

CURRICULUM VITAE

DANICA GAUTREAU HAYS, PHD

Executive Associate Dean and Professor of Counselor Education

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EDUCATION

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| Ph.D. | Georgia State University
Counselor Education and Practice
(CACREP Accredited)
Cognate: Multicultural Research |
| M.S. | Georgia State University
Professional Counseling (CACREP Accredited) |
| B.S. | Kennesaw State University
Major: Psychology, Minor: Sociology |

Licensed Professional Counselor- Virginia (#0701004073)

SCHOLARSHIP EXPERTISE

Qualitative Research Methodology and Program Evaluation
 Domestic Violence Prevention and Intervention
 Assessment and Diagnosis
 Multicultural and Social Justice Issues in Community Mental Health and Counselor Preparation
 Supervision/Counselor Competency Training

ADMINISTRATION EXPERIENCE

Executive Associate Dean

- College of Education, University of Nevada, Las Vegas (2015- present).
- Specific duties include co-development and ongoing administrative and operational support related to the implementation and ongoing assessment of College vision, strategic goals, and activities; coordination and support of effective leadership across department chairs, Associate Deans, and other college-level leaders; provision of leadership, oversight, and coordination of faculty and staff hiring and recruitment efforts, faculty affairs, enrollment management, contracts and MOU's, student and faculty scholarships and awards, and Dean's Office staff and resources; oversight of the College's website and communications presence; and other duties as assigned.

Department Chair

- Department of Counseling and Human Services, Darden College of Education, Old Dominion University (2010-2015). The department included four counseling programs/tracks (MSEd , EdS, and PhD Counseling programs- Norfolk campus; MSEd Counseling- Distance Learning) and two undergraduate human services programs (Norfolk campus and Distance Learning). There are 21 full-time faculty, approximately 30 adjunct faculty, and approximately 1000 students in the department.

- Responsibilities included administration of university and college policies at the departmental level; development of departmental short- and long-range plans and the evaluation thereof; development of departmental curricula; maintenance of advising system within the department; preparation and administration of the departmental budget; administration of the departmental office and facilities and the supervision of the departmental staff; provisions of leadership in the development of faculty in teaching, research, and professional service; evaluation of faculty performance in teaching, research, and professional service, and of all departmental staff; recruitment and reappointment of faculty and the recommendation of them for tenure, promotion, and salary increases; and maintenance of liaison with other academic and administrative units of the college and university, and with appropriate external agencies.

Program Developer

- BS Human Services Distance Learning program, Darden College of Education, Old Dominion University (2010-2012). Initiated and co-coordinated efforts to offer an undergraduate distance learning program to offer educational access to students across Virginia and nationally, non-traditional students, and military personnel worldwide.

Founder and Supervisor

- Undergraduate Career and Academic Resource Center, Darden College of Education, Old Dominion University (CARC; 2010-2012). CARC as the main advising center for the College provided career development and advising services to undergraduate students in the College and employed about six graduate students annually.

Graduate Program Director

- Department of Counseling and Human Services, Darden College of Education, Old Dominion University (2009-2010). Coordination of masters and educational specialist counseling (community, mental health, school, college) and doctoral counselor education programs on the Norfolk campus.
- Primary accomplishments related to overseeing policy/procedure development and implementation; developing student orientations and mentorship programs; scheduling courses for graduate faculty; conducting monthly meetings with program faculty; recruiting and retaining students; and maintaining program handbooks.

Community Liaison/Partner

- Coordinated with newly hired Graduate Clinical Coordinator (2014) to develop network of clinical placement sites for practicum and internship students.
- University Coordinator of the ODU-Olney Road Counseling Center (2009-2012), a community-based outpatient clinic in downtown Norfolk. Supported and monitored clinic activities of doctoral-level clinical supervisors and master's-level community/mental health practicum and internship students. Conducted and consulted on grants, program evaluation, and other research activities under recommendation of the Executive Director of the Norfolk Community Services Board.
- University liaison for the Eastern Shore Community Services Board (2010- 2012), provider of emergency management and outpatient mental health services in rural southeastern Virginia. Sought and obtained paid internships and housing for masters and doctoral-level counseling students.
- Secured and maintained approximately \$1 million in contracts to support these partnerships and a graduate program in Martinsville, VA (2010-2013).

Accreditation and Graduate Policy Initiatives

- SACS Compliance Audit Team, Old Dominion University (2010-2011). Evaluated and documented for regional accreditation the university's compliance regarding faculty development. The university received reaffirmation in Spring 2012.
- Graduate Administrators Council member, Old Dominion University (2009-2010). Reviewed and developed policies for graduate programs university-wide.
- CACREP accreditation (2009-2014). Served as an accreditation team member and program liaison for national accreditation body for counseling graduate programs.

PROFESSIONAL EXPERIENCE

University of Nevada, Las Vegas- Executive Associate Dean and Professor of Counselor Education (6.2015-Present). College of Education and Department of Educational and Clinical Studies. Las Vegas, NV.

Old Dominion University – Associate Professor of Counseling (7.2009-6.2015). Department of Counseling and Human Services. Norfolk, VA.

Old Dominion University- Assistant Professor of Counseling (7.2006-7.2009). Department of Educational Leadership and Counseling.

Georgia State University- Instructor of Counselor Education (1.2006- 5.2006; 1.2004-12.2005). Department of Counseling and Psychological Services. Atlanta, GA.

University of New Orleans- Research Methodologist/Assistant Professor of Counseling and Research Foundations (8.2005-12.2005). Department of Educational Leadership, Counseling, & Foundations. New Orleans, LA.

Brenau University- Instructor of Student Affairs (8.2004- 4.2005; 1.2002- 4.2002). Office of Student Affairs. Gainesville, GA.

Brenau University- Counselor (6.2004- 4.2005; 8.2001-5.2002). Office of Student Affairs. Gainesville, GA.

Ridgeview Institute- Psychiatric and Substance Abuse Hospital- Clinician (3.2004- 7.2006). Atlanta, GA.

Georgia State University- Clinical Supervisor. (8.2003- 12.2003). Department of Counseling and Psychological Services. Atlanta, GA.

Georgia State University- Group Facilitator. (1.2003- 8.2003). Department of Counseling and Psychological Services. Atlanta, GA.

Georgia State University Counseling Center- Counselor. (8.2002-5.2003). Atlanta, GA.

House of Hope Substance Abuse Recovery Center- Addictions Counselor. (7.2001- 5.2002). Roswell, GA.

GRADUATE TEACHING EXPERIENCE/ COURSES TAUGHT

Course Content	Title of Course
Assessment	Educational and Psychological Appraisal Client Testing and Assessment Assessment in Teaching*
Research and Program Evaluation	Research Methods and Program Evaluation Advanced Counseling Research and Program Evaluation Qualitative Research Design and Writing Ethnographic Approaches to Educational Research II: Qualitative Research Methods Qualitative Research Design Advanced Qualitative Research* Critical and Indigenous Research Methods* Dissertation Seminar Independent Qualitative Research*

Professional Orientation and Ethical Practice	Professional Identity and Ethics in Professional Counseling Principles of Professional Counseling and Ethics
Family Counseling	Family Systems and Interventions Family Counseling
Helping Relationships/ Counseling Theories	Advanced Counseling Theory Interpersonal Skills Counseling Skills I Counseling and Psychotherapy Techniques
Group Work	Group Counseling Systems
Social and Cultural Diversity	Social and Cultural Diversity
Addictions	Addictive Disorders
Internship/Practicum	Internship I in Professional/ Rehabilitation Counseling Internship II in Professional/ Rehabilitation Counseling Individual supervision of masters and doctoral students

*= Courses developed/created

PROFESSIONAL MEMBERSHIPS

American Counseling Association (ACA)
 Association for Counselor Education and Supervision (ACES)
 Southern Association for Counselor Education and Supervision (SACES)
 Association for Assessment and Research in Counseling (AARC)

American Educational Research Association (AERA)
 Division D - Measurement and Research Methodology
 Qualitative Research Special Interest Group

PUBLICATIONS

Refereed Publications - National

1. **Hays, D. G.**, Wood, C., Dahl, H., & Kirk, A. (2016). Methodological rigor in JCD qualitative research articles: A 15-year review. *Journal of Counseling and Development*.
2. Snow, K., **Hays, D. G.**, Caliwagan, G., Ford, Jr., D., Mariotti, D., Mwendwa, J. M., & Scott, W. (2015). Guiding principles for indigenous research practices. *Action Research*, 1-19.
3. Crockett, S., & **Hays, D. G.** (2015). The influence of supervisor multicultural competence on the supervisory working alliance, supervisee counseling self-efficacy, and supervisee satisfaction with supervision: A mediation model. *Counselor Education & Supervision*, 54, 258-273.
4. **Hays, D. G.**, Michel, R. M., Bayne, H. B. Neuer Colburn, A., & Smith Myers, J. (2015). Counseling with HEART: A college student relationship violence prevention program. *Journal of College Counseling*, 18, 49-65.

