

Cheryl Holcomb-McCoy, Ph.D., NCC

I. PERSONAL INFORMATION

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A. Educational Background

2010	Certificate of Participation, Leadership Development Program The Johns Hopkins University
1996	Ph.D., Counseling and Counselor Education University of North Carolina at Greensboro (USNWR #3 Ranked Counseling Program) Cognate: Anthropology
1989	M.Ed., School Counseling University of Virginia
1986	B.S., Early Childhood Education University of Virginia

B. Professional Experience

2022 - present	Distinguished Professor
2016 - present	Dean and Professor (Tenured) School of Education American University Washington DC

Highlights of Dean Experience: Led School of Education (SOE) to its independent status at the university; Increased school enrollments by 250% in seven years; Launched successful graduate online programs (e.g., MAT, EdD, EPL) with third-party vendor (Noodle Partners); Conceptualized and launched first fundraising unit in SOE; Raised >\$5M in grants and >\$5M in donor giving, including a new endowed scholarship-William Simon Scholarship for DC high school graduates who aspire to teach; Cultivated partnership with *Urban Teachers*, a national teacher residency program, *doubling* the School's graduate enrollment; Developed the *AU Teacher Pipeline Project* with District of Columbia Public Schools and Friendship Charter Schools, doubling the number of students-of-color majoring in education; Developed and executed AU's Annual *Summer Institute on Education Equity and Justice (SIEEJ)*; Created and led the launch of Advancing Early Education Collaborative (AEEC), an early childhood educator credentialing initiative with Martha's Table, Trinity Washington University, Venture Philanthropy Partners, Urban Institute and LiftDC (funded by JPMorgan Chase); Co-Founded the *Center for Postsecondary Readiness and Success (CPRS)*.

2019 – present **Director**
Center for Postsecondary Readiness and Success (CPRS)
School of Education
American University

2014 - 2016 **Vice Provost, Faculty Affairs**
Johns Hopkins University
Provost's Office
Baltimore, MD

Responsibilities: Collaborated with Provost Office staff, vice deans of faculty, and faculty across the university to advance and promote faculty policies and development, such as faculty mentoring, faculty diversity, faculty data management, and cross-divisional faculty collaboration. **Accomplishments:** conceptualized, launched and led new, university-wide \$25M Faculty Diversity Initiative (FDI), which is still expanding faculty diversity on JHU campuses; led university-wide faculty mentoring initiative; initiated and facilitated Task Force on Faculty Mentoring; expanded and led Master Mentor Program; collaborated with President's staff to launch new President's *Frontier Award*.

2011 - 2014 **Vice Dean, Academic Affairs**
Johns Hopkins University
School of Education

Responsibilities: Chief academic officer of the School of Education (SOE); Oversaw all aspects of academic programming (including on-line programs); Facilitated and led faculty promotion process through cooperation with the SOE promotion committee; Maintained system and procedures for the creation and modification of academic programs (certificates and degree programs) through cooperation with the Curriculum and Policy Committee and Academic Council; Collaborated with Assistant Dean of Assessment on issues related to school-wide assessment and Middle States, NCATE and CACREP accreditation processes; Made recommendations to the Dean on issues related to the RCM budget and impact of administrative structures and decisions on the quality of academic programs; Represented the School of Education at university activities calling for input and participation from the chief academic officer in the school; Collaborated with the Dean and Associate Dean of Finance on budget development; Represented the Dean in school, community, and university-wide functions when appropriate; Participated in SOE fund-raising, strategic initiatives, and development activities. **Accomplishments:** Developed and received approval of new Clinical Faculty policy; Initiated and led the revision of promotion policy for SOE research and clinical faculty; Co-developed new procedures for school-wide assessment and program improvement; Chaired four successful search committees for open rank faculty positions in the SOE; Co-Chair of Bloomberg Distinguished Professorship (joint appointment in School of Education and Bloomberg School of Public Health); Developed and initiated new staff organizational structure for the SOE; Developed and initiated new program/academic organizational structure for the SOE; Assisted with the development of on-line Ed.D. and teacher preparation (TFA) programs; Initiated the development and implementation of a faculty mentoring policy.

2009 – 2011 **Department Chair**
Department of Counseling and Human Services
Johns Hopkins University

Responsibilities: Directed two state-accredited counseling programs (school and mental health counseling); Supervised six full-time faculty and >50 faculty associates (i.e., adjunct faculty); Managed >\$1,000,000 departmental budget; Coordinated teaching load distribution, assessment data, course scheduling, teaching evaluations, mentoring, admissions and recruitment, student data management, advising assignments, and planning and program review. **Accomplishments:** Facilitated the development of student and program handbooks; Facilitated the development of and conducted student review process; Developed comprehensive assessment policy for department; Co-authored CACREP self-study and guided faculty through successful accreditation process; Conceptualized, initiated and led School Counseling Fellows Graduate Program (full-time, 15- month, school counseling master's program with an urban education focus.

2009-2016 **Professor**
Counseling and Human Development
Johns Hopkins University

2014-2016 **Affiliate Faculty Member**
Center for Africana Studies
Johns Hopkins University

2005-2008 **Associate Professor (Tenured) and Clinical/Field Experiences Coordinator**
Department of Counseling and Personnel Services
University of Maryland at College Park

1998-2005 **Assistant Professor**
Department of Counseling and Personnel Services
University of Maryland at College Park

1996-1998 **Program Director and Assistant Professor**
School of Education/Guidance and Counseling Graduate Program
Brooklyn College of the City University of New York

1989-1993 **Elementary School Counselor**
Montgomery County (MD) Public Schools
Rockville, MD

1986-1987 **Elementary School Teacher**
Montgomery County (MD) Public Schools
Rockville, MD

II. FELLOWSHIPS, PRIZES, HONORS, AND AWARDS

1. Fellowships and Awards

- 2023 *ASCEND Aspen Fellow*, Aspen Institute.
- 2023 *Invited Attendee*, P3 EDU Higher Education Leadership Conference.
- 2020 *Washington DC Educator of the Year*, AU Chapter of Phi Delta Kappa.
- 2018 *Member Dean*, Deans for Impact.
- 2017 *Academy Fellow*, Deans for Impact
- 2016 *ACA Fellow*, the highest honor awarded by the American Counseling Association, recognizes ACA members who have contributed to—and advanced—the counseling profession throughout their career.
- 2016 *Yates Achievement of Excellence Award*, Johns Hopkins University Black Faculty and Staff Association.
- 2012 *Distinguished Scholar*, Chi Sigma Iota, Upsilon Nu Chi Chapter, University of North Carolina at Greensboro (UNCG).
- 2009 *Outstanding Achievement Award*. UNCG Alumni Association. UNCG School of Education.
- 2009 *The National Advocacy Award for Family/Community Empowerment*, National Office of School Counselor Advocacy (NOSCA), The College Board.
- 2009 *The Mary Smith Arnold Anti-Oppression Award*, Counselors for Social Justice.
- 2007 *Ranked 2nd Leading Contributor to Multicultural Counseling Competence Research* ([Journal of Counseling Psychology 2007](#)).
- 2007 *Visiting Scholar*, Department of Counselor Education and Counseling Psychology, W. Michigan Univ. Kalamazoo MI.
- 2007 *Exemplary Diversity Leadership Award*, Association for Multicultural Counseling and Development.
- 2003 *Lilly Center for Teaching Excellence Fellow Award*, University of Maryland.
- 2001 *Alumni Excellence Award*, Department of Counseling and Human Development University of North Carolina at Greensboro.
- 2001 *Outstanding Counselor Educator Award*, Maryland Association for Counseling and Development.

