

CURRICULUM VITAE

Name and Title:

**B. Grant Hayes, Ph.D., Distinguished Professor
Interim Provost and Senior Vice Chancellor for Academic Affairs**

EDUCATION

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| Ph.D. | Counselor Education University of South Carolina, Columbia, SC |
| Ed.S. | Counselor Education University of South Carolina, Columbia, SC |
| M.Ed. | Secondary School Guidance University of South Carolina, Columbia, SC |
| B.A. | Music Education Limestone College, Gaffney, SC |

HONORS AND AWARDS

Treasured Pirate Award, 2017
Educator's Hall of Fame Recipient, 2016
Phi Kappa Phi, 2016
Fellow, American Counseling Association, 2014
Central Florida's Most Powerful-Impactful Black Professional,
Legacy Magazine 2014
ASERVIC Meritorious Service Award, 2008
Who's Who in America, 2006
UCF Teaching Incentive Award, 2003

Counseling Association of Humanistic Education and Development –
 Presidential Leadership Award, 2002
 Counseling Association of Humanistic Education and Development –
 Humanistic Processes Award, 1999
 Limestone College Alumnus of the Year, 1998
 Phi Delta Kappa, 1993
 South Carolina Teacher Incentive Award, 1990
 South Carolina Teacher Incentive Award, 1989

PROFESSIONAL EXPERIENCE

Primary Administrative Appointments:

- 2019 -Present** ***Interim Provost and Senior Vice Chancellor, East Carolina University.***
- Responsible for administering all academic and administrative policies/operations and for leading and ensuring academic quality across the institution; recommend resource allocations and ensure that the institution is mission-driven and responsive to the UNC System, develop strong academic leadership across the University; represents the Chancellor during any absences.
- 2015-2019** ***Dean, College of Education, East Carolina University.***
- Provided leadership to the college faculty, staff and students; Monitored the performance of administrators, faculty and staff; Made decisions on hiring, contract terminations and promotions; Develop and administer the implementation of the college strategic plan; Prepared annual college budget and monitor fiscal conditions; Led and coordinated the governance of the college; Represented the college's interests and goals to the administration; Provide leadership in fundraising for the college; Prioritized and cultivated research partnership opportunities with P-12 schools, agencies, industry and government; Enhance collaborations within the college and across the university.
- 2014-2015** ***Interim Dean, College of Education and Human Performance, University of Central Florida (UCF).***
- Provided leadership to the college faculty, staff and students; Monitored the performance of administrators, faculty and staff; Made decisions on hiring, contract terminations and promotions;

Developed and administer the implementation of the college strategic plan; Prepared annual college budget and monitor fiscal conditions; Led and coordinated the governance of the college; Represented the college's interests and goals to the administration; Provided leadership in fundraising for the college; Prioritized and cultivated research partnership opportunities with P-12 schools, agencies, industry and government; Enhanced collaborations within the college and across the university.

2012 - 2014

Executive Associate Dean for Academic Affairs, College of Education and Human Performance, UCF.

Provided oversight of undergraduate and graduate programs in the college, including recruitment and retention, catalog preparation, student issues, appeals, petitions, academic programs and curriculum, program development, awards, fellowships, and tuition waivers; Guided and supported department chairs/school director and faculty on academic matters; Provided leadership regarding the development of new degree program, budget, strategic planning; Provided oversight for offices and staff that support undergraduate student services, graduate student services, regional campus affairs, and accreditation and data management.

2012

Associate Dean for Research and Graduate Studies, College of Education, UCF.

Provided oversight of contracts and grants, compliance, centers and institutes, and the UCF Academy Fellows; Provided oversight of graduate programs in the college, including graduate recruitment and retention, catalog preparation, student issues, appeals, petitions, academic programs and curriculum, program development, awards, fellowships, and tuition waivers; Guided and supported department chairs/school director and faculty on academic matters; Provided leadership regarding the development of new graduate programs, budget, strategic planning, responsibility for offices and staff that support graduate student services, distributed learning, and continuing education; Provided oversight of the Office of Accreditation, Data Management and Assessment; Provided oversight of the Center for Educational Research and Development (CERD) and the Office of Program Evaluation and Educational Research (PEER).