5. Flynn, S.V., & **Hays, D. G.** (2015). The development and validation of the Comprehensive Counseling Skills Rubric. *Counseling Outcome Research and Evaluation*.
6. Michel, R. M., **Hays, D. G.**, & Runyan, H. (2015). Faculty member attitudes and behaviors toward male counselors in training: A Social Cognitive Career Theory perspective. *Sex Roles, 72*, 308-320.
7. Borders, L. D., Glossoff, H. L., Welfare, L. E., **Hays, D. G.**, DeKruyf, L., Fernando, D. M., & Page, B. (2014). Best practices in clinical supervision: Evolution of a counseling specialty. *The Clinical Supervisor, 33*, 26-44.
8. Michel, R. E., Runyan, H., Hall, S., & **Hays, D. G.** (2013). A mixed methods study of male recruitment in the counseling profession. *Journal of Counseling and Development, 91*, 475-482.
9. McCarty, C. W., VanLunen, B. L., Hankemeier, D. A., Thornton, A. L., Mutchler, J. M., Pitney, & **Hays, D. G.** (2014a). Future directions of evidence-based practice in athletic training: perceived strategies to enhance the utilization of EBP. *Journal of Athletic Training, 49*, 234-244.
10. Byrd, R. J., & **Hays, D. G.** (2013). Evaluating the effects of a Safe Space training for professional school counselors and trainees. *Professional School Counseling, 17*, 20-33.
11. Bayne, H., Neukrug, E., **Hays, D. G.**, & Britton, B. (2013). Facilitating empathy in medicine: A model for optimizing empathy in patient-centered care. *Patient Education and Counseling, 93*, 209-215.
12. McCarty, C. W., VanLunen, B. L., Hankemeier, D. A., Thornton, A. L., Mutchler, J. M., Pitney, & **Hays, D. G.** (2014b). Perceived outcomes of online modules designed to enhance athletic trainers' knowledge of evidence-based practice. *Journal of Athletic Training, 49*, 220-233.
13. Haizlip, B., Schaeffle, S., **Hays, D. G.**, & Cates, J. (2013). Conceptualized heterosexual theory and identity development. *Professional Issues in Counseling*. Retrieved from <http://www.shsu.edu/piic/Winteredition2013.htm>.
14. Healey, A., & **Hays, D. G.** (2012). A discriminant analysis of gender and counselor professional identity development. *Journal of Counseling and Development, 90*, 55-62.
15. Sikes, A., Walley, C., & **Hays, D. G.** (2012). A qualitative examination of ethical and legal considerations regarding dating violence. *Journal of Interpersonal Violence, 27*, 1474-1488.
16. Borders, L. D., Wester, K. L., Granello, D. H., Chang, C. Y., **Hays, D. G.**, Pepperell, J., & Spurgeon, S. (2012). ACES guidelines for research mentorship: Development and implementation. *Counselor Education and Supervision, 51*, 162-175.
17. Byrd, R., & **Hays, D. G.** (2012). School counselor competency and lesbian, gay, bisexual, transgender, and questioning (LGBTQ) youth. *Journal of School Counseling, 10*(3). Retrieved from <http://www.jsc.montana.edu/articles/v10n3.pdf>
18. **Hays, D. G.**, & Wood, C. (2011). Infusing qualitative traditions in counseling research design. *Journal of Counseling and Development, 89*, 288-295. [Special Section, Invited]
19. **Hays, D. G.**, Michel, R. E., Cole, R. F., Emelianchik, K., Forman, J., Lorelle, S., McBride, R., & Sikes, A. (2011). A phenomenological investigation of adolescent dating relationships and dating violence counseling interventions. *The Professional Counselor: Research and Practice, 1* (3), 222-233.
20. McBride, R., & **Hays, D. G.** (2012). Counselor demographics, ageism attitudes, and multicultural counseling competence among counselors and counselor trainees. *Adultspan, 11*, 77-88.

21. Craigen, L. M., & **Hays D. G.** (2011). Assessing the effectiveness of a pilot training program for self-injury treatment. *Journal of Human Services, 31*, 71-82.
22. **Hays, D. G.**, Prosek, E. A., & McLeod, A. L. (2010). A mixed-methodological analysis of the role of culture in the clinical decision-making process. *Journal of Counseling and Development, 88*, 112-119.
23. Crockett, S., Byrd, R., Erford, B. T., & **Hays, D. G.** (2010). Counselor Education and Supervision golden anniversary publication pattern review: Author and article characteristics from 1985 to 2009. *Counselor Education and Supervision, 50*, 5-20. [lead article]
24. **Hays, D. G.**, & Emelianchik, K. (2009). A content analysis of intimate partner violence assessments: Implications for mental health counselors. *Measurement and Evaluation in Counseling and Development, 42*, 139-153. [lead article]
25. **Hays, D. G.**, Arredondo, P., Gladding, S. T., & Toporek, R. L. (2010). Integrating social justice group work in the next decade. *Journal of Specialists in Group Work, 35* (2), 177-206. [Special Issue: Social Justice in Group Work, invited].
26. Singh, A., **Hays, D. G.**, & Watson, L. (2011). Strength in the face of adversity: Resilience strategies of transgender individuals *Journal of Counseling and Development, 89*, 20-27.
27. **Hays, D. G.**, Forman, J. F., & Sikes, A. (2009). Using artwork and photography to explore adolescent females' perceptions of dating relationships. *Journal of Creativity in Mental Health, 4*, 295-307. doi: 10.1080/15401380903385960 [lead article]
28. Sikes, A., & **Hays, D. G.** (2010). The developmental impact of child abuse in adulthood: Implications for counselors. *Adultspan, 9*, 26-35.
29. Crockett, S. A., & **Hays, D. G.** (2011). Understanding and responding to the career counseling needs of international college students on U.S. campuses. *Journal of College Counseling, 14*, 65-79.
30. Healey, A. C., & **Hays, D. G.** (2011). Defining counseling professional identity from a gendered perspective: Role conflict and development. *Professional Issues in Counseling*. Retrieved from <http://www.shsu.edu/~piic/DefiningCounselingProfessionalIdentityfromaGenderedPerspective.htm>
31. Hauser, M., & **Hays, D. G.** (2010). The slaying of a beautiful hypothesis: The efficacy of counseling and the therapeutic process. *Journal of Humanistic Counseling, Education and Development, 49*, 32-44.
32. Singh, A., **Hays, D. G.**, Chung, Y. B., & Watson, L. (2010). South Asian immigrant women who have survived child sexual abuse: Resilience and healing. *Violence against Women Journal, 16*, 444-458.
33. **Hays, D. G.**, McLeod, A. L., & Prosek, E. A. (2009). Diagnostic variance among counselors and counselor trainees. *Measurement and Evaluation in Counseling and Development, 42*, 3-14.
34. McLeod, A. L., **Hays, D. G.**, & Chang, C. Y. (2010). Female intimate partner violence survivors' experiences with accessing resources. *Journal of Counseling and Development, 88*, 303-310.
35. Lorelle, S., Crockett, S., & **Hays, D. G.** (2010). Human services professional and trainee perceptions of conflict in the helping relationship. *Journal of Human Services, 30*, 30-42.
36. Craigen, L., Fariss, R., & **Hays, D. G.** (2009). Promoting healthy relationships: A seminar for human service professionals. *Human Services Education, 29*, 76-83.
37. Sikes, A., Remley, T., & **Hays, D.G.** (2010). Experiences of school counselors during and after making suspected child abuse reports. *Journal of School Counseling, 8* (21). Retrieved from <http://www.jsc.montana.edu/articles/v8n21.pdf>