- 1998 *Outstanding Research Award*, Chi Sigma Iota International.
- 1994 *Outstanding Student Award*, Department of Counseling and Educational Development, University of North Carolina at Greensboro.
- 1993 *Marion Pope Franklin Award*, Department of Counseling and Educational Development, University of North Carolina at Greensboro
- 1989 *Graduate Fellowship*, State Council of Higher Education for Virginia

2. Honor Societies

- 2011- present Phi Delta Kappa International
- 1995-present Chi Sigma Iota International

III. RESEARCH, SCHOLARLY, AND CREATIVE ACTIVITIES

Books and Journal Special Issues

- Holcomb-McCoy, C. (in process). *Young, Black, and traumatized: Uplifting Black youth in schools*. Harvard Education Press.
- Holcomb-McCoy, C. (2022). *School counseling to close opportunity gaps: A social justice and antiracist framework for success* (2nd edition). Thousand Oaks, CA: Corwin. [Foreword by Dr. Ibram X Kendi]
- Holcomb-McCoy, C. (Ed.) (2021). *Antiracist counseling in schools and communities*. Alexandria, VA: American Counseling Association Publications.
- Owen, L. and Holcomb-McCoy, C. (Eds.), (2017). "Complete Issue." *Journal of College Access*: Vol. 3: Issue 2, Available at: <http://scholarworks.wmich.edu/jca/vol3/iss2/1>
- Bryan, J., & Holcomb-McCoy, C. (Eds.) (2010). School-family-community partnerships: The school counselor's role. [Special Issue], *Professional School Counseling*, 14.
- Holcomb-McCoy, C. (2007). *School counseling to close the achievement gap: A social justice framework for success*. Thousand Oaks, CA: Corwin. [1st Edition]
- Holcomb-McCoy, C., & Lee, C. C. (Eds.), (2005). School counseling in urban settings. [Special issue]. *Professional School Counseling*, 8, (3).

Chapters in Edited Books

- Holcomb-McCoy, C. (2022). Afterword. *Equity-based career development and postsecondary transitions: An American imperative*. Charlotte, NC: Information Age Publishing.
- Holcomb-McCoy, C. (2021). Foreword. *The use of data in school counseling: Hatching results (and so much more) for students, programs, and the profession*. Thousand Oaks, CA: Corwin.
- Holcomb-McCoy, C. (2020). Foreword. *From disagreement to discourse: A chronicle of controversies in schooling and education*. Charlotte, NC: Information-Age Publishing.
- Holcomb-McCoy, C. & Owen, L. (2019). The counseling landscape. In NACAC, *Fundamentals of College Admission Counseling: A textbook for graduate students and practicing counselors 5th Edition*. Alexandria, VA: NACAC.
- Holcomb-McCoy, Brown, S. & Aimless, A. (2018). Human growth and development in a multicultural context. In S. Nassar-McMillan & S. Niles (Eds), *Professional counseling: Orientation to past, present, and future trends*. Alexandria, VA: American Counseling Association.
- Holcomb-McCoy, C. (2017). Journey to advance equity: A never-ending road. In F. Bemak & R. Conyne (Eds.). *Journeys to professional excellence: Stories of courage, innovation, and risk-taking* (pp. 83-92). Thousand Oaks, CA: Sage Publications.
- Holcomb-McCoy, C., & Gonzalez, I. (2016). Counseling in schools: Issues and practice. In P. Pederson, J. G. Draguns, W. J., Lonner, J. E. Trimble, & M.S. Rio (Eds.), *Counseling across cultures* (7th ed.) (pp. 247-274). Thousand Oaks: Sage Publications.
- Holcomb-McCoy, C., Gonzalez, I., Harris, P., & Hines, E. (2015). Urban school counseling: Implications for black male students. In M. Henfield & A. Washington (Eds.), *School Counseling for Black Male Student Success in 21st-Century Urban Schools* (pp. 1-18). Charlotte: Information Age Publishing.
- Holcomb-McCoy, C. (2014) The counseling landscape. In J.D. Mathis, R.M. Rall Laudino (Eds.), *Fundamentals of college admission counseling: A textbook for graduate students and practicing counselors* (pp. 4-14). Arlington, VA: NACAC.
- Holcomb-McCoy, C. (2013). The counseling landscape. In *Fundamentals of college admission counseling* (pp. 1-12). Alexandria, VA: NACAC
- Holcomb-McCoy, C. & Booker, B. (2012). Meeting the academic and social needs of urban African American students: Implications for school counselors and other helping professionals. In J. Moore & C. Lewis (Eds.). *African American Students in Urban Schools: Issues and Solutions for Achievement* (pp. 33-52). New York: Peter Lang.
- Holcomb-McCoy, C., & Young, A. (2012). High school career counseling: Preparing youth for college and other alternatives. In D. Capuzzi & M. Shauffer (Eds.), *Career Counseling: Foundations, Perspectives, and Applications* (pp. 341-370). New York: Routledge.

- Holcomb-McCoy, C., & Moore-Thomas, C. (2011). Multicultural issues in group counseling. In B. Erford (Ed.), *Group Counseling in the School and Clinic*. New York: Merrill/Prentice Hall.
- Holcomb-McCoy, C. & Coker, A. (2008). Multicultural consultation. In C. Lee et al., (Eds.) *Elements of culture in counseling*. Upper Saddle River, NJ: Pearson.
- Holcomb-McCoy, C. & Mitchell, N. (2007). Promoting ethnic/racial equality through empowerment. In C. Lee (Ed.). *Counseling for Social Justice* (pp. 137-160). Alexandria, VA: American Counseling Association.
- Holcomb-McCoy, C., & Chen-Hayes, S. (2006). Multiculturally competent school counselors: Affirming diversity by challenging oppression. In B. Erford (Ed.), *Transforming the school counseling profession*. New York: Merrill/Prentice Hall.
- Holcomb-McCoy, C. (2005). Wellness and children: Implications for future research. In J. Myers & T. Sweeney (Eds.), *Counseling for Wellness: Theory, Research, and Practice* (pp. 59-66). Alexandria, VA: American Counseling Association.
- Holcomb-McCoy, C. (2004). *Community outreach initiatives*. In B. Erford (Ed.), *Professional school counseling: A handbook of theories, programs, & practices* (pp. 859-864). Austin, TX: Pro-Ed.
- Holcomb-McCoy, C. (2003). Multicultural competence in school settings. In D. Pope-Davis, H. L. K. Coleman, W. M. Liu, & R. Toporek (Eds.), *The handbook of multicultural competencies in counseling and psychology* (pp. 406-417). Thousand Oaks, CA: Sage.
- Holcomb-McCoy, C. (2003, 2006, 2010, 2013). Multicultural competence. In B. Erford (Ed.), *Transforming the school counseling profession* (pp. 317-330). New York: Merrill/Prentice Hall.
- Holcomb-McCoy, C. (2002). Multicultural group counseling in the school setting. In K. Greenberg (Ed.), *Group counseling in the schools: Handbook for grades K-12* (pp. 150-164). New York: Allyn and Bacon.
- Holcomb-McCoy, C. (2002). Issues of class and race in education: A personal narrative. In C. Korn & A. Burszty (Eds.), *Case studies in cultural transitions: Rethinking multicultural education* (pp. 48-63). Westport, CT: Greenwood Publishers.
- Articles in Refereed Journals (+ Invited Work)**
- Mason, E., Robertson, A., Gay, J., Clarke, N., & Holcomb-McCoy, C. (2021). Antiracist school counselor preparation: Expanding on the five tenets of the transforming school counseling initiative. *Teaching and Supervision in Counseling*, 3, Article 2.
- Bryan, J., Young, A., Griffin, D., & Holcomb-McCoy, C. (2017). Leadership practices linked to involvement in school-family-community partnerships: A national study. *Professional School Counseling*, 21(1), 1-13. DOI: 10.1177/2156759X18761897
- Hines, E., & Holcomb-McCoy, C. (2013). Parental characteristics, ecological factors, and the

academic achievement of African American males. *Journal of Counseling and Development*, 91, 68-77.

- Bryan, J., Moore-Thomas, C., Day-Vines, N. L., & Holcomb-McCoy, C. (2011). School counselors as social capital: The effects of high school college counseling on college application rates. *Journal of Counseling & Development*, 89(2), 190-199.
<http://search.ebscohost.com/login.aspx?direct=true&db=ehh&AN=60145279&site=ehost-live>
- Holcomb-McCoy, C. (2010). Involving low-income parents and parents of color in college readiness activities: An exploratory study. *Professional School Counseling*, 14, 115-124.
- Holcomb-McCoy, C., & Bryan, J. (2010). Advocacy and empowerment in parent consultation: Implications for theory and practice. *Journal of Counseling and Development*, 88, 259-268.
- Bryan, J., Day-Vines, N., Holcomb-McCoy, C., & Moore-Thomas, C. (2010). Using national education longitudinal datasets in school counseling research. *Counselor Education and Supervision*, 49, 266-279.
- Holcomb-McCoy, C., Gonzalez, I., & Johnston, G. (2009). School counselor dispositions as predictors of data usage. *Professional School Counseling*, 12, 343-352.
- Bryan, J., Moore-Thomas, C., Day-Vines, N. L., Holcomb-McCoy, C., & Mitchell, N. (2009, April 21). Characteristics of students who receive school counseling services: Implications for practice and research. *Journal of School Counseling*, 7(21). Retrieved insert date, from <http://www.jsc.montana.edu/articles/v7n21.pdf>
- Bryan, J., Holcomb-McCoy, C., Moore-Thomas, C., & Day-Vines, N. (2009). Who sees the school counselor for college counseling? A national study. *Professional School Counseling*, 12, 280-291.
- Holcomb-McCoy, C. (2008). Social privilege and group counseling: A response. *Journal for Specialists in Group Work*, 33, 367-369.
- Holcomb-McCoy, C., & Johnston, G. (2008, May 7). A content analysis of pre-service school counselors' evaluations of an urban practicum experience. *Journal of School Counseling*, 6 (16). <http://www.jsc.montana.edu/articles/v6n16.pdf>
- Holcomb-McCoy, C., Harris, P., Hines, E., & Johnston, G. (2008). School counselors' multicultural self-efficacy: A preliminary investigation. *Professional School Counseling*, 11, 166-178.
- Day-Vines, N. & Holcomb-McCoy, C. (2007). Wellness among African American counselors. *Journal of Humanistic Counseling, Education, and Development*, 46, 82-91.
- Bryan, J. & Holcomb-McCoy, C. (2007). An examination of school counselor involvement in school-family-community partnerships. *Professional School Counseling*, 10, 441-454.

