., & Imel, Z.E. (2015). A meta-analysis of multicultural competencies and psychotherapy processes and outcome. *Journal of Counseling Psychology*, 62, 337-350.
22. Owen, J., **Tao, K.W.**, Imel, Z.E., Wampold, B.E., & Rodolfa, E. (2014). Addressing racial and ethnic microaggressions in therapy. *Professional Psychology: Research and Practice*, 4, 283-290.
23. **Tao, K.W.** (2014). Too close and too far: Counseling emerging adults in a technological age. *Psychotherapy*, 51, 123 – 127.
24. **Tao, K.W.**, Ward, K.J., O'Brien, K., DiLorenzo, P. & Kelly, S. (2013). Improving permanency: Caseworker perspectives of older youth in Another Planned Permanent Living Arrangement. *Child & Adolescent Social Work Journal*, 30, 217-235.
25. Owen, J., **Tao, K.W.**, Leach, M.M. & Rodolfa, E. (2011). Clients' perceptions of their psychotherapists' multicultural orientation. *Psychotherapy*, 48, 274-282.
26. Owen, J., Imel, Z., **Tao, K.W.**, Smith, A., Wampold, B., & Rodolfa, E. (2011). Cultural ruptures in short-term therapy: Working alliance as a mediator between clients' perceptions of microaggressions and therapy outcomes. *Counselling and Psychotherapy Research*, 11, 204-212.
27. Owen, J., **Tao, K.W.**, & Rodolfa, E. (2010). Microaggressions and women in short-term psychotherapy: Initial evidence. *The Counseling Psychologist*, 38, 923-946.
28. Gloria, A. M., Hird, J. S., & **Tao, K.W.** (2008). Self-reported multicultural supervision competence of White predoctoral intern supervisors. *Training & Education in Professional Psychology*, 2, 129-136.
29. Owen, J., **Tao, K.W.**, & Rodolfa, E. (2005). Supervising counseling center trainees in the era of evidence based practices. *Journal of College Student Psychotherapy*, 20, 67-77. Co-published in *Evidence-Based Psychotherapy Practice in College Mental Health* (Ed. S. E. Cooper)
30. Hird, J.S., **Tao, K.W.**, & Gloria, A.M. (2004). Examining multicultural supervision competence in racially similar and different supervision dyads. *The Clinical Supervisor*, 23, 107-122.

BOOK CHAPTERS

Owen, J., **Tao, K.W.**, & Drinane, J.M. (2019). Microaggressions: Clinical Impacts and Psychological Harm. In C.M. Capodilupo, K.L. Nadal, D.P. Rivera, D.W. Sue & G.C. Torino (Eds.), *Microaggression Theory: Influence and Implications* (pp. 67-85). Hoboken, NJ: John Wiley & Sons.

Kim, S.C. & **Tao, K.W.** (2012) Treating anxiety and depression in childbearing women. In P.K. Lundberg, K.L. Nadal, & M.A. Paludi (Eds.). *Women and mental disorder: Volume 4* (pp. 163 -176). Santa Barbara, CA: Praeger.

Owen, J., **Tao, K.W.**, & Rodolfa, E.R. (2006). Distressed and distressing students: Creating campus community of care. In S.A. Benton & S.L. Benton (Eds.), *College student mental health: Effective services and strategies across campus*. (pp. 15-34). Washington, DC: NASPA.

Byars-Winston, A., Akcali, O., **Tao, K.W.**, Nepomuceno, C.A., Anctil, T., Acevedo, V., Benally, N., & Wilton, G. (2004). The challenges, impact, and implementation of critical multicultural pedagogies. In C. Z. Enns & A. L. Sinacore (Eds.), *Borders and intersections: Toward creating multicultural feminist pedagogies*. (pp. 125-142). Washington, DC: American Psychological Association Press.

Enns, C.Z., Sinacore, A.L., Acevedo, V., Akcali, O., Ali, S.R., Ancis, J.,...**Tao, K.W.** (2004). Integrating multicultural and feminist pedagogies: Personal perspectives on positionality, challenges, and benefits. In C. Z. Enns & A. L. Sinacore (Eds.), *Borders and intersections: Toward creating multicultural feminist pedagogies*. (pp. 177-196). Washington, DC: American Psychological Association Press.

MANUSCRIPTS UNDER REVIEW

* denotes graduate student

*Kuo, P., Drinane, J.M., **Tao, K.W.**, Van Epps, J., & Imel, Z.E., (Under Review). An examination of cultural conversations in therapy: How often do clients report talking about identities? *Professional Psychology: Research and Practice*.

*King, B., Imel, Z.E., Smith, W. & **Tao, K.W.** (Revise & Resubmit). Impact of Racial Microaggressions in Psychotherapy Vignettes with African American Clients: An Experimental Analogue Design. *Journal of Counseling Psychology*.

NON-PEER REVIEWED ARTICLES

Abrams, E.M., **Tao, K.W.**, & Fassinger, R.E. (2020). Susan L. Morrow (1942-2018). *American Psychologist*. 75(3). <https://doi.org/10.1037/amp0000589>

Tao, K.W., Krowel, A., & Smith, D.J. (2017). Intern wisdom: Things we know and wish we knew then. *Psychotherapy Bulletin*, 52 (4), 41 -45.

FUNDING

National Funding Agencies

National Health Institute- U-54 NIH Project INSPIRE – (INterprofessional Simulation Program for clinical Resilience and Empathy) for healthcare teams caring for individuals with Substance Use Disorder in pregnancy in Utah.

Role: Co-I

Total Direct Costs: **\$7 million**; 08/1/2023 – 07-31/2030

National Science Foundation – *Scholarships in Science, Technology, Engineering, and Mathematics (S-STEM)* Factors for STEM Student Success: Relative influence of Self-Efficacy, Mentorship, Leadership & Belonging.