38. Chang, C. Y., **Hays, D. G.**, Milliken, T. F. (2009). Addressing social justice issues in supervision: A call for client and professional advocacy. *The Clinical Supervisor, 28* (1), 20-35 .
39. **Hays, D. G.**, Craigen, L. M., Knight, J., Healey, A., & Sikes, A. (2009). Duty to warn and protect against self-destructive behaviors and interpersonal violence. *Journal of School Counseling, 7*(11). Retrieved from <http://files.eric.ed.gov/fulltext/EJ886123.pdf>
40. Byrd, R. J., Bowdler, K., & **Hays, D. G.** (2009). Human service trainees' conceptualization of dating relationships: Implications for counseling adolescents and young adults. *Human Services Today, 6*. Available <http://hst.coehs.uwosh.edu/Fall2009articles/ByrdBowdlerHayes09.pdf>.
41. Craigen, L., Sikes, A., Healey, A., & **Hays, D. G.** (2009). School counselors' roles in dating violence intervention. *Journal of School Counseling, 7*(18). Retrieved from <http://www.jsc.montana.edu/articles/v7n18.pdf>
42. **Hays, D. G.** (2008). Assessing multicultural competence in counselor trainees: A review of instrumentation and future directions. *Journal of Counseling and Development, 86*, 95-101.
43. **Hays, D. G.**, Chang, C. Y., & Havice, P. (2008). White racial identity statuses as predictors of White privilege awareness. *Journal of Humanistic Counseling, Education and Development, 47* (2), 234-246.
44. Green, E. J., McCollum, V., & **Hays, D. G.** (2008). Teaching advocacy counseling: Implications for school counselors and educators. *Journal for Social Action in Counseling and Psychology, 1*(2), 14-30.
45. Singh, A., & **Hays, D. G.** (2008). A feminist approach to group work with South Asian women. *Journal for Specialists in Group Work, 33*, 84-102.
46. **Hays, D. G.**, Chang, C. Y., & Decker, S. L. (2007). Initial development and validation of the Privilege and Oppression Inventory. *Measurement and Evaluation in Counseling and Development, 40*, 66-78. [lead article]
47. **Hays, D. G.**, Dean, J. K., & Chang, C. Y. (2007). Addressing privilege and oppression in counselor training and practice: A qualitative analysis. *Journal of Counseling and Development, 85*, 317-324.
48. **Hays, D. G.**, Green, E., Orr, J., & Flowers, L. (2007). Advocacy counseling for female survivors of partner abuse: Implications for counselor education. *Counselor Education and Supervision, 46*, 184-198.
49. Singh, A., Dew, B. J., **Hays, D. G.**, & Gailis, A. (2006). Relationships among internalized homophobia, sexual identity development, and coping resources of lesbian and bisexual women. *Journal of LGBT Issues in Counseling, 1* (3), 15-31.
50. Dew, B. J., Brubaker, M., & **Hays, D. G.** (2006). From the alter to the Internet: Married men and their online sexual behavior. *Journal of Sexual Addiction and Compulsivity, 13*, 195-207.
51. Lassiter, P., Dew, B.J., Newton, K., **Hays, D. G.**, & Yarbrough, B. (2006). Self-defined empowerment for gay and lesbian parents: A qualitative examination. *The Family Journal, 14*, 245-252.
52. Chang, C. Y., Ritter, K. B., & **Hays, D. G.** (2005). Multicultural trends and toys in play therapy. *International Journal of Play Therapy, 14*(2), 69-85.
53. **Hays, D. G.**, Chang, C. Y., & Dean, J. K. (2004). White counselors' conceptualization of privilege and oppression: Implications for counselor training. *Counselor Education and Supervision, 43*, 242-257. [lead article]

54. Chang, C. Y., & **Hays, D. G.**, & Shoffner, M. F. (2003). Cross-racial supervision: A developmental approach for White supervisors working with supervisees of color. *The Clinical Supervisor*, 22 (2), 121-138.
55. **Hays, D. G.**, & Chang, C. Y. (2003). White privilege, oppression, and racial identity development: Implications for supervision. *Counselor Education and Supervision*, 43 (2), 134-145.
56. **Hays, D. G.** (2002). Infusing multicultural counseling competencies into counselor training curriculum. *Resources in Education*, ERIC Document No. CG031768 (peer-reviewed).

Editorials

57. **Hays, D. G.** (2009). Introduction to Counseling Outcome Research and Evaluation. *Counseling Outcome Research and Evaluation*, 1 (1), 1-9.

Referred Publications- Regional/State

58. **Hays, D. G.** (2006). White racial identity development: Implications for counseling clients of color. *Georgia Journal of Professional Counseling*, 12, 4-19.

Other Refereed Works

59. **Hays, D. G.**, & Craigen, L. M. (2011). Cultural career values. In M. Pope, J. S. Pangelinan, & A. D. Coker (Eds.), *Experiential activities for teaching multicultural counseling classes and infusing cultural diversity in core classes* (pp. 206-207). Alexandria, VA: American Counseling Association.
60. Craigen, L. M., & **Hays, D. G.** (2011). The squiggle perspective. In M. Pope, J. S. Pangelinan, & A. D. Coker (Eds.), *Experiential activities for teaching multicultural counseling classes and infusing cultural diversity in core classes* (pp. 204-205). Alexandria, VA: American Counseling Association.
61. **Hays, D. G.** (2009). Trustworthiness in qualitative research. In B. T. Erford (Ed.), *American Counseling Association encyclopedia of counseling* (pp. 555-556). Alexandria, VA: ACA.
62. Facticeau, D., & **Hays, D. G.** (2009). Johari window. In B. T. Erford (Ed.), *American Counseling Association encyclopedia of counseling* (pp. 304-305). Alexandria, VA: ACA.
63. Moore, R., & **Hays, D. G.** (2009). Case study. In B. T. Erford (Ed.), *American Counseling Association encyclopedia of counseling* (pp. 92-93). Alexandria, VA: ACA.

Books

64. **Hays, D. G.** (2013). *Assessment in counseling: A guide to the use of psychological assessment procedures* (5th ed.). Alexandria, VA: ACA.
65. **Hays, D. G.**, & Erford, B. T. (Eds.). (2014). *Developing multicultural counseling competence: A systems approach* (2nd ed.). Boston, MA: Pearson.
66. Wood, C., & **Hays, D. G.** (2013). *A counselor's guide to career assessment instruments* (6th ed.). Broken Arrow, OK: National Career Development Association.
67. Erford, B. T., **Hays, D. G.**, & Crockett, S. (2014). *Mastering the NCE and CPCE* (2nd ed.). Boston, MA: Pearson.
68. **Hays, D. G.**, & Singh, A. A. (2012). *Qualitative inquiry in clinical and education settings*. New York, NY: Guilford Press.

[Book Review in the *British Journal of Psychology* (Thomas, 2012): Available at <http://onlinelibrary.wiley.com/doi/10.1111/j.2044-8295.2012.02103.x/pdf>]

69. Erford, B. T., **Hays, D. G.**, Crockett, S., & Miller, E. (2011). *Mastering the NCE and CPCE*. Boston, MA: Pearson.
70. **Hays, D. G.**, & Erford, B. T. (Eds.). (2009). *Developing multicultural counseling competence: A systems approach*. Boston, MA: Pearson.
71. American Counseling Association. (2009). *American Counseling Association encyclopedia of counseling*. Alexandria, VA: Author. Served as Associate Editor of the text and Content Editor of the Research and Evaluation core area.

Book Chapters

72. **Hays, D. G.**, Snow, K., & Pusateri, C. (2015). Violence, abuse, and trauma in family therapy. In D. Capuzzi & M. D. Stauffer (Eds.), *Foundations of couples, marriage, and family counseling* (pp. 419-448). New York, NY: Wiley. [invited]
73. McLeod, A. L., Muldoon, J., & **Hays, D. G.** (2014). Intimate partner violence. In L. Jackson-Cherry and B. T. Erford (Eds.), *Crisis intervention and prevention* (2nd ed., pp. 157-191). Boston, MA: Pearson. [invited]
74. **Hays, D. G.**, Milliken, T. F., & Randall, J. (2014). Themes and future directions in multicultural counseling theory, ethics, practice, and research. In D. G. Hays & B. T. Erford (Eds.), *Developing multicultural counseling competence: A systems approach* (2nd ed., pp. 529-542). Boston, MA: Pearson.
75. **Hays, D. G.**, & Grimmer, M. (2014). Racism and White privilege. In D. G. Hays & B. T. Erford (Eds.), *Developing multicultural counseling competence: A systems approach* (2nd ed., pp. 82-104). Boston, MA: Pearson.
76. **Hays, D. G.**, & McLeod, A. (2014). The culturally competent counselor. In D. G. Hays & B. T. Erford (Eds.), *Developing multicultural counseling competence: A systems approach* (2nd ed., pp. 1-33). Boston, MA: Pearson.
77. **Hays, D. G.**, & Gray, G. (2014). Multicultural counseling. In B. T. Erford (Ed.), *Orientation to the counseling profession: Advocacy, ethics, and essential professional foundations* (2nd ed., pp. 240-272). Boston, MA: Pearson. [invited]
78. **Hays, D. G.**, & Osborn, D. (2013). Preface. In C. Wood and D. G. Hays (Eds.), *A counselor's guide to career assessment instruments* (6th ed; pp. vii-ix). Broken Arrow, OK: National Career Development Association.
79. Wood, C. & **Hays, D. G.**, (2013a). Uses of career assessment. In C. Wood and D. G. Hays (Eds.), *A counselor's guide to career assessment instruments* (6th ed; pp. 3-10). Broken Arrow, OK: National Career Development Association.
80. Wood, C., & **Hays, D. G.** (2013b). Additional career assessment instruments. In C. Wood and D. G. Hays (Eds.), *A counselor's guide to career assessment instruments* (6th ed; pp. 509-529). Broken Arrow, OK: National Career Development Association.
81. **Hays, D. G.**, Wood, C., & Smith, J. (2011). Advocacy and leadership through research best practices. *CSI leadership and advocacy* (pp. 227-242). Alexandria, VA: American Counseling Association and Greensboro, NC: Chi Sigma Iota International.