- Bryan, J. & Holcomb-McCoy, C. (2007). School counselor training and involvement in school-family-community partnership roles: An exploratory study. *Journal of School Counseling*.
- Holcomb-McCoy, C. (2007). Transitioning to high school: Issues and challenges for African American students. *Professional School Counseling*, 10, 253-260.
- Holcomb-McCoy, C. (2005). An examination of urban and suburban school counselors' familiarity with and usage of computer technology. *Journal of Technology in Counseling*, 4.
- Holcomb-McCoy, C. (2005). Ethnic identity in early adolescence: Implications and recommendations for middle school counselors. *Professional School Counseling*, 9, 120-127.
- Holcomb-McCoy, C. (2005). Social skills instruction with African American students: Implications for school counselors. *Counseling Interviewer*, 37, 10-17.
- Holcomb-McCoy, C. & Lucas, A. (2006). The underachievement of African American students: Why can't we close the gap? *The Counseling Interviewer*.
- Holcomb-McCoy, C., & Adkinson-Bradley, C. (2005). African American counselors educators' job satisfaction and perceptions of departmental racial climate. *Counselor Education & Supervision*, 45, 2-15.
- Holcomb-McCoy, C. (2005). Investigating school counselors' perceived multicultural counseling competence. *Professional School Counseling*, 8, 414-423.
- Holcomb-McCoy, C. (2005). Empowerment of African American girls: A response. *Professional School Counseling*, 8, 390-391.
- Holcomb-McCoy, C., & Mitchell, N. (2005). A descriptive study of urban school counseling programs. *Professional School Counseling*, 8, 203-208.
- Adkinson-Bradley, C., Johnson, D., Lipford-Sanders, J., Duncan, L., & Holcomb-McCoy, C. (2005). Forging a collaborative relationship between the Black church and the counseling profession. *Counseling and Values*, 49, 147-154.
- Holcomb-McCoy, C. (2005). Group mentoring with urban African American female adolescents. *E-Journal of Teaching and Learning in Diverse Settings. Special Issue: Promoting Academic Achievement for African American students in K-12 urban settings: Implications for Teachers, Counselors, Social Workers, Psychologists, and Administrators.*
www.subr.edu/coeducation/ejournal/v2il.htm
- Holcomb-McCoy, C. (2004). Alienation: A concept for understanding low-income urban clients. *Journal of Humanistic Education and Counseling Development*, 43, 188-196.
- Holcomb-McCoy, C & Day-Vines, N. (2004). Exploring school counselor multicultural

competence: A multidimensional concept. *Measurement and Evaluation in Counseling and Development*, 37, 154-162.

Bradley, C., & Holcomb-McCoy, C. (2004). African American counselor educators: Their experiences, challenges and recommendations. *Counselor Education and Supervision*, 43, 258-273.

Holcomb-McCoy, C. (2004). Using the family autobiography in school counselor preparation: An introduction to a systemic perspective. *The Family Journal*, 12, 21-25.

Holcomb-McCoy, C. (2004). Assessing the multicultural competence of school counselors: A checklist. *Professional School Counseling*, 7, 178-186.

Bryan, J., & Holcomb-McCoy, C. (2004). School counselors' perceptions of their involvement in school family community partnerships. *Professional School Counseling*, 7, 162-171.

Holcomb-McCoy, C. & Bradley, C. (2003). Recruitment and retention of ethnic minority counselor educators: An exploratory study of CACREP-accredited counseling programs. *Counselor Education and Supervision*, 42, 231-243.

Holcomb-McCoy, C. (2003). Using multicultural literature to enhance peer helping training. *Peer Facilitator Quarterly*, 18, 45-48 .

Holcomb-McCoy, C., Bryan, J., & Rahill, S. (2002). Importance of the school counseling CACREP standards: School counselors' perceptions. *Professional School Counseling*, 6, 112-119.

Bradley, C. & Holcomb-McCoy, C. (2002). Current status of ethnic minority counselor educators in the U.S. *International Journal for the Advancement of Counselling*, 24, 183-192.

Holcomb-McCoy, C., & Moore-Thomas, C. (2001). Empowering African American female adolescents. *Professional School Counseling*, 5, 19-26.

Holcomb-McCoy, C. (2001). Exploring the self-perceived multicultural counseling competence of elementary school counselors. *Professional School Counseling*, 4, 195- 201.

Holcomb-McCoy, C. (2000). Multicultural counseling competencies: An exploratory factor analysis. *Journal of Multicultural Counseling and Development*, 28, 83-97.

Holcomb-McCoy, C., & Myers, J. (1999). Multicultural competence and counselor training: A national survey. *Journal of Counseling and Development*, 77, 294-302.

Holcomb-McCoy, C. (1998). Supervision: An essential multicultural training tool. *The Journal for the Professional Counselor*, 13, 43-53.

Baber, W., Garrett, M. T., & Holcomb-McCoy, C. (1997). VISION: A model of culture for counselors. *Counseling and Values*, 41, 184-193.

Book Reviews and Other Intellectual Contributions

1. Book Reviews, OpEds, White Papers, etc

- Holcomb-McCoy, C. (July, 2022). *How to solve problems that come with putting more counselors in schools*. District Administration. <https://districtadministration.com/school-counselors-solve-problems-with-putting-more-in-schools/>
- Holcomb-McCoy, C. (July, 2022). *Schools must do a better job teaching anti-racism*. The Hechinger Report. <https://hechingerreport.org/opinion-schools-must-do-a-better-job-teaching-anti-racism/>
- Dennis, T., Schuschke, J., Chan, W., & Holcomb-McCoy, C. (February, 2022). *The Antiracist Teacher Preparation Initiative Final Report*. Funded by Bill & Melinda Gates Foundation.
- Holcomb-McCoy, C. (August, 2021). *The Other CRT—Culturally Responsive Teaching—Can Truly Make a Difference*. The Hill. <https://thehill.com/opinion/education/566022-the-other-crt-culturally-responsive-teaching-can-truly-make-a-difference>
- Holcomb-McCoy, C. (April, 2021). *Reopening schools safely requires addressing the stress of educators of color*. The Hill. <https://thehill.com/opinion/education/548231-reopening-schools-safely-requires-addressing-the-stress-of-educators-of>
- Holcomb-McCoy, C. (July, 2020). *Well-meaning college advising is not enough*. ACT Equity in Learning Blog. <https://equityinlearning.act.org/equity-in-action/guest-blog-well-meaning-college-advising-is-not-enough/>
- Holcomb-McCoy, C. (August, 2018). *A dual enrollment program for DC high school students could help fill classrooms in the future*. Washington Post. https://www.washingtonpost.com/opinions/a-dual-enrollment-program-for-dc-high-school-students-could-help-fill-classrooms-in-the-future/2018/08/31/679fc018-abb2-11e8-8a0c-70b618c98d3c_story.html
- Brown, J., Hatch, T., Holcomb-McCoy, C., Martin, P., Mcleod, J., Owen, L., & Savitz-Romer, M. (2016). *The State of School Counseling: Revisiting the Path Forward*. Washington, DC. <https://www.american.edu/centers/cprs/upload/revisiting-the-path-forward-report-full-report.pdf>
- Holcomb-McCoy, C. (1998). *School refusal: Interventions for school counselors*. *Professional School Counseling, 1*, 64-65. [Book Review]

2. ERIC Documents

- Holcomb-McCoy, C. (2004). *Integrating multicultural perspectives in comprehensive guidance and counseling*. Greensboro, NC: ERIC/CASS (ERIC Document No. 476909).
- Holcomb-McCoy, C. (2001) *Examining urban school counselors' perceptions of school restructuring activities*. Greensboro, NC: ERIC/CASS (ERIC Document No. 452451)
- Holcomb-McCoy, C. C. (2000). *Multicultural counseling training: A preliminary*

study. Greensboro, NC: ERIC/CASS. (ERIC Document No. 428301).