Role: Co-PI

Total Direct Costs: **\$650,000**; 08/1/18 – 07/31/23

National Science Foundation

Innovations in Graduate Education: The Lean Canvas for Invention: A Team-Based Framework for Mentoring and Research Development

Role: Co- PI

Total Direct Costs: **\$600,000**; 7/15/2021 – 6/30/2024

National Foundations

Josiah Macy Jr. Foundation

Project ARIISE (Addressing Racial Inequities through Interprofessional Simulation and Experiential Learning)

Role: Co-PI

Total Direct Costs: **\$300,000**; 8/1/20 -7/30/23

John Templeton Foundation

Mental Healthcare, Virtue, and Human Flourishing

Role: Co-PI

Total Direct Costs: \$2.1 million; **\$58,000 (Univ of Utah portion)**7/1/2020 – 2/28/2023

National Science Foundation

CAREER: Fostering broader participation and thriving in STEM: A comprehensive investigation of faculty mentorship of doctoral students " (DGE-1943041). PI: Jacqueline Chen.

Role: Senior Personnel

Total Direct Costs: **\$10,367**; 5/1/20 – 4/28/21

John Templeton Foundation-Mental Healthcare, Virtue, and Flourishing – Planning Grant

Role: Advisor

Total Direct Costs: **\$120,000**; 9/1/18 – 8/31/19

Herbert I. and Elsa B. Michael Foundation

We Are Rose Park (Technological Assistance)

Role: PI

Total Direct Costs: **\$5,000**; 8/1/15 – 7/31/16

University Funding

Beverly Taylor Sorenson Arts Learning Program

Sources of Representation and Inspiration: Ethnic and racial identity development through culturally relevant art education

Role: PI

Total Direct Costs: **\$4,000**; 9/1/16 – 5/30/17

University of Utah, College of Education Internal Grant

We Are Rose Park

Role: PI

Total Direct Costs: **\$4,500**; 9/1/15 – 8/31/16

University of Utah Community Based Research Grant

We Are Rose Park (Community and Personnel Assistance)

Role: PI

Total Direct Costs: **\$15,000**; 8/1/15 – 7/31/16

University Teaching Grant, University of Utah

Project Title: Multicultural Counselor Training Clinic

Role: PI

Total Direct Costs: **\$3,252**; 9/1/2012 - 5/31/2013

PEER REVIEWED CONFERENCE PRESENTATIONS

* denotes graduate student

*Terry, C. & **Tao, K.W.** (2024 March). Decolonizing Gender: Ideal Relationships With Gender and Clinical Application. Structured discussion to be presented at the virtual annual meeting for the Association of Women in Psychology.

Garcia, G., Fall, J., Creal, C., Asadd, S., Malik, Y., Duran Taveras, C., Finley, A., **Tao, K.W.**, Cohen, S. (2023 October). Storytelling to Address Racial Bias. International Federation of Gynaecology and Obstetrics World Congress 2023, Paris, France.

*Ng, C.W., *King, B., *Anjom, A., & **Tao, K.W.** (2023 August). Reflections on the Client Effect - Clinical Training to Encourage BIPOC Trainee Success. Critical Conversation presented at the American Psychological Association Convention, Washington D.C.

Ng, C.W., *Sales, C., & **Tao, K.W.** (2023 August). Training Culturally Competent Psychologists - Content Analysis of Multicultural Counseling Courses. Poster presented at the American Psychological Association Convention, Washington D.C.

Cooper, M., Levitt, H., Owen, J. & **Tao, K.W.** (2023 June). Semi-Plenary: What contribution can psychotherapy research and theory make to social justice and progressive social change? Symposium presented at the Society for Psychotherapy Research Conference, Dublin, Ireland.

Fall, J., Tao, K., Debbink, M., Cohen, S. (2022 May). Identifying and Addressing Racial Bias in Maternal Health: Piloting a Virtual Training for Midwives. TASME Spring Conference 2022: Medical Education and its role in Planetary Sustainability.

Fall, J., Creal, C., Malik, Y., Garcia, G., **Tao, K.W.**, and Cohen, S. (2022 August) How to recognize and repair microaggressions in maternal health care settings: An interactive simulation-based workshop. American College of Nurse Midwives Diversity and Inclusion Conference 2022 Virtual Event, ACNM Washington, DC.

*Levenstein, Y. & **Tao, K.W.** (2022 August). Should I say something? Therapist experiences of client-initiated microaggressions in psychotherapy. In Kivlighan, D.M. (Chair), Was that a microaggression? Examining client- and therapist-initiated microaggressions in therapy. Symposium presented at the American Psychological Association, Minneapolis, MN.

Cohen, S., Debbink, M., García, G., **Tao, K.W.** (2022 May). Recognize and repair microaggressions in the clinical setting: Using simulation and experiential learning to practice critical communication skills. Health Equity Summer Research Symposium. Baylor College of Medicine.

*Ng, W.M. & **Tao, K.W.** (2021 November). The effects of simulation-based training with feedback on counselor's multicultural counseling skill. In Tao, K.W. (Chair & Discussant), Cultural processes in psychotherapy: Innovations in training and application. North American Society for Psychotherapy Research Virtual Conference.