82. Craigien, L. M., Sikes, A., Healey, A., & **Hays, D. G.** (2010). School counselors' role in dating violence intervention. In M. A. Hermann, T. P. Remley, Jr., & W. C. Huey, Ethical and legal issues in school counseling (3rd ed., pp. 274-288). Alexandria, VA: American School Counselor Association.
83. **Hays, D. G.**, Craigien, L. M., Knight, J., Healey, A., & Sikes, A. (2010). Duty to warn and protect against self-destructive behaviors and interpersonal violence. In M. A. Hermann, T. P. Remley, Jr., & W. C. Huey, Ethical and legal issues in school counseling (3rd ed., pp. 193-210). Alexandria, VA: American School Counselor Association.
84. **Hays, D. G.**, Arredondo, P., Gladding, S. T., & Toporek, R. (2011). Integrating social justice in group work: The next decade. In A. Singh & C. Salazar (Eds.), Social justice in group work: Practical interventions for change. New York, NY: Routledge. [invited]
85. Chang, C. Y., **Hays, D. G.**, & Gray, G. (2010). Multicultural issues in research. In C. J. Sheperis, J. S. Young, & M. H. Daniels (Eds.), Qualitative, quantitative, and mixed methods (pp. 262-274). Boston, MA: Pearson. [invited]
86. McLeod, A. L., Muldoon, J., & **Hays, D. G.** (2010). Intimate partner violence. In L. Jackson-Cherry and B. T. Erford (Eds.), Crisis intervention and prevention (pp. 135-164). Boston, MA: Pearson. [invited]
87. **Hays, D. G.**, & Gray, G. (2010). Multicultural counseling. Orientation to the counseling profession: Advocacy, ethics, and essential professional foundations (pp. 163-192). Boston, MA: Pearson. [invited]
88. **Hays, D. G.**, & Milliken, T. F., (2009). Themes in multicultural counseling competency theory, practice, and research. In D. G. Hays and B. T. Erford (Eds.), Developing multicultural counseling competence: A systems approach (pp. 433-444). Boston, MA: Pearson.
89. **Hays, D. G.**, & McLeod, A. L. (2009). The culturally competent counselor. In D. G. Hays and B. T. Erford (Eds.), Developing multicultural counseling competence: A systems approach (pp.1-31). Boston, MA: Pearson.
90. **Hays, D. G.**, & Grimmett, M. (2009). White privilege and racism. In D. G. Hays and B. T. Erford (Eds.), Developing multicultural counseling competence: A systems approach (pp. 72-93). Boston, MA: Pearson.
91. **Hays, D. G.**, & Chang, C. Y. (2010). Termination. In B. Erford (Ed.), Group counseling in the clinic. Boston, MA: Pearson. [invited]
92. Linde, L. E., Erford, B. T., Wilson, F. R., & **Hays, D. G.** (2010). Ethical, legal and professional foundations of group work. In B. Erford (Ed.), Group counseling in the clinic. Boston, MA: Pearson. [invited]
93. Fall, K., McMahon, H. G., & **Hays, D. G.** (2010). Working stage. In B. Erford (Ed.), Group counseling in the clinic. Boston, MA: Pearson. [invited]
94. Fall, K., McMahon, H. G., & **Hays, D. G.** (2010). Working stage. In B. Erford (Ed.), Group work in the schools (pp. 129-156). Boston, MA: Pearson. [invited]
95. **Hays, D. G.**, Milliken, T. F., & Chang, C. Y. (2010). Termination. In B. Erford (Ed.), Group work in the schools (pp. 157-186). Boston, MA: Pearson. [invited]
96. Linde, L. E., Erford, B. T., Wilson, F. R., & **Hays, D. G.** (2010). Ethical, legal and professional foundations of group work. In B. Erford (Ed.), Group work in the schools (pp. 24-36). Boston, MA: Pearson. [invited]
97. Galuzzo, G., Hilldrup, J., **Hays, D. G.**, & Erford, B. (2007). The nature and importance of research. In B. Erford (Ed.), Research and evaluation in counseling (pp. 2-24). Boston, MA: Lahaska Press. [invited]

98. Newsome, D., **Hays, D. G.**, & Christensen, T. (2007). Qualitative approaches to research. In B. Erford (Ed.), *Research and evaluation in counseling* (pp. 86-106). Boston, MA: Lahaska Press. [invited]
99. **Hays, D. G.**, & Newsome, D. (2007). Qualitative research designs. In B. Erford (Ed.), *Research and evaluation in counseling* (pp. 107-128). Boston, MA: Lahaska Press. [invited]
100. **Hays, D. G.**, & Singh, A. A. (2007). Depression. In J. R. Ancis and A. E. Jongsma, Jr. (Eds.), *Women's treatment and homework planner* (pp. 67-76). Hoboken, NJ: John Wiley. [invited]
101. Singh, A. A., & **Hays, D. G.** (2007). Childhood sexual abuse. In J. R. Ancis and A. E. Jongsma, Jr. (Eds.), *Women's treatment and homework planner* (pp. 130-138). Hoboken, NJ: John Wiley. [invited]
102. Chang, C. Y., **Hays, D. G.**, & Tatar, M. (2005). Cross-Cultural wellness research. In J. E. Myers & T. J. Sweeney (Eds.) *Counseling for wellness: Theory, research, and practice*. (pp. 117-126). Alexandria: VA: ACA.

Manuscripts Submitted for Publication

1. Clark-Kesler, M., & **Hays, D. G.** (2014, July). *A social justice framework for career counseling with women experiencing poverty*. Manuscript submitted for review, *Journal of Multicultural Counseling and Development*.
2. Braun, E., & **Hays, D. G.** (2015, July). *Residential counselor demographics, job dissatisfaction, and confidence in coping with client aggression*. Manuscript submitted for review, *Louisiana Journal of Counseling*.
3. Kirk Jenkins, A., & **Hays, D. G.** (2015, May). *Examining disordered eating amongst sorority women*. Manuscript submitted for publication, *Journal of College Counseling*.
4. Pau, K., & **Hays, D. G.** (2015, October). *A grounded theory of health providers' responses to intimate partner violence in Malaysia*. Manuscript submitted for publication, *Journal of Interpersonal Violence*.

Manuscripts in Progress

1. Bayne, H., & Hays, D. G. Initial development and validation of the Counselor Empathy Scale.
2. Emelianchik-Key, K., & Hays, D. G. Initial validation of the Teen Screen for Dating Violence.
3. Hays, D. G., Chang, C. Y., & Chaney, M. P. Becoming social advocates: Counselor trainees' social justice knowledge, attitudes and behaviors.

GRANTS & CONTRACTS

Sparkman, N., Moe, J., Goodman Scott, E., & Hays, D. G. (Consultant, 10% contribution). *Intimate partner violence intervention: The needs of lesbian, bisexual and transgender women*. U.S. Department of Justice. Requested amount: \$500,000.

Hays, D. G. (PI). Masters in Counseling Program at the New College Institute, Martinsville, VA. 2011-2013 contract of \$599,345.

Hays, D. G. (PI). Eastern Shore Community Services Board I, Nassawadox, VA, \$38,659. Dates of contract: 5.30.2011-8.30.2012.

Hays, D. G. (PI). Eastern Shore Community Services Board II, Nassawadox, VA, \$6,534. Dates of contract: 9.1.2010-8.31.2011.

- Hays, D. G. (PI). Community Based Counseling Center in Partnership with the Norfolk Community Services Board. Amount of the Contract: \$185,065. Dates of contract: 7.1.2010-12.31.2012.
- Remley, T., & Hays, D. G. (Co-PIs). Community Based Counseling Center in Partnership with the Norfolk Community Services Board. Amount of the Contract: \$120,172. Dates of contract: 7.1.2008-6.30.2010.
- Hays, D. G. (2007, March). Exploring cultural bias, perceived client functioning, and diagnostic variance among counselor trainees. Grant received from the Association for Counselor Education and Supervision. (\$1000.00).
- Hays, D. G. (2007, January). The role of diagnostic variance, cultural bias, and perceived client functioning in counselors' clinical decision-making process. Grant awarded for the Old Dominion University Single Investigator Summer Research Fellowship Program. (\$7000.00).
- Land, A. B., Hays, D.G., & Chang, C. Y. (2006, February). Experiences of female intimate partner survivors: Leaving an abusive relationship and accessing resources. AACE Donald Hood Student Research Grant received from the Association for Assessment in Counseling and Education. (\$1000.00)
- Hays, D. G., & Chang, C. Y. (2005, February). Counselors' readiness for social justice: Transforming attitudes into social action. SACES Research Grant received from the Southern Association for Counselor Education and Supervision (\$500.00).
- Hays, D. G. (2004, February). Initial construction and validation of the Privilege and Oppression Inventory. Donald Hood Student Research Grant received from the Association for Assessment in Counseling and Education (\$500.00).
- Hays, D. G. (2003, March). Addressing privilege and oppression in counselor training and practice: A qualitative analysis. ACES Research Grant received from the Association for Counselor Education and Supervision (\$500.00).
- Hays, D. G. (2002, October). White counselors' conceptualization of privilege and oppression: Implications for counselor education. SACES Research Grant received from the Southern Association for Counselor Education and Supervision (\$500.00).