Holcomb-McCoy, C. C. (1998). *School counselor preparation in urban school settings*. Greensboro, NC: ERIC/CASS. (ERIC Document No. 418343).

Holcomb, C.C., & Schenk, L. (1997). Searching ERIC for counseling resources. In L. Loesch & N. Vacc (Eds.), *Research in counseling and therapy* (pp. 115-118). Greensboro, NC: ERIC/CASS.

3. *The Counselor's Classroom (Webpage)*

Holcomb-McCoy, C. (2004). African American students transitioning to high school. *The Counselor's Classroom*, 4.

4. *Chi Sigma Iota Exemplar*

Holcomb-McCoy, C. (2004, Summer). Multiculturalism and CSI Chapters: Are we committed? *Chi Sigma Iota Exemplar*, 19, 1.

Holcomb-McCoy, C. (2001, Fall). Significant contribution to the literature: Handbook of Counseling. *Chi Sigma Iota Exemplar*, 16, 13.

Holcomb-McCoy, C. (1999, Spring). Multicultural counseling competence and training: A national study. *Chi Sigma Iota Exemplar*, 14, 6-12.

5. *Encyclopedia Entries*

Holcomb-McCoy, C. (in press). Antiracist counseling in schools. *The SAGE Encyclopedia of Multicultural Counseling, Social Justice, and Advocacy*.

Holcomb-McCoy, C. (2008). Barriers to cross-cultural counseling. In R. Worthington, Constantine M. (Ed.) *Encyclopedia of Counseling*. Volume 4: Cross-Cultural Counseling. Sage Publications.

6. *Non-Refereed Articles*

Holcomb-McCoy, C. (2012). A social justice framework for counseling young men of color. In NOSCA's "*Transforming the educational experience of young men of color*" (pp. 2-7). New York: The College Board.

http://media.collegeboard.com/digitalServices/pdf/nosca/12b_5136_NOSCAJournal_120330.pdf

Holcomb-McCoy, C. (2011). Making a smooth transition. *Educational Leadership*, 68, 59-63.

Holcomb-McCoy, Young, A., & Gonzalez, I. (Winter, 2011). Transforming urban school counselor preparation for the century. *New Horizons for Learning*.

<http://education.jhu.edu/newhorizons/Journals/Winter2011/Holcomb-McCoy>

7. *VISTAS*

Holcomb-McCoy, C. (2009). *Cultural considerations in parent consultation* (ACAPCD-25). Alexandria, VA: American Counseling Association.

Talks, Abstracts, and Professional Papers Presented

1. Refereed Professional Presentations (International, National, and Regional)

Ieva, K. P., Holcomb-McCoy, C., Dimmitt, C., Limber, D., Owen, L., & Webb, L. (2017, July). *Process of obtaining and securing grants for school counseling*. Denver, CO: American School Counselor Association.

Mitcham, M. A., O'Bryant, B., West-Olatunji, C., Bryant, R. M., Holcomb-McCoy, C., Portman, T. A., Greenidge, W., & Day-Vines, N. (2015, March). *Courageous conversations with women of color in counselor education: Surviving and thriving*. Orlando, FL: American Counseling Association Conference.

Holcomb-McCoy, C. (2014, March). *Transformative leadership in counselor education*. Honolulu, HI: American Counseling Association Conference.

Holcomb-McCoy, C. (2012, September). *Using logic models to evaluate school counseling programs and interventions*. Savannah, GA: Southern Association for Counselor Education and Supervision.

Holcomb-McCoy, C., Bryan, J., Day-Vines, N., & Moore-Thomas, C. (2010, October). *Peer mentoring as a framework for success*. Williamsburg, VA: Southern Association for Counselor Education and Supervision.

Lee, V. & Holcomb-McCoy, C. (2010, March). *Counseling to get students ready for college: A multidimensional approach*. Pittsburgh, PA: Pre-Conference Learning Institute, American Counseling Association.

Walz, G. R., Bleuer, J., Holcomb-McCoy, C., Scofield, T., Chope, R., & Douglas, K. (2010, March). *Getting ahead of the knowledge curve*. Pittsburgh, PA: American Counseling Association.

Holcomb-McCoy, C. & Gonzalez, I. (2008, June). *College access in high minority and high poverty schools: A preliminary report*. St. Louis, MO: Transforming School Counseling Summer Academy, Education Trust.

Lee, V., & Holcomb-McCoy, C. (2008, June). *Integrating college readiness counseling knowledge and skill in school counselor education*. St. Louis, MO: Transforming School Counseling Summer Academy, Education Trust.

Holcomb-McCoy, C. (2008, June). *School counseling to close the achievement gap: A social justice approach*. Atlanta, GA: American School Counselor Association Annual Conference.

- Holcomb-McCoy, C. (2006, June). *Transforming schools through community organizing*. Chicago: Half-day session, American School Counselor Association Annual Conference.
- Lee, V., Holcomb-McCoy, C., Kaffenberger, C. & Bodenhorn, N. (2006, June). *Building skills & accountability*. Chicago: American School Counselor Association Annual Conference.
- Holcomb-McCoy, C., Hines, E., Johnston, G., & Harris, P. (2006, April). Investigating the *multicultural self-efficacy of school counselors*. Montreal: American Counseling Association Annual Conference.
- Holcomb-McCoy, C., Lee, C. C., & Mitchell, N. (2005, October). *Transforming urban school counselors: A multidimensional approach*. Pittsburgh, PA: Association for Counselor Education and Supervision Conference.
- Holcomb-McCoy, C., Lee, C. C., & Lee, V. (2005, October). *The College Board and Counselor Education: A Partnership to Connect Students to College Success*. Pittsburgh, PA: Association for Counselor Education and Supervision Conference.
- Shin, H., & Holcomb-McCoy, C. (2005, June). *Issues in school consultation with Asian parents*. Orlando, FL: 2005 American School Counselor Association Conference.
- Shin, H., & Holcomb-McCoy, C. (October, 2004). *Issues in school consultation with Asian parents*. Columbia, MD: Maryland School Counselor Association Annual Conference.
- Holcomb-McCoy, C. (September, 2004). *Telling tales: Using stories in counselor training to teach about racism*. Athens, GA: Southern Association for Counselor Education and Supervision Fall Conference.
- Holcomb-McCoy, C., Edwards, Y., & Ham, D. (March, 2004). *School counselors' use of computer technology*. Kansas City, MO: American Counseling Association Annual Conference.
- Holcomb-McCoy, C. (2004, June). *Urban school counseling: Integrating schools families, and communities*. Reno, NV: American School Counselor Association Annual Conference.
- Holcomb-McCoy, C. (2001, May). *Empowering African American female adolescents*. Bowie, MD: Maryland Association for Multicultural Counseling and Development Conference.
- Holcomb-McCoy, C., Moore-Thomas, C., Chen, C., & O'Rourke-Trigiani, J. (2000, March). *Multicultural counseling competence and training: School counselors' perceptions*. Washington, DC: American Counseling Association Annual Conference.
- Bradley, C., & Holcomb-McCoy, C. (2000, March). *The status of faculty of color in CACREP accredited programs*. Washington, DC: American Counseling Association Annual Conference.
- Holcomb-McCoy, C. (1999, October). *Can we talk? Exploring the social identities of*

counselor educators. New Orleans, LA: Association for Counselor Education and Supervision Conference.

Holcomb-McCoy, C., & Moore-Thomas, C. (1999, June). *Counseling African American girls: A model of empowerment*. Phoenix, AZ: American School Counselor Association Annual Conference.

Holcomb-McCoy, C. (1999, April). *Unpacking in public: Exploring social/racial identities in an urban university*. Montreal, Canada: American Educational Research Association (AERA) Annual Meeting.

Holcomb-McCoy, C. (1999, February). *Counseling African American girls within the school context*. Columbia, MD: Maryland Association for Counseling and Annual Conference.

Holcomb-McCoy, C. (1997, October). *Ethnic identity development of adolescents: Implications for counselors*. Albany, NY: New York State Counselors' Association Conference.