*Ng, W.M. & **Tao, K.W.** (2021 August). The effects of simulation-based training with feedback on counselor's multicultural counseling skill. In Drinane, J. M. (Chair), How do therapists influence cultural processes? Applied examples and methods for training. Symposium to be presented at the American Psychological Association Convention, San Diego, CA

- Cohen, S., Baayd, J., **Tao, K.W.** (2020, January). *Implicit Bias training: Increase workplace relational capacity*. Skill-building session presented at the International Meeting on Simulation in Health Care, San Diego, CA.
- Drinane, J.M., Winklejohn Black, S., Kivlighan III, D.M., & **Tao, K.W.** (2019, August). Microaggressions in psychotherapy: An examination of different identities and modalities. Discussant for symposium presented at the American Psychological Association Convention, Chicago, IL.
- Abrams, E.M., Drinane, J.M., **Tao, K.W.**, & Norsworthy, K. (2019, August). *Building skills through being: Cultivating MCO in Clinical Practice*. Skill-building session presented at American Psychological Association Convention, Chicago, IL.
- *Trevino, A. Y., **Tao, K. W.**, Van Epps, J. J., Atkins, D. C., Narayanan, S. S., & Imel, Z. E. (2019, August). *Cultural opportunities: Exploring conversations around culture & cultural identity in psychotherapy*. Poster session presented at the American Psychological Association Annual Convention, Chicago, IL.
- Abrams, E.M., Drinane, J.M., **Tao, K.W.**, & Norsworthy, K. (2019, March). "Yeah, but how do I actually do that?" *Cultivating a multicultural orientation in clinical practice*. Workshop presented at the annual meeting for the Association of Women in Psychology, Providence, RI.
- *Hashtpari, H., *Merced, K. M., *Levenstein, Y., *Chea, C. J., & **Tao, K. W.** (2019, March). *Isn't this a dyad? Discussing the impact of microaggressions on therapists with intersecting marginalized identities*. Structured discussion presented at the annual meeting for the Association of Women in Psychology, Providence, RI.
- Cohen, S., Baayd, J., **Tao, K.W.** (2019, January). *What just happened here? How simulation training can help providers learn to identify and resolve microaggressions in the workplace*. Skill-building session at the International Meeting on Simulation in Healthcare, San Antonio, TX.
- *Kuo, P. B., *Hashtpari, H., *Chea, C.J.*, **Tao, K. W.** (2018, September). *Are you sure that's what's going on? Therapist reactions to client disclosures of discrimination*. In Drinane, J. M. (Chair), *Multicultural Processes in Psychotherapy: Methodological Advances, Outcomes and Implications*. Symposium presented at the North American Society for Psychotherapy Research Conference, Snowbird, UT.
- *Chea, C.J., **Tao, K.W.**, *Arvizo, J., *Merced, K., *Hernandez, J., & Ramos, A. (Aug 2018). *Girls of color discerning narratives expression race-ethnicity and girlhood through thematic analysis*. Poster presented at the American Psychological Association Convention. San Francisco, CA.
- Tao, K.W.** (Aug 2018) *A culturally and relationally sustaining model of mentorship for graduate students of color*. In symposium with Brown, B.A., Ochoa, E., Reinhardt, & J.S.M. Discussant: Michelle Perfect. *Mentoring Across Developmental Levels and Contexts to Underrepresented Trainees and Professionals*. American Psychological Association Annual Meeting, San Francisco, CA.
- Tao, K.W.**, *Whiteley, A., *Ozawa, J.L., *Noel, N., & Owen, J. (Aug 2018). *How do we develop a multicultural orientation? Lessons from emerging therapists and their clients*. In symposium with J. Drinane, D.K. Mosher, M. M. Lantz, Kivlighan, D.M. Discussant: Jesse Owen. *Multicultural Orientation: Recent Innovations and Future Directions*. American Psychological Association Annual Meeting, San Francisco, CA.
- *Hashtpari, H., **Tao, K.W.**, *Kuo, P., *Chea, C. J. (2018, August). *Beyond the model minority myth: Mapping intersectionality in an Asian American sample, a pilot study*. Poster presented at the American Psychological Association Convention, San Francisco, CA.

- *Skousen, A., *Hashtpari, H., **Tao, K.W.** (2018, August). *Navigating queerness as Iranian American women: Intersecting identities as predictors of wellbeing*. Poster presented at the American Psychological Association Annual Convention, San Francisco, CA.
- *Merced, K., *Hashtpari, H., *Hernandez, J., *Ramos, A., *Arvizo-Zavala, J., & **Tao, K.W.** (2018, August). *Racial and Ethnic Identity among Pre-adolescent Youth attending a Minority-Majority Elementary School*. Poster presented at the American Psychological Association Annual Convention, San Francisco, CA.
- *Hashtpari, H., *Skousen, A., **Tao, K.W.** (2018, March). *Cultural (in)visibility and identity dissonance: Negotiating identity as queer Iranian American women*. Poster presented at the annual meeting of the Association for Women in Psychology, Philadelphia, PA.
- Tao, K.W.**, Dorn, U.P., *Hashtpari, H., *Merced, K., *Kuo, P., *Cornejo, P.A., & *Corrales, C. (Nov 2017). *"Lifting as we climb": Rising up through peer mentorship among students and faculty of color*. Workshop to be presented at the Annual Conference for the National Association for Multicultural Education. Salt Lake City, UT.
- Tao, K.W.**, *Arvizo, J., Merced, K., *Hernandez, J., & Ramos, A. (Nov 2017). *Lessons on resistance: A new revolution in the elementary school classroom*. Workshop presented at the Annual Conference for the National Association for Multicultural Education. Salt Lake City, UT.
- *Gunnerson, K., **Tao, K.W.**, & Batt, N. (Aug 2017). *How strong is the bridge? First generation students and their college trajectory*. Poster presented at the 2017 American Psychological Association Annual Convention, Washington D.C.
- *Hashtpari, H., & **Tao, K.W.** (2017, November). *We're more complex than you think! Applying intersectionality to research and practice with elementary school age youth*. Poster presented at the National Association for Multicultural Education Conference, Salt Lake City, UT.
- *Hashtpari, H., *Hernandez, J., *Merced, K., *Arvizo, J., & **Tao, K.W.** (Aug 2017). *What does it mean to be Latin@? A qualitative study of ethnic identity among pre-adolescent Latin@s*. Poster presented at the 2017 American Psychological Association Annual Convention, Washington D.C.
- *Hernandez, J., *Merced, K., *Arvizo, J., *Hashtpari, H., & **Tao, K.W.** (Aug 2017). *The effects of culturally sustaining pedagogy on elementary age students' academic attitudes*. Poster presented at the American Psychological Association Annual Convention, Washington D.C.
- * Arvizo, J., **Tao, K.W.**, *Merced K., *Hernandez, J., & *Hashtpari, H. (Mar 2017). *Building interpersonal grit in educational justice work: Lessons from the We Are Rose Park project*. (Mar 2017). Workshop presented at the National Multicultural Education Conference. Salt Lake City, UT.
- *Whiteley, A., *Noel, N., *Ozawa-Kirk, J., & **Tao, K.W.** (Mar 2017). *Creating an intersectional multicultural feminist process in research*. Structured discussion presented at the 2017 Association for Women in Psychology Conference. Milwaukee, WI.
- *Noel, N., *Whiteley, A., *Ozawa-Kirk, J., & **Tao, K.W.** (Mar 2017). *To see or not to see: Social class, an invisible identity*. Structured Discussion presented at the Association for Women in Psychology Conference. Milwaukee, Wisconsin.