Additional Grant and Contract Experience

- Hays, D. G. (Co-PI) (2011). Mental Health Transformation Program- Norfolk, Virginia. SAMHSA Grant Proposal with a 5-year budget request of \$4,072,147. Grant not funded.
- Hays, D. G. (2009). NVivo teaching grant. (Grant not funded)
- Hays, D. G., & Schwitzer, A. (2008). Diagnostic error and clinician bias in case conceptualization and perceived level of functioning of racially and ethnically diverse clientele. Grant proposal for the National Institute of Mental Health Clinical Epidemiology Research Program (R03 mechanism) with budget request of \$142,000. (Grant not funded)
- Hays, D. G., & Carmody, D. C. (2008). The Healthy Relationships Project: Understanding and preventing adolescent dating violence. Grant proposal for the ODU SEECR Grant with budget request of \$17,000. (Grant not funded)
- McAuliffe, G., Pratt, G., Hays, D. G., Winstead, B., Eaton, P. (2008). Field effectiveness investigation of post-traumatic stress disorder among combat veterans using ACT, EMDR, and usual care interventions. Grant proposal for the ODU Multidisciplinary Seed Funding with budget request of \$100,000. (Grant not funded)

EDITORIAL EXPERIENCE

Editorships

- July 2012- June 2015 Editor, *Counselor Education and Supervision* journal, a journal of the Association for Counselor Education and Supervision. (Wiley Publications).
- July 2011- June 2012 Interim Editor, *Counselor Education and Supervision* journal, a journal of the Association for Counselor Education and Supervision (Wiley Publications).
- Nov 2007- July 2012 Founding Editor, *Counseling Outcome Research and Evaluation* journal, a journal of the Association for Assessment in Counseling and Education (Sage Publications).

Editorial Board Memberships

- June 2015- present Editorial Board Member, *The Clinical Supervisor* journal, an interdisciplinary journal published by Taylor-Francis.
- June 2014- present Editorial Board Member, *Journal of Social Action in Counseling and Psychology*, a journal of Counselors for Social Justice.
- June 2012- Aug 2014 Editorial Board Member, *VISTAS*, American Counseling Association.
- May 2006- June 2009 Editorial Board Member, *Counselor Education and Supervision* Journal, Association for Counselor Education and Supervision.

Guest/Ad hoc Reviewer Positions

- August 2015 Ad hoc Reviewer, *Action Research* Journal
- June 2014 Guest Reviewer-Qualitative Research Consultant, *Journal of School Psychology*
- August 2012 Guest Reviewer, *Journal of Social Action in Counseling and Psychology*, a journal of Counselors for Social Justice.
- July 2012- Present Guest Reviewer, *The Clinical Supervisor* journal, an interdisciplinary journal published by Taylor-Francis.
- May 2010 Guest Reviewer, *Journal of Homosexuality*.
- Apr 2010- Aug 2010 Guest Reviewer, *Journal of Gay, Lesbian, Bisexual, and Transgender Issues in Counseling*, a journal of the Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling.
- Feb 2010 Guest Reviewer, *Violence against Women* journal.
- Sept 2009 Guest Reviewer, *The Clinical Supervisor* Journal, an interdisciplinary journal published by Taylor-Francis.
- Aug 2003- July 2009 Ad hoc Reviewer, *Measurement and Evaluation in Counseling and*

Development Journal, a journal of the Association for Assessment and Research in Counseling.

Nov 2002- Dec 2003 Peer Reviewer, ERIC Clearinghouse, University of North Carolina Greensboro.

Other Editorial Experiences

Apr 2004- Apr 2005 Newsletter Editor/Developer, Chi Sigma Iota, Chi Epsilon Chapter, Georgia State University.

Aug 2003- May 2005 Student Reviewer, Brooks/Cole Publishing Company.

Jan 2003- May 2004 Newsletter Asst Editor, CPS News, Dept. of Counseling and Psychological Service.

PRESENTATIONS

Invited National/International Presentations:

1. Borders, L. D., DeKruyf, L., Fernando, D., Glosoff, H. L., Hays, D. G., Page, B., & Welfare, L. (2011, October). ACES best practices in clinical supervision. Association for Counselor Education and Supervision Conference, Nashville, TN.
2. Hays, D. G., Balkin, R., Chang, C. Y., & Ray, D. (2011, September). Research and publication strategies from the experts. Panel presentation at the Association for Assessment in Counseling and Education National Assessment and Research Conference, Fort Worth, TX. Moderator: Jayne Smith.
3. Hays, D. G., Balkin, R., Chang, C. Y., & Ray, D. (2011, September). Managing, mastering, and maximizing: Networking roundtables. Association for Assessment in Counseling and Education National Assessment and Research Conference, Fort Worth, TX.
4. Hays, D. G. (2010, June). White privilege, oppression, and racial identity: Implications for clinical supervision. Invited plenary presentation for the Sixth Annual International Interdisciplinary Conference on Clinical Supervision, Garden City, NY.
5. Erford, B. T., Hays, D. G., & Osborn, C. (2010, March). Assessment standards and free access depression, anxiety, and substance abuse inventories for use in counseling practice. Invited Proposal for the American Counseling Association World Conference, Pittsburgh, PA.
6. Hays, D. G., & Singh, A. (2009, October). Why should we believe you?: Maximizing trustworthiness in qualitative research. ACES InFoRM, ACES 2009 National Conference, San Diego, CA.
7. Borders, L. D., Glosoff, H., Hays, D. G., Page, B., Dekruf, L., & Fernando, D. (2009, October). Best Practices in Clinical Supervision forum. Invited ACES-sponsored presentation for the ACES Conference, San Diego, CA.
8. Hays, D. G., Byrd, R., Emelianchik, K., Walley, C., & Sikes, A. (2009, March). Advocacy through adolescent mental health interventions. Invited CSJ-sponsored presentation for the American Counseling Association National Conference, Charlotte, North Carolina.
9. Singh, A. A., Ratts, M., Hays, D. G., Toporek, R., Arredondo, P., & Butler, K. (2009, March). Speaking up and OUT: Social justice leaders on LGBTIQ issues in counseling. Invited ALGBTIC-sponsored panel discussion for the American Counseling Association National Conference, Charlotte, North Carolina.

10. Hays, D. G., Balkin, R. S., Sheperis, C. J., Chang, C. Y. (2008, March). Key concepts and issues in counseling research. Invited AACE-sponsored presentation for the American Counseling Association World Conference, Honolulu, Hawaii.
11. Hays, D. G., & Chang, C. Y. (2008, March). Counselor trainees' social justice awareness, readiness, and initiatives. Invited presentation for the CSJ Day of Learning for the American Counseling Association World Conference, Honolulu, Hawaii.
12. Hays, D. G., & Singh, A. A. (2007, October). Addressing barriers to counselor trainee engagement in social advocacy. Invited roundtable discussion for the ACES Conference Social Justice Summit, Columbus, Ohio.

National/International Presentations

13. Hays, D. G. (2016, February). *Guiding principles for indigenous research practices*. Ethnographic and Qualitative Research Conference, Las Vegas, Nevada.
14. Wood, C. T., Smith, J., & Hays, D. G. (2011, October). What's up with that? Helping teach the leaders and helpers to discern between qualitative research traditions. Association for Counselor Education and Supervision Conference, Nashville, TN.
15. Hays, D. G., & Singh, A. (2011, October). Qualitative data reporting in counselor education. Association for Counselor Education and Supervision Conference, Nashville, TN.
16. Michel, R., Hays, D. G., Neuer, A., Bell, T. B., & Smith, J. E. (2011, October). Advocacy through dating violence outreach: Evaluating counselor trainee development. Association for Counselor Education and Supervision Conference, Nashville, TN.
17. Hays, D. G., Lomas, G., Becerra, M., & Neuer, A. (2011, September). Evaluation, review, and revision of the current standards for multicultural assessment. Association for Assessment in Counseling and Education Annual Conference, Fort Worth, TX.
18. Hays, D. G., Michel, R., & Neuer, A. (2010, September). An evaluation of a dating violence prevention program. Association for Assessment in Counseling and Education Annual Conference, Memphis, TN.
19. Hays, D. G., & Healey, A. (2008, September). A content analysis of intimate partner violence assessments. Association for Assessment in Counseling and Education Annual Conference, Dallas, Texas.
20. Hays, D. G., McLeod, A. L., Prosek, E. A., & Moore, H. E. (2007, November). A mixed methodological study of diagnostic variance and culture in the clinical decision-making process. Presented at the Association for Assessment in Counseling and Education Annual Conference, Atlanta, Georgia.
21. Balkin, R. S., Hays, D. G., Chang, C. Y. (2007, November). Research design in quantitative and qualitative research. Presented at the Association for Assessment in Counseling and Education Annual Conference, Atlanta, Georgia.
22. Balkin, R. S., Hays, D. G., Chang, C. Y. (2007, November). Analytic strategies for quantitative and qualitative research. Presented at the Association for Assessment in Counseling and Education Annual Conference, Atlanta, Georgia.
23. Balkin, R. S., Hays, D. G., Chang, C. Y. (2007, November). Writing for publication. Presented at the Association for Assessment in Counseling and Education Annual Conference, Atlanta, Georgia.
24. McLeod, A. L., & Hays, D. G. (2007, October). Assessing multicultural competency: Limitations and future directions. Presented at the Association for Counselor Education and Supervision Conference, Columbus, Ohio.