2010-2012 ***Chair, Department of Educational and Human Sciences, College of Education, UCF.***

Led daily operation of the department, including oversight of faculty evaluations, faculty/staff assignments, annual reports, strategic planning, budget, and the promotion and tenure process. Provided oversight of the following activities at the *College-Level*: Diversity Champion; Office of Accreditation, Data Management and Assessment.

2005-2010 ***Associate Dean for Graduate Studies, College of Education, UCF.***

Provided oversight for graduate programs in the college, including graduate recruitment and retention, catalog preparation, student issues, appeals, petitions, academic programs and curriculum, program development, awards, fellowships, and tuition waivers; Provided guidance and support to department chairs and faculty on academic matters; Provided leadership regarding the development of new graduate programs, budget, strategic planning; Provided oversight for offices and staff that support graduate student services, distributed learning, and continuing education; Provided oversight of the Office of Accreditation, Data Management and Assessment.

2009-2010 ***Interim Department Chair, Department of Educational Research, Technology, and Leadership, College of Education, UCF.***

Led daily operation of the department, including oversight of faculty evaluations, faculty/staff assignments, annual reports, budget, strategic planning, curriculum development, and the promotion and tenure process.

2008-2009 ***Interim Department Chair, Department of Educational Studies, College of Education, UCF.***

Led daily operation of the department, including oversight of faculty evaluations, faculty/staff assignments, annual reports, budget, strategic planning, curriculum development, and the promotion and tenure process.

- 2007** ***Acting Department Chair, Department of Teaching and Learning Principles, College of Education, UCF.***
- Led daily operation of the department, including oversight of strategic planning, scheduling, budgeting, and curriculum development
- 2005** ***Assistant Dean for Graduate Studies and Support Programs, College of Education, UCF.***
- Provided oversight for graduate programs throughout the college, including graduate recruitment and retention, catalog preparation, student issues, appeals, petitions, academic programs and curriculum, program development, awards, fellowships, and tuition waivers; Guided and supported department chairs and faculty on academic matters; Provided leadership regarding the development of new graduate programs, budget; Provided oversight of the Office of Student Affairs and the Office of Accreditation, Data Management and Assessment.
- 2003-2005** ***Program Director, Counselor Education, Department of Child, Family, and Community Sciences, UCF***
- Organized and sequenced course scheduling; hired and supervised adjunct faculty, clerical staff, and graduate assistants; Prepared accreditation and outcome assessment materials; Recruited graduate students; Facilitated curriculum modifications.
- 2002-2003** ***Director, Florida's Partnership in Character Education, UCF.***
- Managed budget; Supervised graduate assistants and clerical staff; Chaired advisory council; Coordinated conference activities; Worked with P-12 schools in developing curriculum; Coordinated program evaluation efforts; Provided national and international training to P-12 schools.
- 1998-2001** ***Coordinator of Accreditation, College of Education, UCF.***
- Coordinated accreditation documents for Department of Education and the National Council for the Accreditation of Teacher Education (NCATE); Updated faculty and staff on current accreditation issues; Provided training for faculty and staff; Chaired accreditation steering committee; Worked with other colleges within the university in preparation for accreditation visit.

1994-1997***Coordinator of Accreditation, Scholarships, and the Teacher Cadet Program, College of Education, University of South Carolina.***

Coordinated accreditation documents for SC Department of Education and the National Council for the Accreditation of Teacher Education (NCATE); Updated faculty and staff on current accreditation issues; Provided accreditation training for faculty and staff; Chaired accreditation steering committee; Supervised clerical staff, graduate assistants; coordinated scholarships activities; Recruited high school juniors and seniors for programs in teacher education; coordinated annual conferences for prospective students in teacher education; Worked with high schools to establish courses focusing on teaching and education for junior and seniors; Worked with the South Carolina Commission on Higher Education and the South Carolina Department of Education in establishing protocol for accreditation visits in the state.