- *Liang, C., Dorn, U.P., & **Tao, K.W.** (Mar 2017). *Not fresh off the boat: The impact of the model minority myth on Asian Americans*. Structured Discussion presented at the Association for Women in Psychology Conference. Milwaukee, WI.
- Dorn, U.P., **Tao, K.W.**, & *Merced, K. (Jan 2017). *Multicultural training from a POC lens: Implications for counselor training at a PWI*. Roundtable presentation at the National Multicultural Conference and Summit, Portland, OR.
- Tao, K.W.**, *Whiteley, A., *Noel, N., & *Ozawa-Kirk, J. (Nov 2016). *Challenging essentialism in multicultural counseling: A grounded theory study of multicultural competence in white psychotherapy dyads*. Moderator: Owen, J. Discussant: Imel, Z.E. Multicultural Processes in Psychotherapy. Panel session presented at the North American Society for Psychotherapy Research Conference, UC Berkeley.
- Tao, K.W.**, *Whiteley, A., *Noel, N., *Ozawa-Kirk, J., & Owen, J. (Aug 2016). *White therapy dyads and missed cultural opportunities*. In symposium with Hoover, S.M., Burrow-Sanchez, J. J., Corrales, C., Sandil, R., & Brewster, M. Discussant: Owen, J. Social Justice in Counseling – Opportunities to consider intersectionality and invisible difference. 2016 American Psychological Association Annual Meeting, Denver, CO.
- Sim, W., Berman, M., Duan, C., Sue, D.W., Fuertes, J., **Tao, K.W.**, Budge, S.L., Paquin, J.D., Owen, J., Chapman, N.A., Imel, Z.E., & Pace, B. (Aug 2016). *Promotion of Multicultural Psychotherapy Science: What Did We Learn? What's Next? In Critical Issues in Counseling Psychology*. SCP Roundtables at the 2016 American Psychological Association Meeting, Denver, CO.
- *Whiteley, A., *Noel, N., *Ozawa-Kirk, J., & **Tao, K.W.**, (Aug 2016). *Through the intersectional multicultural-feminist looking glass: A framework for feminist scholarship*. Roundtable discussion presented at the 2016 American Psychological Association Annual Meeting, Denver, CO.
- Tao, K.W.**, Owen, J., *Pace, B., & Imel, Z.E. (Aug 2015). *Effects of multicultural competence on psychotherapy process and outcome: A Meta-Analysis*. Poster presented at the American Psychological Association Annual Meeting. Toronto, Canada.
- Tao, K.W.** & Dorn, U.P. (Aug 2015). Intersectionality and complexity: Expanding what it means for women to "have it all." Roundtable Discussion presented at the American Psychological Association Annual Meeting. Toronto, Canada.
- Dorn, U.P., **Tao, K.W.**, *Andreason, H., & *Corrales, C. (Aug 2015). It's not just our agenda: Faculty of Color and perspectives on multicultural training. Conversation Hour proposal presented at the American Psychological Association Annual Meeting. Toronto, CA.
- Drinane, J.M., Owen, J., **Tao, K.W.**, Adelson, J.L., Hook, J.N., Davis, D.E., & Foo Kune, N. (Aug 2015). Cultural comfort: Does it explain racial/ethnic disparities in dropout within counselor caseloads? Poster presented at the American Psychological Association Annual Meeting. Toronto, Canada.
- Tao, K.W.** (Mar 2015). Will I make it? Impostor phenomenon in STEM women doctoral students. Poster presented at the Association for Psychological Science Annual Convention, New York, NY.
- Tao, K.W.** (Mar 2015). Should I even be here? Impostorism and persistence attitudes in STEM women doctoral students. Poster presented at the Association for Women in Psychology Conference. SF, CA.
- Owen, J., Davis, D.E., & **Tao, K.W.** (Mar 2014) Therapists' Multicultural Orientation: Cultural Humility, Cultural Comfort, and Addressing Microaggressions. Symposium presented at the Counseling Psychology Conference. Atlanta, GA.