Holcomb-McCoy, C. (1997, June). *Ethnic identity development of adolescents: Implications for school counselors*. Nashville, TN: American School Counselor Association.

Holcomb, C. (1996, April). *The relationship between counselor training and multicultural competence*. Pittsburgh, PA: American Counseling Association.

Holcomb, C. (1995, November). *Teaching counselors how to work with African American women*. Knoxville, TN: Southern Association for Counselor Education and Supervision (SACES).

Holcomb, C. (1995, June). *Affordable ERIC*. New Orleans, LA: American School Counselors Association Conference.

Holcomb, C. & Allen, M. (1994, November). *Mentoring: An effective strategy for empowering African American students*. Greensboro, NC: North Carolina School Counselors Association Conference.

Holcomb, C. & Schenk, L. (1994, November). *All you ever wanted to know about ERIC*. Charlotte, NC: 1995 Southern Association for Counselor Education and Supervision Conference.

Holcomb, C., & Smith, S. (1994, March). *A guide to managing resistance from culturally different clients*. Charlotte, NC: North Carolina Counselors' Association.

Holcomb, C. (1992, May). *Children at risk: How educators can help*. Rosslyn, VA: Association for Childhood Education International.

2. Select Invited Talks and Keynote Speeches (Local)

Holcomb-McCoy, C. (2022, October). *The Hill We Climb: A Journey Toward Equity and Justice in Schools*. [Keynote]. Virginia School Counseling Association Annual Conference.

- Holcomb-McCoy, C. (2021, October). *The Hill We Climb*. [Keynote] Maryland Counseling Association Annual Conference.
- Holcomb-McCoy, C. (2017, June). *Teach. Learn. Grow. Developing a learning culture*. Washington DC: American University Staff Council Conference.
- Holcomb-McCoy, C. (2016, October). *Social identities and educational achievement success stories*. Baltimore MD: Conference on Coordinate Education Conference.
- Holcomb-McCoy, C. (2016, September). *Faculty, clinical staff, and administration lunch and learn: Enhancing and supporting diversity in healthcare settings*. Baltimore, MD: Kennedy Krieger Institute, Continuing Education Seminar Room to Grow: Journey to Cultural and Linguistic Competency Mini-Conference.
- Holcomb-McCoy, C. (2016, June). *School counseling for social justice: A framework for success*. [Keynote]. Baltimore, MD: Baltimore Education Scholarship Trust (BEST) Conference.
- Holcomb-McCoy, C. (2015, April). *Counselors on the move... paving the way to college/career readiness for all*. Greenbelt, MD: Maryland School Counselor Association Conference.
- Holcomb-McCoy, C. (2013, February). *Counseling for equity: A moral imperative*. Keynote. Ocean City, MD: Eastern Shore Regional School Counseling Conference.
- Holcomb-McCoy, C. (2012, November), *A social justice framework for school counseling*. Hagerstown, MD: Washington County Professional Development
- Holcomb-McCoy, C., Astone, N., & Lindstrom-Johnson, S. (2012, May). *The role of education*. Baltimore MD: Provost's Symposium on the Social Determinants of Health, Johns Hopkins University.
- Holcomb-McCoy, C. (2009, November). *School counseling to decrease drop-out rates: A social justice framework*. Manassas, VA: Prince William County Public Schools Counselors' Workshop.
- Holcomb-McCoy, C. (2009, August/September). *Transforming counseling as a reflection of children's potential*. Fairfax VA: Fairfax County Public Schools School Counselor Academy.
- Holcomb-McCoy, C. (2009, October). *School counseling to close the achievement gap: A social justice approach for success*. Deep Creek Lake, MD: Western Maryland School Counselors' Association.
- Holcomb-McCoy, C. (2009, September). *Using data as an advocacy tool*. Baltimore, MD: Baltimore City Schools School Counselor Professional Development.
- Holcomb-McCoy, C. (2009, March). *Multicultural supervision*. College Park, MD;

Rehabilitation Counseling Supervisors' Meeting.

Holcomb-McCoy, C. (2007, October). *The access imperative: Closing the achievement gap*. Columbia, MD: Maryland School Counselors Association.

Holcomb-McCoy, C. (2006, July). *Closing the achievement gap: A social justice approach to school counseling*. Gambrills, MD: Anne Arundel County Public Schools.

Holcomb-McCoy, C. (2006, June). *School counselors using and analyzing data*. Bowie, MD: Prince Georges County Public Schools.

Holcomb-McCoy, C. (2006, April). *Developing a data-driven school counseling program*. Washington, DC: District of Columbia Public Schools.

Holcomb-McCoy, C., & Mitchell, N. (2002, October). *Counselors as coaches: Using skills in coaching and supervision to promote excellence in counseling and instruction*. Rockville, MD: Montgomery County Public Schools.

Holcomb-McCoy, C., Lee, C. C., & Moore-Thomas, C. (2002, August). *Maximizing the potential of culturally different students: The school counselor's perspective*. Alexandria, VA: Alexandria City Public Schools.

Holcomb-McCoy, C. (2002, July). *Leading to transformation*. Rockville, MD: Montgomery County Schools.

Lee, C. C., & Holcomb-McCoy, C. (2002, June). *Operationalizing the new role of school counselors*. Rockville, MD: Montgomery County Schools.

Holcomb-McCoy, C. (2001, April). *Chi Sigma Iota leadership and excellence*. Fairfax, VA: Va. Tech. Northern Virginia Campus.

Holcomb-McCoy, C. (2001, March). *Supporting high needs families: Implications for school counselors*. Rockville, MD: Montgomery County School Guidance Unit.

Holcomb-McCoy, C. (1999, February). *The school counselor in the next millennium: Old issues, new roles*. Rockville, MD: Montgomery County School Guidance Unit-Elementary Counselors' Meeting.

3. Invited Talks and Keynotes (Regional and National)

Holcomb-McCoy, C. (2023, April). *An Evening with Cheryl Holcomb-McCoy. Don C. Locke Symposium*. Raleigh, NC.

Holcomb-McCoy, C. (2022, June). *The Time is Always Right To Do What Is Right*. NBCC Foundation Conference, Opening Keynote. Crystal City, VA.

Holcomb-McCoy, C. (2022, March). *Where's the Evidence? Ensuring Racial Equity Through Evidence-Based School Counseling*. 2022 Evidence-Based School Counseling Conference.

- Holcomb-McCoy, C. (2022, March). *What's Racism Got To Do With It?* Bowie, MD: Maryland School Counselors Association.
- Holcomb-McCoy, C. (2021, October). *The Hill We Climb: A Journey Toward Justice and Equity in Education and Counseling*. The 32nd Annual Lockey Lecture. Millersville University College of Education.
- Holcomb-McCoy, C. (2020, April). *Moving from multiculturalism to anti-racism in counseling*. [Keynote]. San Diego: American Counseling Association National Conference.
- Holcomb-McCoy, C. (2020, February). *A moral imperative: Ensuring diverse teachers for every student and school*. Iowa City, IA: ACT Distinguished Lecture Series.
- Holcomb-McCoy, C. (2019, February). *The 5 Simple Truths About Cultural Competence in Education and Counseling*. Williamsburg, VA: School of Education, Diversity Event. [Keynote]
- Holcomb-McCoy, C. (2017, June). *Making a difference: College and career readiness for all*. [Keynote]. Indianapolis: Indiana Youth Institute Conference.
- Holcomb-McCoy, C. (2017, June). [*We're beyond talking*](#). [Closing Keynote]. Washington, DC: Illuminate Conference, American Counseling Association.
- Holcomb-McCoy, C. (2017, April). *Tips for Junior Faculty*. [Mentoring Talk]. San Antonio, TX: Division E (AERA) Early Career Scholars Pre-Conference Workshop.
- Holcomb-McCoy, C. (2017, March). *Teach strong: States and districts leading the way*. [Panelist]. Washington, DC: Center for American Progress.
- Holcomb-McCoy, C. (2016, October). *Enough is enough: Let's get kids college and career ready!* [Keynote]. Riverside, CA: California School Counseling Association.
- Holcomb-McCoy, C. (2016, May). *Increasing diversity on university campuses*. [Panelist]. Baltimore, MD: Association for Women in Science/ADVANCE Conference.
- Holcomb-McCoy, C., Taylor, H., & Gonzalez, R. (2015, March). *College knowledge as cultural capital (ESEA and Parent Engagement)*. [Panel Discussion]. Washington, DC: 2015 Secondary Education Congressional Briefing.
- Holcomb-McCoy, C., Linde, L., McLeod, J., Dedmond, R. (2015, February). *The Role of the School Counselor: On the Front Lines With Kids, Parents, and Families*. Panel Discussion. Washington, DC: American Counseling Association Congressional Briefing.
- Holcomb-McCoy, C. (2015, February). *Counselors on the move... paving the way to college/career readiness for all*. Gwinnett, GA: University of Georgia at Gwinnett Tenth Annual Diversity Conference.
- Holcomb-McCoy, C. (2014, December). *The influence of power, bias, and privilege in*

education. Washington, DC: TASH Conference.