25. McLeod, A. B., & Hays, D. G. (2007, March). Hood Award Recipient Research Presentation. Paper presented at the ACA Annual Conference, Detroit, Michigan.
26. Hays, D. G. (2007, January). White privilege awareness and social advocacy in counseling. Paper presented as part of panel presentation (Pinterits, E. J., Spanierman, L. B., Hays, D. G., & Poteat, V. P. [panelists], Facing Dominance, Examining Privilege), at the 2007 Multicultural Summit, Seattle, Washington.
27. Hays, D. G., & McLeod, A. L. (2006, October). Misdiagnosis in counseling: Sources and solutions. Association for Assessment in Counseling and Education Conference, Greensboro, North Carolina.
28. McLeod, A. L., & Hays, D. G. (2006, October). Key issues in crisis assessment. Association for Assessment in Counseling and Education Conference, Greensboro, North Carolina.
29. Hays, D. G., & Land, A. B. (2006, April). Domestic violence and adolescent girls: Participatory action research in urban schools and communities. Paper presented at the annual American Counseling Association World Conference, Montreal, Canada.
30. Hays, D. G., Chang, C. Y., & Singh, A. (2005, October). Current trends and research in privilege and oppression awareness: Implications for social justice training in counselor preparation. Paper presented at the Association for Counselor Education and Supervision Conference, Pittsburgh, Pennsylvania.
31. Green, E., & Hays, D. G. (2005, October). Advocacy counseling for culturally diverse, oppressed families in urban dwellings: Implications for counselor educators and supervisors. Presented at the Association for Counselor Education and Supervision Conference, Pittsburgh, Pennsylvania.
32. Land, A. B., & Hays, D. G. (2005, September). Domestic violence assessment in communities in schools. Paper presented at the Association for Assessment in Counseling and Education International Conference, Athens, Georgia.
33. Chang, C. Y., & Hays, D. G. (2005, September). Cross-cultural issues in assessment and test adaptation. Paper presented at the Association for Assessment in Counseling and Education International Conference, Athens, Georgia.
34. Hays, D. G., & Chang, C. Y. (2005, April). Quantifying awareness of privilege and oppression for counselors: The Privilege and Oppression Inventory. Paper presented at the American Counseling Association World Conference, Atlanta, Georgia.
35. Green, E., Flowers, L., Hays, D. G., & Orr, J. (2005, January). Advocacy counseling for culturally diverse, underserved families in urban dwellings: Implications for marriage and family counselors. Paper presented at the IAMFC World Conference, New Orleans, Louisiana.
36. Hays, D. G., & Chang, C. Y. (2004, November). The Privilege and Oppression Inventory: Item development and initial psychometric data. Paper presented at the Association for Assessment in Counseling and Education Conference, Charleston, South Carolina.
37. Singh, A., Chung, Y. B., & Hays, D. G. (2004, August). The experience of transgender individuals: A qualitative exploration. Paper to be presented at the Annual American Psychological Association Conference, Honolulu, Hawaii. [in abstentia]
38. Hays, D. G., Dean, J. K., & Chang, C. Y. (2004, April). A qualitative analysis of privilege and oppression in counselor training and practice. Paper presented at the American Counseling Association World Conference, Kansas City, Missouri.

39. Singh, A., Chaney, M., & Hays, D. G. (2004, April). Meeting clients where they are: Culturally competent counseling for people living with HIV/AIDS. Paper presented at the American Counseling Association World Conference, Kansas City, Missouri.
40. Dean, J. K., Hays, D. G., & Chang, C. Y. (2003, August). Cultural identity, White practitioners, and cross-cultural helping relationships. Paper presented at the 111th American Psychological Association Annual Convention, Toronto, Ontario, Canada.
41. Singh, A., & Hays, D. G. (2003, August). Guidelines for group psychotherapy with South Asian women. Paper presented at the 111th Convention of the American Psychological Association. Toronto, Ontario, Canada.
42. Hays, D. G., Dean, J. K., Chang, C. Y. (2003, March). Addressing White privilege, oppression, and racism: Challenges and rewards. American Counseling Association World Conference, Anaheim, California.
43. Singh, A., & Hays, D. G. (2003, March). Guidelines for facilitating group work with immigrant minority women. Poster presented at the American Counseling Association World Conference, Anaheim, California.
44. Hays, D. G. & Chang, C. Y. (2002, October). Increasing supervisee multicultural competencies: Implications for supervision. Association of Counselor Education and Supervision Conference, Park City, Utah.
45. Chang, C. Y., Hays, D. G., & Stoltz, K. B. (2002, October). Challenges and solutions in supervision: A constructivist approach. Association of Counselor Education and Supervision Conference, Park City, Utah.

Regional Presentations

46. Hays, D. G. (2010, November). What counseling researchers need to know about qualitative research traditions. Western Association of Counselor Education and Supervision Conference, Sacramento, California.
47. Hays, D. G., Wood, C., Bailey, D., & Dempsey, K. (2010, November). Career interest network panel. Western Association of Counselor Education and Supervision Conference, Sacramento, California.
48. Borders, L. D., Hays, D. G., & Welfare, L. (2010, October). ACES Best Practices in Clinical Supervision. Southern Association of Counselor Education and Supervision Conference, Williamsburg, Virginia.
49. Wester, K., Hays, D. G., L. D. Borders, Spurgeon, S., & Chang, C. Y. (2010, October). ACES Research Mentorship Guidelines. Southern Association of Counselor Education and Supervision Conference, Williamsburg, Virginia.
50. Hays, D. G., Byrd, R., Healey, A., Emelianchik, K., Knight, J., Sikes, A., & Walley, C. (2008, October). Self-destructive behaviors and interpersonal violence: Ethical and legal concerns. Southern Association of Counselor Education and Supervision Conference, Houston, Texas.
51. Singh, A. A., & Hays, D. G. (2008, October). Qualitative research and social justice issues. Southern Association of Counselor Education and Supervision Conference, Houston, Texas.
52. McLeod, A. L., Chang, C. Y., & Hays, D. G. (2008, October). Attention to cultural issues in counseling supervision: Impact and outcomes. Southern Association of Counselor Education and Supervision Conference, Houston, Texas.

53. Hays, D. G., & McLeod, A. L. (2006, September). Clients in crises: Are counselor trainees prepared? Paper presented at the Southern Association for Counselor Education and Supervision Conference, Orlando, Florida.
54. Singh, A. A., Hays, D. G., & Watson, L. (2006, September) Refuse and resist: Counseling women of color who have survived child sexual abuse. Paper presented at the Southern Association for Counselor Education and Supervision Conference, Orlando, Florida.
55. Hays, D. G., & Chang, C. Y. (2004, September). Constructing a toolkit for addressing social justice in supervision. Paper presented at the Southern Association for Counselor Education and Supervision (SACES) Conference, Athens, Georgia.
56. Williams, W., Hays, D. G., & Chaney, M. (2004, September). Becoming aware: Creative approaches with media in group counseling and training. Paper presented at the Southern Association for Counselor Education and Supervision Conference, Athens, Georgia.
57. Chang, C. Y., Havice, P., & Hays, D. G. (2004, September). The relationship among White privilege, counselor self-efficacy, racial identity development, and multicultural counseling competency. Paper presented at the Southern Association for Counselor Education and Supervision Conference, Athens, Georgia.
58. Hays, D. G., Chang, C. Y., & Dean, J. K. (2003, September). White counselors' conceptualization of privilege and oppression: Implications for counselor education. Paper presented at the Southeastern Association for Counselor Education and Supervision (SACES) Conference, Chattanooga, Tennessee
59. Dean, J. K., Singh, A., & Hays, D. G. (2003, September). Preparing counselors for social advocacy. Paper presented at the Southeastern Association for Counselor Education and Supervision (SACES) Conference, Chattanooga, Tennessee.
60. Bundy, A., & Hays, D. G. (2003, September). From graduate school to academia: Challenges and opportunities. Presented at the Southeastern Association for Counselor Education and Supervision (SACES) Conference, Chattanooga, Tennessee.
61. Hays, D. G. (2001, October). Infusing multicultural counseling competencies in select core curriculum. Southern Association of Counselor Education and Supervision (SACES) Conference. Athens, Georgia.