- White, C.R., O'Brien, K., **Tao, K.W.**, DiLorenzo, P., Kelly, S. & Morgan, L. (Mar 2012). The Multi-Site Accelerated Permanency Project: Helping Older Adolescents in Foster Care Achieve Permanency. Symposium presented at the Society for Research on Adolescence Biennial Meeting, Vancouver, Canada.
- Owen, J., Imel, Z.E., **Tao, K.W.**, & Obasi, E. (Aug 2009). Microaggressions in Psychotherapy. Symposium presented at the American Psychological Association Annual Meeting, Toronto, Canada.
- Owen, J. Imel, Z.E., **Tao, K.W.**, Smith, A., & Rodolfa, E. (Jun 2008). Cultural ruptures: A preliminary multilevel examination of racial microaggressions in psychotherapy. Paper presented at the Annual Meeting of the International Society for Psychotherapy Research, Barcelona, Spain.
- Tao, K.W.**, Gutkowska, M., Kim, S.C., & Rastogi, M. (Mar 2008). Globalization and College Counseling: Extending and Creating Culturally Relevant Services. Symposium presented at the International Counseling Psychology Conference, Chicago, IL.
- Tao, K.W.** & Gloria, A.M. (Aug 2007). Women of Color and Academic Persistence Decisions. Poster presented at the American Psychological Association Annual Meeting, San Francisco, CA.
- Owen, J., **Tao, K.W.**, Foo-Kune, N.M., Pranata, H., Pollak, J., Vasquez, B., & Haggins, K. (Aug 2006), Supervisors in Training: Reactions to Ruptures and Cross-Cultural Issues. Poster presented at the American Psychological Association Annual Meeting, New Orleans, LA.
- Enns, C.E., **Tao, K.W.**, Fassinger, R., Boyer, M., & Forrest, L. (Aug 2006). Multiple identities, oppressions, and privileges: Critical incidents and teaching strategies. In symposium with Byars-Winston, A.M., Nepomuceno, C.A., Ancis, J., & Ali, S.R. Discussant: Reid, P. Multicultural Critical Incidents in the Classroom. Symposium presented at the American Psychological Association Annual Meeting, New Orleans, LA.
- Tao, K.W.**, Quintana, S.M., Besson, D.D., & Carasco, A. (Aug 2004) Native Hawaiian children's understanding of culture and race: A qualitative analysis. Poster presented at the American Psychological Association Annual Meeting, Honolulu, HI.
- Tao, K.W.**, Gloria, A.M., & Hird, J.S. (Aug 2003) Assessing cultural characteristics in racially similar and dissimilar supervision dyads. Poster presented at the American Psychological Association Annual Meeting, Toronto, Canada.
- Tao, K.W.**, Gloria, A.M., & Hird, J.S. (Feb 2002). Perspectives on multicultural supervision: What's (not) happening? Symposium presented at the 20th Annual Teachers College Winter Roundtable Conference on Cross-Cultural Psychology and Education. Teachers College, Columbia University, New York.
- Byars, A.M., Nepomuceno, C.A., Anctil, T.M., **Tao, K.W.**, Acevedo, V., & Benally, N. (Nov 2002). Pedagogy that provokes: Teaching that transforms: Implications of a psychology of U.S. Women of Color course. Symposium presented at Annual University of Wisconsin- System Women Studies Conference, Madison, Wisconsin.
- Tao, K.W.**, Gloria, A. M., & Hird, J. S. (Aug 2002). Multicultural supervision competence of intern supervisors: A national survey. Poster presented at the American Psychological Association Annual Meeting, Chicago, IL.
- Tao, K.W.** & Anctil, T.M. (Aug 2001). Conversations in the home. In symposium with Nepomuceno C.A., Byars, A., Wilton, G, Acevedo, V. & Benally, N. U.S. Women of color: Pedagogy meets process. Symposium presented at the American Psychological Association Annual Meeting, San Francisco, CA.

Byars, A., Wilton, G., Acevedo, V., Anctil, T., Benally, N., Nepomuceno, C.A., & **Tao, K.W.** (Aug 2001). Innovative approach to teaching the psychology of US women of color. Poster presented at the American Psychological Association Annual Meeting, San Francisco, CA.

Tao, K.W., Burke, D.M., & Yeh, C.J. (Aug 2000). Asian American women: Expectations across relational contexts. Poster presented at the American Psychological Association Annual Meeting, Washington, D.C.

LOCAL CONFERENCE PRESENTATIONS

*Chen, C.J., **Tao, K.W.**, Arvizo, J., *Merced, K., *Hernandez, J., & Ramos, A. (Apr 2018). *Girls of color discerning narratives expression race-ethnicity and girlhood through thematic analysis*. Poster presented at the University of Utah 2018 Annual College of Education Research Fair. Salt Lake City, UT.

*Gunnerson, K., **Tao, K.W.**, & Batt, N. (Apr 2017). How strong is the bridge? First generation students and their college trajectory. Poster presented at the University of Utah 2017 Annual College of Education Research Fair. Salt Lake City, UT.

*Hashtpari, H. & **Tao, K.W.** (Apr 2017). What does it mean to be Latin@? Using intersectionality theory to understand Latin@ youth at Rose Park Elementary School. Poster presented at the University of Utah 2017 Annual College of Education Research Fair. Salt Lake City, UT.

*Merced, M., *Hernandez, Arvizo, J., & **Tao, K.W.** (Apr 2017). School-university partnership: Using art based experiential learning to promote ethnic identity development for elementary age students. Poster presented at the University of Utah 2017 Annual College of Education Research Fair. Salt Lake City, UT.

*Noel, N., *Ozawa-Kirk, J., *Whiteley, A., & **Tao, K.W.** (Apr 2017). Two White people walk into a therapy room: Is culture present? Poster presented at the University of Utah 2017 Annual College of Education Research Fair. Salt Lake City, UT.