1993***Interim Principal, Polk County High School, North Carolina.***

Organized and sequenced courses, managed budget, hired and supervised faculty and clerical staff; Fulfilled duties as assigned by the superintendent.

Academic Appointments:

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| 2015-present | <i>Distinguished Professor, Counselor Education, Department of Interdisciplinary Professions, East Carolina University.</i> |
| 2009-2015 | <i>Professor, Counselor Education, Department of Child, Family, and Community Sciences, University of Central Florida.</i> |
| 2003-2009 | <i>Associate Professor (tenured), Counselor Education, Department of Child, Family, and Community Sciences, University of Central Florida.</i> |
| 1998-2003 | <i>Assistant Professor, Counselor Education, Department of Child, Family, and Community Sciences, University of Central Florida.</i> |
| 1997-1998 | <i>Assistant Professor, Department of Psychology, James Madison University.</i> |

1994-1997 *Instructor*, College of Education, University of South Carolina.

Graduate Education/Training:

1996 *Therapist (Intern)*, SC Department of Corrections (Broad River),
Psychiatric Hospital, Columbia, SC.

1995 *Therapist (Intern)*, Wm. Jennings Bryan Dorn VA Medical Center,
Acute Psychiatry and Substance Abuse Treatment Program,
Columbia, SC.

P-12 Faculty Appointments:

1992-1994 *School Counselor*, Polk County High School/Tryon Middle School,
Columbus, NC.

1990-1992 *Band Director*, Blacksburg High School, Blacksburg, SC.

1987-1990 *Band Director*, Ewing Junior High, Gaffney, SC.

PROFESSIONAL CREDENTIALS

Licensed Professional Counselor (LPC) – South Carolina #2257

RESEARCH AND CREATIVE ACTIVITIES

Research Interests:

- Effective Leadership
- Technological Pedagogy in Counselor Education
- Character and Moral Development in Children

PUBLICATIONS

Book Chapter(s):

Watson, L..W., & Hayes, B. G. (2020) Reminded who we are. In *Spiral of Justice: Born Black*. Wassuth Center for Human Rights, e-booklet.

Lambie, G. W., Ieva, K. P., Van Horn, S., Ohrt, J. H., Lewis, S., & **Hayes, B. G.** (2010). Students with learning disabilities: Implications for professional school counselors. In Sink, C., *Mental Health Interventions for School Counselors*. Lahasha Press: Boston.

Refereed Articles:

Zhang, G., & **Hayes, B. G.** (Accepted). Factors contributing to the prevalence of lifelong learning in the United States. *Lifelong Education Research*.

Hayes, B. G., & Zhang, G. (2021). A 360° evaluation of the multiple outcomes of a service learning Program in teacher education. *International Journal of Social Policy and Education*, 3(2), 23-31. ISSN 2689-4998 (print), 2689-5013 (online). Retrieved May 18, 2021 from <https://ijspe.com/Journals/february-2021/IJSPE-202168.pdf>

Zhang, G., & **Hayes, B. G.** (2020). How to cultivate self-control in Infants and young children. *China Education*, 2020.09.24.9. http://www.jyb.cn/rmtzgjyb/202009/t20200924_361144.html

Zugelder, B. S. & **Hayes, B. G.** (2019). A conceptual framework for trust-building to promote teacher leadership, *Journal of Education and Training*, 6 (2), ISSN 2330-9709

Yanhong J., **Hayes, B.G.**, & Zhang. G. (2018). The Effects of Multi-dimensional Interactive Teaching Model on College Students' Academic Emotion and Academic Achievement, *American Review of China Studies*, 19(2), pp. 63-86.

Lambie, G. W., Ascher, D. L., **Hayes, B. G.**, & Sivo, S. A. (2014). Counselor education doctoral program faculty member's refereed publications. *Journal of Counseling & Development*, 92(3), 338-346.