Select State/Local/Other Presentations

62. Hays, D. G. (2011, November). The How-To's of qualitative research workshop, part 2. Norfolk State University, Norfolk, VA.
63. Hays, D. G. (2011, September). The How-To's of qualitative research workshop, part 1. Norfolk State University, Norfolk, VA.
64. Hays, D. G., Lawson, G., & Foster, V. (2010, November). Counselor educator positions. Panel presentation at the Virginia Counseling Association, Williamsburg, Virginia.
65. Hays, D. G. (2007, September). Diagnostic error in clinical decision-making among counselors and counselor trainees. Brownbag Research Presentation, College of Education, Old Dominion University.
66. Hays, D. G., & Singh, A. S. (2005, October). Validity in qualitative research. EPRS 8500: Ethnographic Approaches to Educational Research I: Qualitative Research Methods.
67. Hays, D. G. (2005, September). Multicultural counseling. CPS 6010: Professional Orientation and Ethics in Professional Counseling. Georgia State University.

68. Hays, D. G. (2004, September). Theory of work adjustment and Holland's career theory. PY 651: Professional Development. Brenau University.
69. Hays, D. G. (2004, September). Leadership and diversity. LP 207: Leadership Program. Brenau University.
70. Hays, D. G. (2004, September). Career decision making approaches. PY 651: Professional Development. Brenau University.
71. Hays, D. G. (2004, August). Understanding the warning signs of depression, anxiety, and other psychological issues for college women. Brenau University, Gainesville, Georgia.
72. Hays, D. G., & Williams, W. S. (2004, July). Writing in APA style. Georgia State University. Atlanta, Georgia.
73. Hays, D. G. (2004, June). Ethical considerations in assessment. CPS 8530: Professional Issues and Decisions.
74. Hays, D. G., & Singh, A. (2004, April). Group leadership skills. CPS 6450: Group Counseling Skills.
75. Hays, D. G. (2004, March). Job searching successfully: Resume writing. CPS 2500: Career and Life Development.
76. Hays, D. G. (2003, October). Resume and cover letter writing. CPS 2500: Career and Life Development.
77. Hays, D. G. (2003, July). Counselor ethics in assessment. CPS 8530: Professional Issues and Decisions.
78. Hays, D. G., & Shutts, A. (2002, April). Gain all the knowledge you can: Job searching. College Survival Skills Workshop Series. Gainesville, GA.
79. Shutts, A., & Hays, D. G. (2002, March). Time management and leadership. Brenau University Spring Leadership Conference. Gainesville, Georgia.
80. Hays, D. G., & Shutts, A. (2002, March). Gain all the knowledge you can: Making the decision to go to graduate school. College Survival Skills Workshop Series. Gainesville, Georgia.
81. Shutts, A., & Hays, D. G. (2002, February). Gain all the knowledge you can: Resume and cover letter writing. College Survival Skills Workshop Series. Gainesville, Georgia.
82. Shutts, A., & Hays, D. G. (2002, January). Gain all the knowledge you can: Teacher interviewing. College Survival Skills Workshop Series. Gainesville, Georgia.
83. Shutts, A., & Hays, D. G. (2002, January). Gain all the knowledge you can: Internships. College Survival Skills Workshop Series. Gainesville, Georgia.
84. Shutts, A., & Hays, D. G. (2001, October). Career Day workshop for seniors. Career Day at Brenau University. Gainesville, Georgia.
85. Shutts, A., & Hays, D. G. (2001, October). Choosing a major. College Survival Skills Workshop Series. Gainesville, Georgia.
86. Shutts, A., & Hays, D. G. (2001, August). Planning for graduate school. College Survival Skills Workshop Series. Gainesville, Georgia.

PROFESSIONAL SERVICE

National

July 2011- June 2012	President, Association for Assessment in Counseling and Education (now AARC).
Oct 2010- Jan 2013	Member, American Counseling Association National Institute for Counseling Research (NICR) Development Committee.
Sept 2013- Aug 2014	Member, Multicultural Research Guidelines Task Force, Association for Assessment and Research in Counseling.
July 2010- June 2011	President-Elect, Association for Assessment in Counseling and Education.
June 2010- Mar 2011	Chair, Association for Counselor Education and Supervision Strategic Planning Committee.
Oct 2009-Oct 2010	Committee Member, Association for Counselor Education and Supervision 2011 Conference, Nashville, TN
Oct 2007- Oct 2010	Member, Best Practices in Clinical Supervision Task Force, Association for Counselor Education and Supervision
July 2008-May 2011	CSI Awards Committee Chair, Chi Sigma Iota International
Mar 2009- June 2011	Task Force Member, Association for Counselor Education and Supervision Research Mentorship Guidelines
Mar 2008-Sept 2009	Conference Coordinator, 2009 AACE National Assessment and Research Conference, Norfolk, VA
July 2007	Proposal Reviewer, ACA 2008 World Conference, Honolulu, Hawaii
July 2007- July 2010	Member at Large-Membership, Association for Assessment in Counseling and Education
March 2007	Proposal Reviewer, ACES Conference, Columbus, Ohio
April 2006- July 2007	Member at Large-Publications, Association for Assessment in Counseling and Education
Feb 2005- April 2006	Secretary, Association for Assessment in Counseling and Education
July 2005- July 2006	Member, Media Committee, Counselors for Social Justice
Nov 2004- April 2006	Member, AACE Awards Committee, Association for Assessment in Counseling and Education
July 2004- July 2006	Member, ACES Advocacy Interest Network, Association for Counselor Education and Supervision
July 2004- July 2005	Member, Women's Interest Network, ACA
July 2004- July 2006	Member, Children's Interest Network, ACA

- Sept 2003 – May 2004 Task Force Committee, Guidelines for Psychological Practice with Girls and Women, Division 17 and 35 of the American Psychological Association
- Aug 2003-Aug 2006 Committee Member, Diversity in Assessment Committee, Association for Assessment in Counseling and Education

Regional

- July 2011- June 2012 SACES Past-President, Southern Association for Counselor Education and Supervision.
- July 2010- June 2011 SACES President, Southern Association for Counselor Education and Supervision
- July 2009- June 2010 SACES President-Elect, Southern Association for Counselor Education and Supervision
- July 2009-Sept 2010 Committee Member, Southern Association for Counselor Education and Supervision 2010 Conference, Williamsburg, VA
- Sept 2009- Sept 2010 Faculty Liaison, Sophie's Secret- community outreach caregivers program.
- Sept 2006-July2008 Member, Membership Committee, Southern Association for Counselor Education and Supervision
- Sept 2004-July 2009 Co-Chair, Member, SACES Multicultural Interest Network, Southern Association for Counselor Education and Supervision.
- Aug 2003- Aug 2004 Co-Chair, Graduate Student Committee, SACES

UNIVERSITY SERVICE

University

- Aug 2010-Feb 2011 SACS Compliance Audit Team, Old Dominion University
- Aug 2009- Aug 2010 Graduate Administrators Council member, Old Dominion University

College

- Jan 2012- June 2012 DCOE Associate Dean Search Committee Member, Old Dominion University
- June 2010- Aug 2010 TCEP Search Committee Member, Old Dominion University
- July 2008- June 2010 Human Subjects College Committee, Old Dominion University
- Sept 2007- May 2008 Faculty Governance Research and Scholarship Committee, Old Dominion University
- Jan 2003- May 2004 Research Assistant. Restructure the Guidelines for Promotion and Tenure Review in the College of Education, Office of the Dean, College of Education, Georgia State University

Department

Jan 2014- May 2014	Search Committee Chair, Counseling and Human Services
Aug 2010-present	Department Chair, Counseling and Human Services
Oct 2008-Apr 2009	Search Committee Member, ODU Martinsville Counseling program
June 2009-Aug 2010	Graduate Program Director, ODU Counseling program
Jan 2007- present	Faculty Advisor, Chi Sigma Iota, Omega Delta Chapter, Old Dominion University [CSI Chapter Founder]
Jan 2007- May 2008	Program Recruitment Committee Member, Old Dominion University
June 2004- Jan 2005	CSI-AGLBIC Day of Learning Planning Committee Member, Georgia State University
Apr 2004- Apr 2005	President, Chi Sigma Iota, Chi Epsilon Chapter, Georgia State University
Apr 2004- Apr 2005	Community Service Committee Co-Chair, Chi Sigma Iota, Chi Epsilon Chapter, Georgia State University
Mar 2004- Jan 2005	Research Assistant, Assisted with an APACE accreditation packet for the Department of Counseling and Psychological Services, Georgia State University
Nov 2003- Apr 2005	Social Justice Committee Member, Association for Gay, Lesbian, and Bisexual Issues in Counseling, Georgia State University
Aug 2003-Aug 2004	Student Representative, Diversity Committee, Dept. of Counseling and Psychological Services
July 2003- May 2004	Student Representative, Student Activity Fee Oversight Committee
May 2003-Jan 2005	Research Interest Network Coordinator/Developer, Chi Sigma Iota, Chi Epsilon Chapter
May 2003-May 2004	Co-Chair, Events Committee, Chi Sigma Iota, Chi Epsilon Chapter
April 2003- Jan 2005	CSI Mentoring Program Coordinator, Chi Sigma Iota, Chi Epsilon Chapter
Apr 2003- Apr 2004	President-Elect, Chi Sigma Iota, Chi Epsilon Chapter
Aug 2002- Apr 2005	Mentor, Dept. of Counseling and Psychological Services
Apr 2002 – Apr 2003	Secretary, Chi Sigma Iota, Chi Epsilon Chapter
Jan 2002- Apr 2005	Research Assistant. Collaborate with faculty member on research projects, Georgia State University
Jan 2002- Aug 2004	Student Liaison, CPS News, Dept. of Counseling and Psychological Services
Mar 2000- Aug 2000	Graduate Assistant. Scored and input data from various tests to assess children's reading development, Center for the Study of Adult Literacy, Georgia State University
Sept 1997- Dec 1997	Member, Psychology Club
Sept 1997-Dec 1997	Member, Psi Chi