INVITED TALKS & PRESENTATIONS

Tao, K.W. (October 2022). Cultivating Cultural Fortitude: Acts of Interpersonal Courage in Times of Uncertainty. Invited Talk for the Therapy and Spiritual Care in a Shattered World: Transforming the Community of Healers Conference. Albert & Jessie Danielsen Institute, Boston University.

Tao, K.W. (August 2022). Why Cultural Conversations Matter: Lessons from Research and Tools for Practice. Grand Rounds Presentation to the Salt Lake City VA.

Tao, K.W. (June 2022). Cultivating Cultural Fortitude in the Classroom: Let's Talk about Race & Racism. Gateway to Learning Series, Tanner Humanities. Salt Lake City, UT.

Tao, K.W. (April 2022). A Multicultural Orientation Approach to Mental Health Counseling. Utah Mental Health Counseling Association Annual Conference. Westminster College, UT.

Tao, K.W. (April 2022). Cultivating Cultural Fortitude and Confronting Antiracism in Clinical Practice and Beyond: A Multicultural Orientation Approach. Rocky Mountain Psychological Association. Presidential Keynote Address. Salt Lake City, UT

Tao, K.W. (November 2021). Brigham Young University. Talking about race and racism with children and their families. Invited presentation for the Department of Social Work Annual Conference.

- Tao, K.W.** (September 2021). Brigham Young University. Cultivating Multicultural Orientation & Building Cultural Fortitude in Clinical Practice (and beyond). Invited presentation for the Department of Psychology.
- Kivlighan III, D.M. & **Tao, K.W.** (December 2020). How do we address problematic systems and group process in therapy groups? A Multicultural Orientation (MCO) perspective. Invited presentation for American Psychological Association Division 49 (Society of Group Psychology and Group Psychotherapy) Webinar Series.
- Tao, K.W.**, Trevino, A.M., Drinane, J.M., & Kivlighan III, D.M. (December 2020). A Multicultural Orientation Approach to Cultivating Cultural Fortitude in Psychotherapy (and Beyond). Invited symposium for the Society for Psychotherapy Research Webinar Series. Pennsylvania State University.
- Tao, K.W.** (November 2020). Every Time We Meet: Applying the Multicultural Orientation Framework to Clinical Encounters. Invited presentation conducted for the Critical Issues Facing Children & Adolescents Conference. University of Utah Neuropsychiatric Institute.
- Tao, K.W.** (September 2020). Addressing the Role of Race-Ethnicity in the Foster Care System. Invited presentation to members and foster families of Utah Foster Care.
- Tao, K.W.**, (September 2020). Multicultural Orientation Framework: Research and Practice. Invited presentation to Princeton University Clinical Psychology Undergraduate Seminar (Prof M. Spokas).
- Sandage, S., Owen, J., Sheppard, P., & **Tao, K.W.** (June 2020). Spirituality, Well-Being and Mental Health in Community Context. Panelist for the Boston University School of Theology Summer Seminar Series.
- Lee, J., Parker, D.A., **Tao, K.W.**, & Davidson, C. (June 2020) Anti-Racism 101. Invited panelist for the Utah Center for Legal Inclusion, Salt Lake City, UT.
- Tao, K.W.** (Jan 2018). Cultural humility in medical contexts. Invited training for the University of Utah College of Nursing. Salt Lake City, UT
- Tao, K.W.** (Dec 2017). Multicultural counseling and orientation – Implications for Practice. Presentation to the Utah Empirically Based Treatment Center. Salt Lake City, UT
- Tao, K.W.**, Arvízo, J., Jackson, A., & Moulton, I. (Sept 2017). Raising socially conscious and conscientious youth. UT Museum of Fine Arts, Art.Community.Museum.Education. (ACME) Session. Salt Lake City, UT
- Struve, J., Metzler, C., & **Tao, K.W.** (June 2017). The impact if microaggressions on sexual and gender diverse individuals. Moderator: Diana Thomas. Panel presentation for the Hope & Resilience: Reducing Interpersonal Violence for Sexually and Gender Diverse Individuals Conference. Salt Lake City, UT.
- Tao, K.W.** (November 2016). What if you *really* knew me? Invited workshop to the College of Education at Saint Mary's College, Moraga, CA.
- Tao, K.W.** (January 2016). Multicultural Competence and Multicultural Orientation: Shifting from *doing* to *being*. Presentation for the *Association for Women in Psychology (Utah Chapter) and LGBTQ Affirmative Therapists Guild of Utah* Joint Meeting. Salt Lake City, UT.
- Tao, K.W.** (October 2015). Got competence? A new framework for counseling centers committed to multiculturalism. Invited keynote address for the Utah Conference for College Counseling Centers. Park City, UT

Tao, K.W., (May 2015). Multicultural Competence: What we know and where we are headed. Guest speaker for the University of Utah University Counseling Center Staff Development Series, Salt Lake City, UT.

Tao, K.W. (December 2010). Accelerating Permanency for Older Youth in Care. Guest lecturer for School of Social Work, University of Washington.

Tao, K.W. (October 2007). Common Factors in Psychotherapy. Invited lecturer for practicum students at the Counseling and Consultation Services, University of Wisconsin –Madison.

Baldwin, O., Francis-Montano, D., Rastogi, M., Sommerfeld, A.K., & **Tao, K.W.** (August 2007). Complexities of Diversity. Invited speaker for the Wisconsin Psychological Association Continuing Education Program.

Tao, K.W. (July 2007). Mental Health Consultation on a College Campus. Invited speaker for consultation course in the Department of Counseling Psychology, University of Wisconsin Madison.