Lambie, G. W., **Hayes, B. G.**, Lamb, C., Limberg, D., & Mullen, P. R. (2014). An exploratory investigation of Ph.D. in education students' levels of research self-efficacy, interest in research, and research knowledge, *Innovative Higher Education* 39(2) 139-153.

Lewis, S. A., Robinson, E. H., & **Hayes, B. G.** (2011). Implementing an authentic character education implementation. *Childhood Education*, 87 (4), 227-234.

- Lambie, G. W., Ieva, K. P., Mullen, P., & **Hayes, B. G.** (2011). Ego Development, Ethical Decision-Making, and Legal and Ethical Knowledge in school counselors. *Journal of Adult Development, 18(1)*, 50-60.
- Lewis, S., Ascher, D., **Hayes, B. G.**, & Ieva, K. (2010). Counselor education doctoral cohorts: Growth, reflection, and success. *VISTAS 2010*.
- Mitcham-Smith, M., **Hayes, B. G.**, Jackson, A., Bryant, D. U., & Fefer, S. (2010). School counselor advocacy: Identification and retention of racially and culturally diverse gifted students. *Journal of Urban Education, 7(1)*, 9-19.
- Hayes, B. G.**, Curry, J. R., Freeman, M. S., & Kuch, T. A. (2010). A case illustration of an alternative counseling model for alcohol abuse in college: Implications for college counselors. *Journal of College Counseling 13(1)*. 87-96.
- Gonzalez, T. & **Hayes, B. G.** (2009). Rap music in school counseling: A review of Don Elligan's rap therapy. *Journal of Creativity in Mental Health, 4(2)*, 161-172.
- Curry, J. R., & **Hayes, B. G.** (2009). Bolstering school-based support by comprehensively addressing the needs of an invisible minority: Implications for professional school counselors. *Journal of School Counseling, 7(7)*. Retrieved February 11, 2009, from <http://www.jsc.montana.edu/articles/v7n7.pdf>
- Hayes, B. G.** (2008). The use of multimedia instruction in counselor education: A creative teaching strategy. *Journal of Creativity in Mental Health, 3(3)* 243-253.
- Hayes, B. G.**, Kuch, T. H., Howard, T. A., & Witta, E. (2008). The effects of a responsibility-based character education program on middle school academic achievement at an international school in east Africa. *Journal of Urban Education, 5(1)*, 38-47.
- Williams, F. C., **Hayes, B. G.**, Brooks, M., & Hinton, V. D. (2008). Racial identity development and career thoughts of Black seniors in an urban school. *Journal of Urban Education, 5(1)*, 95-104
- Hayes, B. G.**, Freeman, M. S., Vogel, J. E. Clonch, M., Clark, N., & Duffey, T. (2008). Destigmatizing college counseling for first-year student: A psychodrama approach. *The Journal of College Student Development, 49(3)*, 250-254.

- Hayes, B. G.** (2008). Counselor education: Integration of teaching strategies and technology. *Journal of Technology in Counseling, 1* Retrieved: http://jtc.colstate.edu/vol5_1/hayes.htm.
- Freeman, M. S., **Hayes, B. G.**, Kuch, T., & Taub, G.E. (2007) Personality: A predictor of counseling theoretical orientation in beginning counseling. *Counselor Education and Supervision, 46*, 254-265.
- Freeman, M. S., Vogel, J. E, & **Hayes, B. G.** (2004). Reduced anxiety in Counselor Trainees. *The Professional Counselor, 19*, 31-41.
- Hayes, B. G.**, Taub, G. E., Robinson, E. H., & Sivo, S. A. (2003). An empirical investigation of the efficacy of multimedia instruction in counseling skill development. *Counselor Education and Supervision, 42*, 177-188.
- Freeman, M. S., & **Hayes, B. G.** (2002). Clients changing counselors: An inspirational journey. *Counseling and Values, 47*, 13-21.
- Robinson, S. L., & **Hayes, B. G.** (2002). Social responsibility: A cautionary tale for counselors. *Journal of Humanistic Counseling, Education and Development, 41*, 159-163.
- Hayes, B. G.** (2001). Group counseling in schools: Effective or not? *The International Journal of Sociology and Social Policy, 20*, 12-21.
- Taub, G. E., **Hayes, B. G.**, Cunningham, W. R., & Sivo, S. A. (2001). Relative roles of cognitive ability and practical intelligence in the prediction of success. *Psychological Reports, 88*, 931-942.
- Hayes, B. G.**, & Hagedorn, W. B. (2001). Working with the bisexual client: How far have we progressed? *Journal of Humanistic Counseling, Education and Development, 40*, 11-20.
- Taub, G. E., & **Hayes, B. G.** (2001). An analysis of the factor structure of the multidimensional aptitude battery-II: Interpret with caution. *Journal of Education and Psychology, 59*, 1-7.
- Taub, G. E., & **Hayes, B. G.** (2001). Identifying g: The current role of Intelligence. *The International Journal of Sociology and Social Policy, 20*, 39-50.
- Hayes, B. G.**, & Robinson, E. H. (2000). Assessing counselor education student's attitudes toward computers and multimedia instruction. *Journal of Humanistic Counseling, Education and Development, 38*, 132-141.