Aug 1995-Dec 1995 Secretary, Residential House Council Secretary, Louisiana State University

Community

April 2013 Presenter, Domestic Violence Health Education Workshop, Presented at Shiloh Baptist Church in partnership with Norfolk State University Dept. of Nursing and Allied Health

DISSERTATION COMMITTEE SERVICE

1. Bayne, H. (2010). The use of empathy in medicine: A grounded theory. [Methodologist]
2. Braun, E. (2013). The Relationship of Client Aggression to Counselor Job Satisfaction and Confidence in Coping in Residential Treatment Programs. [Chair and Methodologist]
3. Byrd, R. J. (2010). Evaluating the Effects of a Safe Space Training on Professional School Counselors and School Counseling Trainees. [Chair and Methodologist]
4. Bucher, K. (2010). An enrollment management case study: Best practices in community college enrollment management plans. [Methodologist]
5. Carlisle, R. (2015). Distance supervision in counselor education: An examination of supervisory working alliance, supervisee demographics, and delivery methods. [Chair and Methodologist]
6. Cicchetti, R. (2010). Graduate students' self-assessment of competency with grief education and training in CORE accredited rehabilitation counseling programs. [Methodologist]
7. Crockett, S. (2011). The Influence of Supervisor-Supervisee Cultural Differences and Supervisory Relationship on Supervision Outcomes. [Chair and Methodologist]
8. Dahl, H. (2015). Counselor preparedness for working with suicidal clients. [Chair and Methodologist]
9. Emelianchik, K. (2010). Initial development and validation of the Teen Screen for Dating Violence. [Chair and Methodologist]
10. Ford, D. (2014) Membership in Black Greek-Letter Organizations and the College Experiences of African American Males at Predominantly White Institutions. [Chair and Methodologist]
11. Forman, J. F. (2010). The perceptions of agency sexual assault counselors on self-care, vicarious trauma, and counselor burnout. [Chair and Methodologist]
12. Gleason, B. (2015). A phenomenological investigation of wellness and wellness promotion within counselor education programs. [Chair and Methodologist]
13. Haizlip, B. N. (2009). A qualitative inquiry of conceptualized heterosexuality and its influence on the counseling process. [Chair and Methodologist]
14. Hauser, M. (2009). The role of optimism and working alliance and its utility in predicting therapeutic outcomes in the counseling relationship. [Chair and Methodologist]
15. Healey, A. (2009). Women's perspectives of professional identity and success in the counseling field. [Chair and Methodologist]
16. Heimsch, K. (2014). A Grounded Theory of Suicidality in Children Under Age 10. [Chair and Methodologist]

17. Kirk, A. (2015). Examining disordered eating amongst sorority women. [Chair and Methodologist]
18. Knight, J. (2010). A phenomenological exploration of school counselors' conceptualization and implementation of multicultural competence. [Methodologist]
19. Logan, J. (2014). Supervision working alliance, self-efficacy and multicultural competence. [Chair and Methodologist]
20. Lorelle, S. (2010). A phenomenological study of children's experiences while families receive services from a homeless agency. [Methodologist]
21. Maalouf, K. (2012). The Influence of Late Registration on Academic Outcomes and Retention at a Multi-Campus Community College. [Chair and Methodologist]
22. McBride, R. (2010). The relationship among demographic, training, and employment variables and self-reported multicultural counseling and gerontological competencies. [Chair and Methodologist]
23. McCarty, C. (2012). Evidence-based practice for the athletic training profession. [Methodologist]
24. McLeod, A. L. (2008). Attention to cultural issues in multicultural supervision: Supervisors' and supervisees' perspectives. [External Committee Member and Methodologist]
25. Michel, R. (2012). Institutional variables, collegial relationships, and occupational satisfaction: Testing the conceptual framework of faculty job satisfaction among counselor educators. [Chair and Methodologist]
26. Moore, K. S. (2009). Counselor perceptions of uninsured clients. [Methodologist]
27. Neuer, A. (2011). Supervision Competencies for Counselor Education Doctoral Graduates: A Delphi Study. [Methodologist]
28. Pau, K. (2015). Malaysian health providers' perspectives of IPV clients. [Chair and Methodologist]
29. Powers, S. (2012). Gender performativity in the community college: A case study of female backline classified staff. [Chair and Methodologist]
30. Preston, S. (2010). The effects of residential mental health treatment for children on the parent-child relationship. [Chair and Methodologist]
31. Prosek, E. (2011). Diagnosis and the clinical decision making process. [Chair and Methodologist]
32. Puglia, B. (2009). The professional identity of counseling students in master's level CACREP accredited programs. [Methodologist]
33. Pusateri, C. (2013). Initial development and validation of the Counselor Rurality Scale. [Methodologist]
34. Quinlan, N. P. (2009). A phenomenological case study of the multicultural counseling experience of students and faculty in relation to their perceptions of their multicultural competency and CACREP standards. [Chair and Methodologist]
35. Sikes, A. (2009). Experiences of school counselors during and after making suspected child abuse and neglect reports. [Methodologist]
36. Smith, J. (2013). A Consensual Qualitative Research Study of the Transformation from High School Dropout to High School Graduate. [Chair and Methodologist]

37. Snow, K. (2015). A mixed methods study of the intersection of sexual minority identity and spiritual development in the college experience. [Chair and Methodologist]
38. St. John, D. (2014). College health and mental health outcomes on student success. [Methodologist]
39. Walley, C. (2009). A grounded theory of school counselors' conceptualizations of their training regarding adolescent mental health issues. [Methodologist]
40. Wendle Barnes, A. (2012). A phenomenological study of the experiences of women in leadership and community at Old Dominion University from 1970 to 1990. [Methodologist]
41. Yoshimura, M. (2010). Female Ph.D. completion: how field of study moderates the predictive relationships between social and academic interactions with faculty, research productivity and degree completion. [External Committee Member]

AWARDS AND HONORS

National Level

- ACA Counselor Educator Advocacy Award (2009). American Counseling Association.
- ACA Research Award (2008). American Counseling Association.
- AACE President's Special Merit Award (2008). Association for Assessment in Counseling and Association.
- MECD/AACE Research Award (2007). Association for Assessment in Counseling and Education, \$500.
- AACE President's Special Merit Award (2006). Association for Assessment in Counseling and Education.
- ACA Ethics Case Study Competition- Doctoral Level (2nd place) (2005). American Counseling Association.
- Glen E. Hubele National Graduate Student Award (2005). American Counseling Association.
- ACES Outstanding Graduate Student Leadership Award (2005). Association for Counselor Education and Supervision.
- Chi Sigma Iota Outstanding Doctoral Student Award (2005). Chi Sigma Iota International.
- Chi Sigma Iota Fellow (2004). Chi Sigma Iota International, \$500.

Regional Level

- SACES Pre-Tenure Counselor Educator Award (2008). Southern Association for Counselor Education and Supervision.

State Level

- SCHEV Rising Star Faculty Award (finalist). State Council for Higher Education of Virginia.
- Pope Fellowship Recipient (2004-2005). Rosalyn Carter Institute for Human Development, \$6000.
- Pope Scholarship Recipient (2002-2003). Rosalyn Carter Institute for Human Development, \$3000.

University Level

Doctoral Mentoring Award. (2014). Old Dominion University.

Diversity Champion. (2013). Old Dominion University.

Darden College of Education Publications Award (2011). Old Dominion University.

Doctoral Mentoring Award- Finalist (2011). Old Dominion University.

Professional Development Award (2010). Old Dominion University.

JoAnna White Founder's Award (2006). Georgia State University.

Chi Epsilon Outstanding Research Award (2005). Georgia State University.

Chet Harris Scholarship. (2005). Georgia State University. \$800.

Chi Epsilon Outstanding Doctoral Student Award. (2004). Georgia State University.

Outstanding Doctoral Student Award (2004). Georgia State University.

Chi Epsilon Outstanding Research Award (2003). Georgia State University.

Dean's List (1996-1998). Kennesaw State University.

Louisiana Honors Scholarship Recipient (1995). Louisiana State University.

University of Louisiana Tuition Fee Exemption Recipient (1995). University of Louisiana.