Tao, K.W. (May 2007). Body Image and the Beauty Myth. Invited speaker to the Lambda Theta Alpha Latin Sorority, University of Wisconsin-Madison.

Tao, K.W. (April 2007). Understanding Doctoral Academic Persistence: Intersections of Identity and Environment. Invited speaker for the Wisconsin Spencer-Lecture Series, University of Wisconsin – Madison.

Tao, K.W. & Sommerfeld, A.K. (November 2006). Embracing, Implementing and Benefiting from Diversity Initiatives. Invited speaker to the Graduate Student Collaborative and Multicultural Graduate Network, University of Wisconsin – Madison.

Tao, K.W. (Sept 2006). First year Students and Mental Health. In symposium with Middlestadt, K., Turner, K., Dickman, E., & Martin, C. Who are these students anyway? From theory to practice with our newest UW students. Invited speaker for the First Year Conference, University of Wisconsin - Madison.

INVITED TRAINING

Feb 2023 **Using a Multicultural Orientation Framework to Cultivate Cultural Fortitude in Therapy (& Beyond).** Master Therapist Series (CPY 699). Rollins College, Winter Park, FL.

Feb 2022 **Cultivating Multicultural Orientation and Building Cultural Fortitude in Therapy (& Beyond).** Master Therapist Series (CPY 699). Rollins College, Winter Park, FL.

May 2021 **Multicultural Orientation and Therapist Flourishing: Leveraging Cultural Processes to Thrive in Practice.** Invited to provide continuing education training for the Utah Psychological Association.

May 2021 **Adopting a Multicultural Orientation Framework to Cultivate Cultural Fortitude in Clinical Practice.** Invited training webinar for the Quarterly Webinar Series on Ethics and Diversity within the Veteran Affairs Medical Centers.

Mar 2021 **Applying a Multicultural Orientation Framework to Psychotherapy Treatment.** Invited Grand Rounds Webinar for the VA Salt Lake City Health Care System.

Feb 2021 **Cultivating Multicultural Orientation and Building Cultural Fortitude in Therapy (& Beyond!).** Master Therapist Series (CPY 699). Rollins College, Winter Park, FL.

- Oct 2020 **Utah Highway Patrol Implicit Bias Training.** Co-trainers: S. Cohen, J. Baayd, G. Garcia. Invited to provide training on implicit bias for the UT Highway Patrol. SLC, UT.
- Oct 2020 **Implicit Bias Training for Doulas.** Co-trainers: S. Cohen, J. Baayd, G. Garcia. Invited to provide training on implicit bias for the Utah Doula Association. SLC, UT
- Apr 2019 **Calling-in: Building Relational Capacity**
Co-trainers: Merced, K. M., Hashtpari, H., Baayd, J., Berzins, M.A., & Cohen, S. Invited training for College of Nursing Staff and Faculty Annual Retreat. University of Utah College of Nursing, Salt Lake City, UT.
- Oct 2019 & Nov 2018 **Got Multicultural Orientation? Advanced Multicultural Counselor Training**
Master Therapist Series (CPY 699). Rollins College, Winter Park, FL.
- Sept 2018 **Multicultural Orientation: Communicating across culture.** Invited professional development training for University of Utah Student Affairs.
- Apr 2018 **Facilitating Relationships in a Global World.** Workshop for graduate students as a part of Global Learning & Leadership project. College of Nursing, University of Utah.
- Jan 2018 **Multicultural Orientation: Leveraging interpersonal processes to enhance clinical interactions.** Workshop for College of Nursing faculty and staff. University of Utah.
- Nov 2017 **Advanced Multicultural Counseling Training: A Focus on Multicultural Orientation.**
Master Therapist Series (CPY 699). Rollins College, Winter Park, FL
- Mar 2017 **Mind the gap: Trust and power in the classroom.** Invited training for Rose Park Elementary professional development series. Rose Park Elementary, Salt Lake City, UT.
- Nov 2016 **Multicultural orientation in therapy: Cultivating how we “are” with our clients.**
Master Therapist Series (CPY 699). Rollins College, Winter Park, FL.
- Aug 2016 **Identity in the classroom.** Invited training for Rose Park Elementary professional development series. University of Utah, Salt Lake City, UT.

MEDIA & COMMUNITY-ENGAGED SCHOLARSHIP

Tao, K.W. (August 15, 2023). Rest Is Resistance. *Contact*. PBS Utah. <https://video.pbsutah.org/video/pbs-utahs-book-club-in-a-box-rest-is-resistance-zqzgt9/>

Tao, K.W. (August 1, 2023). Rest is Resistance. *Book Club in A Box*. PBS Utah. <https://www.pbsutah.org/community/book-club-in-a-box/available-boxes/>

Tao, K.W. (May 17, 2023). Book Banning in the Beehive State. *Insight*. PBS Utah. <https://www.pbsutah.org/pbs-utah-productions/series/utah-insight/s4/book-banning/>

Tao, K.W., (October 27, 2021). Ask Code Switch: Parents Just Don't Understand. *Code Switch*. NPR. <https://www.npr.org/2021/10/21/1048177086/ask-code-switch-parents-just-dont-understand>

Tao, K.W. (July 8, 2020). 10 Tip on Talking to Kids about Race and Racism. *Voices in Education*. PBS Teachers Lounge. <https://www.pbs.org/education/blog/10-tips-on-talking-to-kids-about-race-and-racism>

Tao, K.W. (June 5, 2020). How to talk to kids about race and racism. Interview with Sarah Martin, ABC4 News. <https://www.abc4.com/news/local-news/how-to-talk-to-your-kids-about-race-and-racism/>

Tao, K.W. (June 2, 2020). Tips for speaking to children about riots and protests. Interview with Sydney Glenn. Utah Fox 13 News. <https://www.fox13now.com/news/local-news/talk-about-whats-happening-experts-weigh-in-how-to-talk-to-your-kids-about-racism>