- Robinson, E. H., Jones, K. D., & **Hayes, B. G.** (2000). Humanistic education to character education: An ideological journey. *Journal of Humanistic Counseling, Education and Development, 39*, 21-25.
- Hayes, B. G.** (2000). Critical analysis of social skills. *California Association of Counseling and Development Journal, 19*, 29-34.
- Kain, H., Taub, G., & **Hayes, B. G.** (2000). Interactive media and its contribution to the construction and destruction of values and character. *Journal of Humanistic Counseling, Education and Development, 39*, 56-62.
- Hayes, B. G.**, & Hagedorn, W. B. (2000). A case for character. *Journal of Humanistic Counseling, Education and Development, 39*, 2-3.
- Hayes, B. G.** (1999). Where's the data: Is multimedia instruction effective in training counselors? *Journal of Technology in Counseling, 1*, Retrieved: http://jtc.colstate.edu/vol1_1/multimedia.htm.
- Mckee, J. E., Smith, L.W., **Hayes, B. G.**, Stewart, A., & Echterling, L. G., (1999). Rites and rituals in counselor education. *The Journal of Humanistic Counseling, Education and Development, 38*, 3-11.
- Hayes, B. G.** (1999). The need for character education. *Infochange, 94*, 2-3.
- Jones, K. D., Robinson, E. H., Minatrea, N., & **Hayes, B. G.** (1998). Coping with reactions to clients traumatized by child sexual abuse. *Journal of Mental Health Counseling, 20*, 332-343.
- Hayes, B.** (1996). Counseling clients with HIV and AIDS. *The Journal for the Professional Counselor, 11*, 73-79.

Invited Articles:

- Hayes, B.G.** (2017, September 3). Statewide impact of ECU educators growing [Editorial]. *Daily Reflector*. P.4.
- Hayes, B.G.** (2016, September 8). Analysis: College of Education had \$46 million economic impact [Editorial]. *Daily Reflector*, p.5.

PRESENTATIONS

- Hayes, B. G.**, Liss, J., McHatton, P.A., McLaughlin, V.L., & Walther-Thomas, C. (2019). Unmasking faculty potential. Keynote panel at the Teacher

Education Division, Council for Exceptional Children, New Orleans, Louisiana.

Bilbro-Berry, L., L'Esperance, M., Hodge, E., **Hayes, B.G.**, Lenker, E., & Bulson, S. (January, 2018). *North Carolina Laboratory Schools: The Potential and Promise of University/LEA Partnerships*.

Flasch, P., Sivo, S., Robinson, E. H., Robinson, S., & **Hayes, B.G.** (February, 2016). *Relationship Between Altruistic Caring and Student Teacher Competencies*. Presented at the American Association of Colleges for Teacher Education Annual Conference (AACTE), Las Vegas, NV.