- Chi Sigma Iota & Holcomb-McCoy, C. (Producers and host). (2014, October 28). *Transformative leadership in counselor education* [Audio podcast]. Retrieved from <http://www.csi-net.org>
- Holcomb-McCoy, C. (2014, October). *Counselors on the move... paving the way to college/career readiness for all*. Orlando, FL: Florida School Counselor Association Conference.
- Holcomb-McCoy, C. (2012, November). *School counseling to close the achievement gap*. Charlottesville, VA: Curry School of Education, University of Virginia.
- Holcomb-McCoy, C. (2011, June). *School counseling to close the achievement gap*. Des Moines, IA: Ross Trust Educational Fund.
- Holcomb-McCoy, C. (2011, May). *Rising to the challenge: School counseling to close the college gap*. Arlington, VA: National Association for College Admissions Counselors (NACAC).
- Holcomb-McCoy, C. (2010, September). *ACT NOW: College Access for All Students*. New Brunswick, NJ: NARACES Conference.
- Holcomb-McCoy, C. (2010, October). *Counseling in a Multicultural World*. State College, PA: Pennsylvania Counseling Association.
- Holcomb-McCoy, C. (2009, October). *Advocacy: A tool to ensure equity*. Orangeburg SC: South Carolina State University. A. I. Mose Annual Counseling Conference.
- Holcomb-McCoy, C. (2009, April). *Developing a college-going culture: What the research says and how to apply it!* Las Vegas, NV: NOSCA National Conference.
- Holcomb-McCoy, C. (2009, March). *Transforming school counseling in the images of children's potential*. Newport News, VA: Virginia School Counselors Association.
- Holcomb-McCoy, C. (2009, March). *Social justice and excellence: The future of Chi Sigma Iota*. Long Beach, CA: Cal State University Long Beach.
- Holcomb-McCoy, C. (2009, March). *School counseling to close the achievement gap: A social justice framework for success*. Providence RI: Rhode Island School Counselors' Association.
- Holcomb-McCoy, C. & Lee, C. C. (April 2008). *Making schools work for African American students*. Houston, TX: National Office of School Counselor Advocacy (NOSCA) Conference, Plenary Session.
- Holcomb-McCoy, C. (2008, February). *School counseling to close the achievement gap: A social justice framework for success*. Athens, GA: Diversity School Counseling Conference, University of Georgia.

- Holcomb-McCoy, C. (2008, July). *School counseling to close the achievement gap: Data collection and utilization*. Fulton County GA: Fulton County Public Schools GA
- Holcomb-McCoy, C. (2008, November). *Social justice school counseling: A framework for success*. Albuquerque, NM: Albuquerque Public Schools.
- Holcomb-McCoy, C. (2008, February). *Social justice school counseling: A framework for success*. Athens, GA: University of Georgia.
- Holcomb-McCoy, C. (2007, November). *The access imperative: Closing the achievement gap*. Kalamazoo, MI: Western Michigan University.
- Holcomb-McCoy, C. (2007, March). *Building data skills to link school counselor accountability to student achievement*. Boston, MA: The College Board.
- Holcomb-McCoy, C. & Brown, J. (2006, December). *Building data skills to link school counselor accountability to student achievement*. Hartford, CT: Capitol Region Education Council.
- Holcomb-McCoy, C. & Burzryn, A. (1997, November). *Traditional psychotherapy and assessment techniques with the culturally different*. Brooklyn, NY: Faculty Development Colloquia.
- Holcomb, C. (1995, February). *Counseling African American women*. Greensboro, NC: University of North Carolina at Greensboro.
- Holcomb, C. (1995, March). *Counseling African Americans*. Greensboro, NC: University of North Carolina at Greensboro.
- Holcomb, C. (1994, November). *Multicultural consultation*. Greensboro, NC: University of North Carolina at Greensboro.
- Holcomb, C. & Saia, D. (1992, August). *Peer mediation: The beginning stage*. Silver Spring, MD: Montgomery County Schools.
- Holcomb, C. (1991, October). *Homework with no hassle*. Silver Spring, MD: Greencastle Elementary School.

Webinars. Films. Tapes. Photographs. Etc.

- Holcomb-McCoy, C. (September, 2023). Equipping Teachers to Combat Racism; American University's School of Education. <https://www.youtube.com/watch?v=3n2d4RBOaKQ>
- Holcomb-McCoy, C. (July, 2023). What Counselors Need to Know After the SCOTUS Decisions. [Center for Postsecondary Readiness and Success Webinar]
- Holcomb-McCoy, C. (September, 2021). *Antiracist Counseling in Schools and Communities*. The Voice of Counseling, Episode 5. <https://youtu.be/MUtOVX0Lbg>

- Holcomb-McCoy, C. (2021). *60 Seconds With AU Expert Cheryl Holcomb-McCoy*. American University. <https://www.youtube.com/watch?v=Tlv0JaUTAng>
- Holcomb-McCoy, C., Owen, L., Fisher, D. & Washington, A. (August, 2020). *Antiracism and school counseling*. Educators for Antiracism Virtual Conference.
- Holcomb-McCoy, C. (March, 2021). *HK Fellows, Teacher Recruitment and Retention: COVID-19's Impact on the Workforce*. The Hunt Institute Webinar Series.
- Holcomb-McCoy, C. & Harris, P. (August, 2021). *School Counselors As Advocates: Equity and Social Justice in Action*. College Board's Counselor Summer Institute. [Webinar]
- Holcomb-McCoy, C., Day-Vines, & Singh, A. (June, 2020). *Women of Color and Mental Health in COVID-19*. AU SOE Virtual Summer Institute for Education Equity and Justice.
- Holcomb-McCoy, C. (2019). *Commencement*. American University. Washington DC [Video].
- Spotlight on Education. (2018). *DCPS and American University Try A New Way of Recruiting New Teachers*. <https://wjla.com/features/spotlight-on-education/spotlight-on-education-dcps-au-try-new-way-of-recruiting-new-teachers?jwsourc=cl>
- Holcomb-McCoy, C. (May, 2018). *Arming teachers won't help our educator shortage*. Salon. <https://www.salon.com/2018/03/02/arming-teachers-wont-help-our-educator-shortage/>
- Holcomb-McCoy, C. (2014). *Transformative leadership in counselor education*. [Webinar]. Greensboro, NC: Chi Sigma Iota National Honor Society.
- Holcomb-McCoy, C. (2010). *School Counselors closing the achievement and college access gaps*. [Video]. New Brunswick NJ: Microtraining.
- Holcomb-McCoy, C. (2009). *Bringing new ideas to public education*. <http://www.youtube.com/watch?v=1VEkbiWuQvs>
- Holcomb, C. (1994). *Saving the native son: An interview with Courtland Lee*. [Video]. Greensboro, NC: ERIC/CASS. (Developed the format and implemented the interview of Dr. Courtland Lee)

Contracts and Grants

2022-2023	Office of State Superintendent of Education, High Impact Tutoring. <i>Future Teachers as Tutors</i> . Principal Investigator. Funded. \$720,000
2022-2023	Office of State Superintendent of Education, Grow-Your-Own Programming. <i>AU Teacher Pipeline Project</i> . Principal Investigator. Funded. \$300,000/per year for 5 years = \$1,500,000
2022	Economic Development Administration's Good Jobs Challenge. <i>Teacher Pipeline Project</i> . Principal Investigator. \$10,500,000. Not

Funded.