Fischer, A. & **Tao, K.W.** (May 20, 2020). Silicon Slopes Live. <https://youtu.be/w79fA68ktxM> [Topic: Supporting children's education during the pandemic]

Tao, K.W., (January 6, 2020). Let's Talk, PBS Utah. <https://www.pbsutah.org/lets-talk>

Tao, K.W., (August 8, 2018). Interview with Matilyn Mortensen, *Utah Public Radio*, <http://www.upr.org/post/u-u-professor-discusses-how-talk-about-race-children>

Tao, K.W., (Summer 2018). Interview with Jana Cunningham, *Continuum Magazine*. University of Utah. <https://continuum.utah.edu/features/how-to-talk-to-kids-about-race/>

Tao, K.W. (January 16, 2018). Tips for speaking to children about topics like race. Interview with Surae Chinn. Utah Channel 4 News. <http://www.good4utah.com/news/tips-for-speaking-with-children-about-topics-like-race/917507352>

Tao, K.W. (January 8, 2018). How to talk to kids about race. Interview with Jana Cuningham, University of Utah Marketing and Communications. https://attheu.utah.edu/facultystaff/how-to-talk-to-kids-about-race/?userType=student&utm_source=uStudentNewsletter&utm_medium=email&utm_campaign=attheu&utm_content=how-to-talk-to-kids-about-race

Tao, K.W. (Airdate December 9, 2017) Interview with Ted Capener. *Utah Conversations with Ted Capener*. PBS, KUED Channel 7. <http://www.kued.org/video/dr-karen-tao>

Tao, K.W. (September 11, 2017). Interview with Lara Jones and David Derezotes. *RadioActive*. KRCL 90.9 <http://krcl.org/blog/radioactive-september-11-2017/>

TEACHING

Associate Professor (Tenure-Track), Department of Educational Psychology, University of Utah
2022 –Present

- EDPS 7720 Supervision Practicum
- EDPS 7480 Supervision Theory and Practice
- EDPS 7200 Foundations in Counseling Psychology
- ECE 6960 – 028 – Lean Canvas for Invention
- EDPS 6960-003 – Interprofessional Education: Clinical Empathy Simulation

Assistant Professor (Tenure-Track), Department of Educational Psychology, University of Utah
2014 –2021

- EDPS 6250 Family and Couple Counseling
- EDPS 6360 Multicultural Counseling
- EDPS 6710 Counseling Practicum
- EDPS 6950 Independent Study
- EDPS 6860 Research Seminar-CP
- EDPS 7550 Social Psychology of Diversity
- EDPS 7710 Practicum in Counseling Psychology, University of Utah
- EDPS 7970 Research - Thesis

Assistant Professor (Clinical), Department of Educational Psychology, University of Utah, 2011- 2014

EDPS 6210 Counseling Skills
EDPS 6250 Family and Couple Counseling
EDPS 6360 Multicultural Counseling
EDPS 6710 Counseling Practicum
EDPS 6820 Ethics in Mental Health Counseling
EDPS 6822 Professional Issues in Mental Health Counseling
EDPS 6910 Masters Internship, University of Utah
EDPS 7550 Social Psychology of Diversity
EDPS 7710 Practicum in Counseling Psychology, University of Utah
EDPS 7770 Field Practicum, University of Utah

Adjunct Professor, School of Applied Counseling, Psychology, & Family Therapy, Antioch University, 2011
PSYC 725 Lifespan Development

Instructor, University of Wisconsin-Madison, 2005 - 2006

CP 850 Consultation Procedures for Counselors
CP 806/807 Masters Practicum-College Counseling Track

Teaching Assistant, University of Wisconsin-Madison, 2000 - 2004

CP 115 Academic Enhancement Seminars
CP 650 Theories of Interviewing
CP 726 Social Development of Racial/Ethnic Children
CP 802 Theory and Practice of Group Work for Counselors
CP 810 Techniques and Microskills for Counselors

Recent HONORS and AWARDS

2019-2020 University of Utah Foundation Fellow

2018 -2019 University of Utah Faculty Fellowship

NATIONAL, COMMUNITY and UNIVERSITY SERVICE

National Service

2023 - Present *Collective Coordinator (President)*, Implementation Collective, Association for Women in Psychology
2021 *Committee Member*, North America Society for Psychotherapy Research Annual Conference
2017 - Present *Committee Member*, American Psychological Association, Division 29 Psychotherapy, Finance Committee
2014 - 2018 *Staffer/ Regional Coordinator*, Implementation Collective, Association for Women in Psychology (National)
2011 - 2020 *Committee Member*, American Psychological Association, Division 29 Psychotherapy, Education and Training Domain

University Service

2022 - 2023 *Member*, Search Committee - Dean for the College of Social and Cultural Transformation
2022 - 2023 *Co-Chair*, Search Committee - Career Line CCP, Department of Educational Psychology
2022 - Present *Member*, College of Education Retention, Promotion, and Tenure Committee
2019 - 2020 *Co-Chair*, Search Committee - Career Line CCP, Department of Educational Psychology
2018 - 2019 *Search Committee Member* - Tenure-Line CCP, Department of Educational Psychology

REVIEWING

Consulting Editor

2017 - Present Consulting Editor, Journal of Counseling Psychology
2010 - Present Consulting Editor, Psychotherapy

Ad Hoc Reviewer

2020 - Present American Psychologist
2016 - Present The Counseling Psychologist
Training and Education in Professional Psychology
Counselling & Psychotherapy Research
Psychology of Women Quarterly
2012 - 2017 Journal of Counseling Psychology