Flasch, P., Robinson, E. H., Crunk, E., Robinson, S., & **Hayes, B. G.** (2015, October). *Creating deep connections in the counseling relationship: The role of altruism, relational depth, and deep empathy*. Presented at the European Branch of the American Counseling Association (EB-ACA) Annual Conference, Naples, Italy.

Crunk, E., Moore, F., Robinson, S., Robinson, E. H., Flasch, P., Wheeler, N., & **Hayes, B. G.** (2015, October). *Bibliotherapy for 21st Century Youth: Redefining "Text" for a New Generation*. Presented at the European Branch of the American Counseling Association (EB-ACA) Annual Conference, Naples, Italy.

Robinson, E. H., Wheeler, N., Flasch, P., Crunk, E., Robinson, S., & **Hayes, B. G.** (2015, October). *Name That Tune: Using Music in Counseling*. Presented at the European Branch of the American Counseling Association (EB-ACA) Annual Conference, Naples, Italy.

Flasch, P., Crunk, E., Robinson, S., Robinson, E. H., & **Hayes, B. G.** (2015, May). *Beginner Counselors and Their Clients' Experiences of Altruistic Caring In Counseling Sessions*. Presented at the British Association for Counseling and Psychotherapy (BACP) Annual Conference, Nottingham, United Kingdom.

Crunk, E., Robinson, S., Robinson, E. H., Flasch, P., & **Hayes, B. G.** (2015, May). *The Efficacy of Bibliotherapy For Children: A Meta-Analysis*. Presented at the British Association for Counseling and Psychotherapy (BACP) Annual Conference, Nottingham, United Kingdom.

Robinson, E. H., Robinson, S. L., **Hayes, B. G.**, & Flasch, P. (2014, September). *Creating Caring Communities: Fostering Altruism through Creative Interventions*. Presented at the European Branch – American Counseling Association Conference, Milan, Italy.

- Flasch, P., Fyvolent, C. G., Robinson, E. H., & Robinson, S., & **Hayes, B. G.** (2014, September). *Addressing Gender Role Stereotyping through Creative Interventions*. Presented at the European Branch of the American Counseling Association (EB-ACA) Annual Conference, Milan, Italy.
- Flasch, P., Robinson, E. H., & Robinson, S., & **Hayes, G.** (2014, October). *Science of Improvement: Implications of the Carnegie Initiative*. Presented at the Southern Association for Counselor Education and Supervision (SACES) Bi-Annual Conference, Birmingham, AL.
- Limberg, D., Robinson, E. H., Robinson, S., & **Hayes, B. G.** (2013, May). *Applying Structural Equation Modeling (SEM) to the Counseling Field*. Presented at the British Association for Counselling and Psychotherapy Research Conference, England.
- Limberg, D., Robinson, E. H., Robinson, S., **Hayes, B. G.**, Bell, H., & Fox, J. A (2013, May). *A Phenomenological investigation of practicing counselors', living in Scotland, experiences of altruistic caring*. Presented at the British Association for Counselling and Psychotherapy Research Conference, England.
- Hayes, B. G.**, Waldrop, J. & Costley, C. (2013, April). *Challenges of change: What is rigor in practice-led doctorate education?* Panel at the International Conference on Doctoral Education, Orlando, FL.
- Hayes, B. G.**, Sewall, A., Rosselli, H. & Robinson, M. (2013, March). *Emerging leaders: Navigating your educational leadership*. American Association of Colleges for Teacher Education Conference, Orlando, FL.
- Robinson, E. H., Lambie, G. W., & **Hayes, B. G.** (2012, October). *Doctoral degrees in counselor education: The practice or research doctoral*. Southern Association of Counselor Education and Supervision Conference, Savannah, G.A.
- Limberg, D., Robinson, E.H., Robinson, S. L., & **Hayes, B. G.** (2012, June). *Personal Reflections on Altruistic Caring*. Association for Spiritual, Ethical, and Religious Values in Counseling Conference, Santa Fe, NW.
- Limberg, D., Hutchinson, T., Robinson, E.H., Robinson, S. L., & **Hayes, B. G.** (2012, June). *The development of an assessment to measure altruistic caring in counselors: Impact on client outcomes*. Association for Spiritual, Ethical, and Religious Values in Counseling Conference, Santa Fe, NW.