- 2022 JP Morgan Chase. *Advancing Early Education Collaborative (AEEC)*. Advancing Cities Grant Competition. Co-Principal Investigator. Funded: **\$1,100,000**.
- 2022-2025 National Science Foundation. *ADVANCE AU: Creating Gender and Racial Equity Among STEM Faculty (Adaptation Grant)*. Co-Principal Investigator. Funded. **\$1,000,000**.
- 2019-2022 National Science Foundation. *ADVANCE AU: Assessing Gender and Racial Equity Among STEM Faculty*. Principal Investigator. Funded: **\$299,000**.
- 2021 U.S. Department of Education. *GEAR-UP with Friendship Charter Schools*. Co-Principal Investigator. \$3,323,588. Unfunded.
- 2021-2022 CityBridge Foundation. *CityTutorDC: Future Teachers as Tutors*. Principal Investigator. Funded: **\$75,000**.
- 2021-2023 Clark Foundation. *Elevate Early Education: The CDA*. Principal Investigator. Funded: **\$250,000**.
- 2020-2021 Bill and Melinda Gates Foundation. *The Antiracist Teacher Policy Initiative (ATPI): Leveraging Partnerships for Equitable Teacher Preparation Policies*. Co-Principal Investigator. Funded: **\$150,000**.
- 2019-2020 Wells Fargo. AU SOE Dual Enrollment Program. Principal Investigator. Funded: **\$25,000**
- 2015-2016 Kresge Foundation. National Consortium for School Counseling and Postsecondary Success, *Planning Grant for Landscape Study of School Counseling for College and Career Readiness*. Principal Investigator. Funded: **\$150,000**
- 2013 Prince Georges County Public Schools. *Pre-planning Study for Aspiring Leadership Program*. Funded: **\$50,000**
- 2012 Willard and Marriott Foundation. *Price Roadmap to Researching Autism*. Funded: **\$10,000**
- 2012 National Institutes of Health (NIH). *An RCT of a Motivational Interviewing Intervention to Promote Healthy Futures*. Key Personnel. Not Funded.
- 2012 National Institutes of Health (NIH). *Healthy Futures: A Randomized Trial of a Motivational Interviewing Intervention to Promote Successful Transition to Adulthood*. Not Funded.
- 2011-2016 Institute of Education Sciences (IES). *Double Check: A Cultural*

Proficiency and Student Engagement Model. Co-Principal Investigator. Funded: **\$1,676,576.00**

- 2009-2010 The Maryland Higher Education Commission (MHEC). *Pursuing and Acquiring a College Education: The PACE Project.* Principal Investigator. Funded: **\$58,325.**
- 2006-2009 The College Board. Research Grant. *Investigating the Influence of School Counselor Programs and Activities on Urban, Low-Income, Minority Students' College Preparation: A Longitudinal Study.* Principal Investigator. Funded: **\$298,000.**
- 2007-2008 Baltimore County Public Schools. *Learning Styles Inventory.* Research Contract. Funded: **\$15,000.**
- 2005 Association for Counselor Education and Supervision (ACES) Research Award: "*Counselor educators seeking tenure and motherhood: A content analysis.*" Funded: **\$500**
- 2003 The University System of Maryland Women's Forum Faculty Research Award: "*Coping, Race Related Stress, and Job Satisfaction Among African American Female Counselor Educators.*" Funded: **\$1000**

Editorships, Editorial Boards, and Reviewing Activities for Journals and Other Learned Publications

- 2011-present Associate Editor, Journal of Counseling and Development
- 2011-present Ad Hoc Reviewer, Journal for Social Action and Psychology
- 2009-2012 Reviewer, VISTAS, Counseling Outfitters
- 2009-2012 Editorial Board Member, Journal for Specialists in Group Work
- 2008-2010 Editor, Counselor Bookshelf-Professional Books, Chi Sigma Iota
- 2005-2011 Editorial Board Member, Professional School Counseling
- 2006-2009 Editorial Board Member, Counselor Education, and Supervision
- 2002-2014 Textbook Reviewer, Sage Publications
- 2001-present Ad Hoc Reviewer, Journal of Multicultural Counseling and Development
- 1998-2002 Editorial Board Member, Professional School Counseling
- 1997-2000 Editorial Board Member, Journal of Counseling and Development

IV. TEACHING, MENTORING, AND ADVISING

Courses Taught *denotes doctoral level courses

UMD Courses

- EDCP 614 Personality Theories in Counseling
- EDCP 888G Apprenticeship in Counseling
- EDCP 619 Practicum in Counseling
- EDCP 615 Counseling II: Appraisal
- EDCP 631 Serving Ethnically, Culturally, and Linguistically Diverse Clients in

Schools

EDCP 888G	Apprenticeship in Counseling
EDCP 651	Group Counseling in Schools
EDCP 635	Consultation I
EDCP 665	Family and Social Support Systems*
EDCP 627	Process Consultation*
EDCP 735S	Seminar in School Counseling*
EDCP 745	Supervision of Counseling*
EDCP 789	Research in Counseling
EDCP 740	Issues and Methods in Counselor Education*

JHU Courses

ED 863.820	Internship in School Counseling
ED 863.681	Research and Evaluation for Counselors
ED 861.507	Introduction to Counseling as a Helping Profession
ED 861.614	Foundations in School Counseling
ED 863.629	College Admissions Counseling

Course or Curriculum Development

Launched only education-focused [dual enrollment program](#) in DC, in collaboration with District of Columbia Public Schools. The dual enrollment program is the first phase of the [AU Teacher Pipeline Project](#), an initiative designed to provide teacher training beginning in high school through first five years of teacher placement.

Developed and executed/launched the [Annual Summer Institute for Education Equity and Justice \(SIEEJ\)](#) at American University. SIEEJ is an annual professional development event in which educators and education advocates gather to share evidence-based ideas related to strategies for ensuring equitable outcomes for students and antiracist pedagogy for success.

Co-developed and structured an urban school counseling training curricula, including admissions and selection processes, field experience requirements, and evaluation methods. New curriculum began at the University of Maryland in Fall 2002. At JHU, developed a school counseling training program focused on urban contexts and communities along with career/college readiness, the Program is called the [School Counseling Fellows Program](#), and it attracts an international student pool. The first cohort began in Summer 2010.

Wrote the University of Maryland School Counseling Program Self-Study and the JHU Self-Study for accreditation by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP). Granted accreditation status October 1999 and December 2002. Awaiting accreditation status at JHU.

Modified and rewrote content for the following courses: EDCP 789X (Research in Counseling), EDCP 651 (Group Counseling in Schools), EDCP 665 (Families and Social Support Systems), EDCP 631 (Serving Ethnically, Culturally, and

Linguistically Diverse Clients in Schools), and EDCP 627 (Process Consultation).

Teaching Awards and Other Special Recognition

2003-2004 Lilly Teaching Fellow Award, University of Maryland (\$500)

Advising: Research Direction

1. Master's Thesis Committees Chaired and Completed

2000	Megan James	School Counseling
2003	Jui Hsien Hung-Kao	School Counseling

2. Master's Thesis and Research Equivalency Projects Committee Memberships (Completed)

2000	Sonya McKenna	School Psychology
2002	Claire Salz	School Psychology
2004	Kara Lane	School Psychology
2004	Laura Kuhn	School Counseling
2006	Dwayne Ham	Counselor Education
2007	Roe Rodgers	Counselor Education
2007	Paul Harris	Counselor Education

3. Thesis Equivalency Projects (for doctoral students) Chaired and Completed

2001	Gisela Berger	Counselor Education
2002	Julia Bryan	Counselor Education
2004	T'Wana Warrick-Bell	Counselor Education
2005	Georgina Johnston	Counselor Education
2005	Tony Tosado	Counselor Education
2007	Erik Hines	Counselor Education
2007	Ileana Gonzalez	Counselor Education

4. Dissertation Committees Chaired (Completed)

2003	Chen Su Chen	Counselor Education
2003	Julia Bryan	Counselor Education
2004	Nancy Carlson	Counselor Education
2006	Gisela Berger	Counselor Education
2009	Fortune Shaw	Counselor Education
2009	Erik Hines	Counselor Education
2009	Haejin Shin	Counselor Education
2012	Tony Tosado	Counselor Education
2012	Ileana Gonzalez	Counselor Education
2013	Rebecca Lindsey	Special Education

5. Dissertation Committee Chair (Not Completed)

Twana Warrick-Bell	Counselor Education
Georgina Johnston	Counselor Education
Carrey Borkoski	Ed.D. and Leadership