- Bell, H., Limberg, D., Fox, J., Young, M. E., Robinson, E. H., Robinson, S., & **Hayes, B. G.** (2012, May). *Professional identity development of counselor education doctoral students*. Paper presented at the British Association for Counseling & Psychotherapy Conference, Edinburgh, Scotland, UK.
- Lambie, G. W., **Hayes, B. G.**, Limberg, D., Lamb, C., & Mullen P. M. (2012, March). *Factors influencing counselor education faculty members' refereed article publication rates*. Paper presented at the American Counseling Association Annual Conference, San Francisco, CA.
- Lambie, G. W., Ascher, D., & **Hayes, B. G.** (2011, October). *Variables influencing counselor education faculty members' refereed article publication rates*. Paper presented at the Association of Counselor Education and Supervision, Nashville, TN.
- Ieva, K. P., Lambie, G. W., & **Hayes, B. G.** (2011, October). *The contribution of school counselor's social-cognitive development, ethical and legal knowledge, and locus-of-control: An exploratory investigation*. Paper presented at the Association of Counselor Education and Supervision, Nashville, TN.
- Imig, D. G., Shakeshaft, C., Robinson, E. H., Storey, V., Zambo, D., Zambo, R., Welty-Brown, S. & **Hayes, B. G.** (2011, October). *A focus on leadership: Changing the education doctorate*. Panel at the International Council on Education and Teaching Conference, Glasgow, Scotland.
- Swank, J. M., Robinson, E. H., Sivo, S., Lambie, G. W., Witta, E. L., & **Hayes, B. G.** (2011, April). *Assessing the psychometric properties of the counseling competencies scale*. Paper presented at the American Educational Research Association Conference, New Orleans, LA.
- Gollnick, D. & **Hayes, B. G.** (2010, April). *NCATE Standard 2: Assessment System*. Program presented at the NCATE Institutional Orientation Conference, Louisville, KY.
- Hayes, B. G.** (2010, April). *NCATE Standard 5 & 6*. Program presented at the NCATE Institutional Orientation Conference, Louisville, KY.
- Schulman, L., Imig, D., Perry, J., Robinson, S. L., & **Hayes, B.G.** (2010, February). *Major Forum: Reclaiming the profession: Challenges and progress*. American Association of Colleges for Teacher Education Conference, Atlanta, GA.,

- Benbow, C., Gallagher, K. S., Imig, D., Smrekar, C., **Hayes, B.G.**, & Robinson, S. L. (2010, February). *Major Forum – To PhD or EdD? That is the question*. American Association of Colleges for Teacher Education Conference, Chicago, IL.
- Swank, J., Robinson, E. H., Robinson, S. L., Limberg, D., & **Hayes, B. G.** (2010, November). *Expressive arts: Facilitating communication through creativity*. Paper presented at the European Branch –American Counseling Association Conference, Heidelberg, Germany.
- Lambie, G. W. & **Hayes, B. G.** (2010, October). *Counselor educator's publication rates: What do the data tell us?* Paper presented at the Southern Association of Counselor Education and Supervision Conference, Williamsburg, VA.
- Ieva, K. P., Lambie, G., & **Hayes, B. G.** (2010, March). School counselors' level of ethical and legal knowledge, ethical decision-making, and ego development: An exploratory Study. Paper presented at the American Counseling Association Annual Conference, Pittsburgh, PA.
- Lewis, S. A., Asher, D., Young, T., Burt, I., **Hayes, B. G.**, and Robinson, S. (2009, October). How counselor education doctoral cohorts can advance transformative pedagogy in training counselor educators. Paper presented at the Association of Counselor Education and Supervision 2009 Conference, San Diego, CA.
- Gonzalez, T. & **Hayes, B. G.** (2009, October). *Rap music in school counseling: A review of Don Elligan's rap therapy*. Paper presented at the Association of Counselor Education and Supervision Conference.
- Ieva, K. P., **Hayes, B. G.**, Lambie, G., Shillingford, M.A., & Lewis, S. (2009, March). *The preparation of professional school counselors to support students in urban educational settings*. Paper presented at the American Counseling Association Conference, Charlotte, NC.
- Swank, J. M., & **Hayes, B. G.** (2008, November). *The child is not an island: Engaging parents in counseling with children and adolescents*. Paper presented at the European Branch –American Counseling Association Conference, Wiesbaden-Niedernhausen, Germany.
- Robinson, E. H., Swank, J. M., Young, M. E., Curry, J., Jones, K. D., O'Brien, E., Lambie, G. W., **Hayes, B. G.**, Hagedorn, W. B., Butler, S. K. & Erwin, T. M. (2008, November). *Evaluation of counseling students' skills & competencies in an on-campus clinic*. Paper presented at the Southern