6. Doctoral Committee Memberships (Completed)

2000	Jennifer Watkinson	Counselor Education
2000	Cheryl Moore-Thomas	Counselor Education
2000	Mary Levinson	School Psychology
2001	Lindsay Vail	School Psychology
2001	Diane Lood	School Psychology
2001	Rebecca Toporek	Counseling Psychology
2002	Parvaneh Nikkhesal Farhangpout	University of Pretoria, South Africa
2002	Judith O'Rorke	Counselor Education
2002	Maureen McKenna	School Psychology
2002	Sutha Veerasamy	Counseling Psychology
2002	Danny Cole	Social Work, University of Maryland, Baltimore
2002	Rosalind Sheppard	School Psychology
2003	Lee Rothman	School Psychology
2003	Heather Lyons	Counseling Psychology
2003	Dorothy Whitehead	Counselor Education
2004	Meryl Sirmans	School Psychology
2004	Jocelyn Reid	School Psychology
2005	Carmen DeArmas	Counselor Education
2005	Kenya Mewborn	School Psychology
2005	Sharon Gorenstein	School Psychology
2006	Michelle Cooper	Higher Education
2007	Ricia Weiner	School Psychology
2007	Shawna Acker-Ball	Higher Education
2007	Heidi O'Gilvie	Curriculum and Instruction
2007	Alicia Marshall	Higher Education
2007	Sonya Lanier	School Psychology
2008	John DiPaula	Counselor Education
2009	Paul Harris	Counselor Education
2009	Daniel Newman	School Psychology
2009	Steve Nees	School Psychology
2010	Angela Seaton	Educational Leadership (JHU)
2010	Marja Humphrey	Counselor Education
2011	Kevin London	Counseling Psychology
2012	Angelo Gomez	Counselor Education
2012	Tracey Potter	School Psychology
2015	Michelle Taylor	Public Health (JHU, DPh)

2016	Christine King	Edd/Leadership (AU)
2019	Cheyenne Baptista	Edd/Leadership and Policy (AU)
2019	Kimberly Martin	Edd/Leadership and Policy (AU)
2022	Alicia Davis	PhD/Public Policy and Administration (Univ. of Baltimore)

7. Undergraduate Honors Committees Chaired

2002	Anna Busbee	Human Development
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8. Undergraduate Honors Committee Membership

2001	Rachel Klensin	Curriculum and Instruction
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9. Post-Docs

2010	Jessica Ruglis	Bloomberg Public Health and Kellogg Foundation (JHU)
2020	Joshua Schuschke	Gates Foundation, Antiracist Education Fellow (AU)

V. SERVICE

Professional Service

1. Offices and Memberships in Professional Organizations

2022-present	<i>Panel Member</i> , What Works Clearinghouse, College Access & Readiness
2020-2024	<i>Dean Coach</i> , Deans for Impact
2012-present	<i>Member</i> , American Educational Research Association (AERA)
2011-2013	<i>Chief Representative</i> , American Association of Colleges for Teacher Education (AACTE)
2014-2017	<i>Founding Member</i> , National Consortium for School Counseling and Post-Secondary Success (NCSCPS)
2012	<i>Member</i> , American School Counselor Association Conference Committee
2012	<i>Member</i> , Advisory Council of the Evidence-Based School Counseling Conference
2010-2012	<i>Member</i> , American Counseling Association Task Force on School Counseling
2003-2010	<i>Chair</i> , Diversity Public Interest Network, ASCA
2008-2011	<i>Post-Secondary Vice President</i> , Maryland School Counselor Association Executive Board (MSCA)
1995-present	<i>Member</i> , American Counseling Association
1997-1998	<i>Member</i> , Professional Development Committee, ACA

1995-present *Member, Association for Multicultural Counseling and Development (AMCD)*

1995-present
2004-2007 *Member, American School Counselor Association, Member, The College Board's National Office for School Counselor Advocacy (NOSCA) Advisory Team*

1995-present
2000-2002 *Member, Chi Sigma Iota International National Secretary, Chi Sigma Iota International*

2003-present *National Trainer, The Education Trust, Transforming School Counseling Initiative*

1995-present *Member, Association for Counselor Education and Supervision*

1997-2004 *Member, Association for Black Psychologists*

2. Services to Local, State, and Federal Agencies and Boards

2023-present *Member, EdForward DC Board of Directors*

2022-present *Member, WETA-PBS Board of Directors*

2018-present *Member, Martha's Table Board of Directors*

2023-present *Member, SeeForever/Maya Angelou Schools, Board of Directors*

2020-2022 *Chair, Program Committee, Martha's Table Board of Directors*

2020-present *Member, District of Columbia Education Research Collaborative*

2020-present *Member, CityTutor DC Advisory Board*

2019-present *Member, American Counseling Association Foundation Board*

2021-2022 *Member, ACA Cultural Encounter Task Force*

2021-2022 *Member, Montana Think Tank-Education Workforce Redesign, MT State Dept. of Education*

2020-present *Founding Member, Educators for Antiracism Board of Directors*

2017-2020 *Member, Woodrow Wilson Academy for Teaching and Learning, Advisory Board*

2015-2017 *Trustee, St. Paul's School for Girls (Baltimore) Trustee Board*

2014-2016 *Lead Facilitator and Member, Dunbar-Hopkins Health Partnership, Executive Committee*

2014-2016 *Facilitator, Maryland State Coalition for College and Career Readiness*

2014-2016 *Member, Task Force on College Counseling Access and Opportunity, US Department of Education, White House Reach Higher Initiative*

2014-2017 *External Reviewer/Consultant, Trinity University (DC) Faculty Affairs*

2013-2015 *Consultant, Southern Regional Education Board*

2013-2017 *Member, Baltimore Educational Scholarship Trust (BEST) Board of Directors*

2012-2015	<i>Member, Baltimore Youth Initiative High School, Board of Directors</i>
2010-2011	<i>Member, Research Council, College Summit</i>
2008-2010	<i>Member, Maryland School Counseling Association (MSCA) Research Committee</i>
2008-2010	<i>Member and Consultant, Achievement Initiative for Maryland's Minority Students (AIMMS) Steering Committee</i>
2007-2011	<i>Vice-President-Post-Secondary, Maryland School Counselor Association (MSCA)</i>
2008-2009	<i>Consultant, Baltimore County Public Schools Research and Evaluation, Diversity and Assurance</i>
2004-2006	<i>Consultant and Trainer, The Education Trust, Transforming School Counseling Initiative</i>
2005-2010	<i>Consultant, National Office of School Counselor Advocacy (NOSCA), The College Board</i>
2005	<i>Consultant, Collecting and Analyzing Data, Prince Georges County Public Schools, Bowie MD</i>
2004	<i>Consultant, Toward a New Vision: Multicultural School Counseling, Howard County MD Public Schools</i>
2002	<i>Consultant, Transforming School Counseling, Montgomery County, MD Public Schools, Rockville MD</i>

Campus Service

1. University and Department

2021	<i>Dean Coach, Interim Dean of College of Arts and Sciences, AU</i>
2020	<i>Member, Law School Dean Search Committee, AU</i>
2020	<i>Member, Vice Provost, Graduate Studies, Search Committee, AU</i>
2018-2020	<i>Member, Strategic Planning Committee, AU</i>
2016-2020	<i>Trainer, Faculty Diversity Search Committees, Provost Office, AU</i>
2014-2015	<i>Member, Defining Academic Freedom Taskforce, JHU</i>
2014-2016	<i>Member, Diversity Leadership Council, JHU</i>
2009-2013	<i>Chair, Department of Counseling and Human Services, JHU</i> <i>Chair, Promotion and Tenure Review Committee UMD</i>
2007-2008	<i>Member, Faculty Search Committee, UMD</i>
2006-2007	<i>Member, Promotion and Tenure Review Committee, UMD</i>
2005-2006	<i>Member, Departmental Chair Review Committee, UMD</i>
1998-2008	<i>Member, Undergraduate Committee, UMD</i>
1998-1999	<i>Member, Social Committee, UMD</i>
1999-2007	<i>Faculty Advisor, Chi Sigma Iota, Alpha Delta Chapter,</i>
1999-2000	<i>Member, Salary Committee, UMD</i>
2000-2001	<i>Member, Council of Program Area Delegates, UMD</i>
2001-2002	<i>Chair, Faculty Search Committee, UMD</i>

2. College/School

2013-2014	<i>Co-Chair, Search Committee, Bloomberg Professorship (Education and Public Health), JHU</i>
2011-2014	<i>Co-Chair, NCATE Task Force JHU</i>
2011-2014	<i>Chair, Assessment and Program Improvement Committee, JHU</i>
2011-2013	<i>Member, Search Committee, Joint Faculty Position SOE and Cognitive Science, JHU</i>
2010-2011	<i>Chair, SOE Open-Rank Faculty Search Committee JHU</i>
2009-2014	<i>Member, Promotion Committee, JHU</i>
2009-2014	<i>Member, Assessment Committee, JHU</i>
2009-2014	<i>Member, Dean's Leadership Council, JHU</i>