Association of Counselor Education and Supervision Conference,
Houston, TX.

Lambie, G. W., Ieva, K., Ohrt, J., Shillingford, M. A., & **Hayes, B. G.** (2008, June). *A systemic, strength-based approach for school counselors to engage unsupportive school personnel*. Paper presented at the American School Counselor Association Conference, Atlanta, GA.

Ohrt, J., Ieva, K., Lambie, G. W., Shillingford, M. A., & **Hayes, B. G.** (2008, June). *Minorities in Advanced Placement Courses*. Paper presented at the American School Counselor Association Conference, Atlanta, GA.

Robinson, E. H., Swank, J., & **Hayes, B. G.** (2008, June). *Spirituality within multicultural populations: Implications for working with African Americans*. Paper presented at the Association of Spiritual, Ethical and Religious Values in Counseling, Asheville, NC.

Hayes, B. G., Kuch, T., & Lewis, S. (2008, March). *The Effects of a Character Education Program on Students' Academic Achievement in East Africa*. Paper presented at the American Counseling Association Annual Conference, Honolulu, HI.

Sivo, S. A., Robinson, E. H., Ray, Shannon, & **Hayes, B. G.** (2007, April). *The effect of school on student, parent, and teacher responses to a character education measure: Hierarchical linear modeling*. Paper presented at the American Educational Research Association, Chicago, IL.

Brooks, M., Hinton, V. D., & **Hayes, B. G.** (2006, September). *The impact of racial identity development and career thoughts among Black high school students*. Paper presented at the Southern Association of Counselor Education and Supervision Conference, Orlando, FL.

Robinson, E. H., **Hayes, B. G.**, Robinson, S. L., & Curry, J. R. (2006, January). *Teacher altruism: A key to promoting student Gains*. Paper presented at the American Association of Colleges of Teacher Education Annual Meetings and Exhibits. San Diego, CA.

Ray, S., Robinson, E. H., Robinson, S., **Hayes, B. G.**, Curry, J., Welsh, L. Limberg, D., & Thompson, I. (2005, April). *Assisting school counselors in building alliances that promote best practices in character education*. Paper presented at the American Counseling Association Annual Conference, Atlanta, GA.

- Ray, S., Robinson, E. H., **Hayes, B. G.**, & Curry, J. (2005, October). *What children see: The current character of media culture*. Character Education Partnership 12th National Forum, Atlanta, GA.
- Hayes, B. G.**, & Rakestraw, J. (2004, June). *Board of Examiners Chair Training*. Georgia Professional Standards Commission, Atlanta, GA.
- Hayes, B. G.** (2004, November). *Advanced counseling skills: Tools for school counselors*. Workshop presented at the Association of International School of Africa Conference, Dakar, Senegal.
- Gollnick, D., & **Hayes, B. G.** (2004, November). *NCATE/DOE Training*. Bureau of Educator Recruitment and Professional Development, St. Petersburg, FL.
- Hayes, B. G.** (2004, November). *Techniques for the beginning school counselor*. Workshop presented at the Association of International School of Africa Conference, Nairobi, Kenya.
- Hayes, B. G.**, Robinson, E. H., & Ray, S. (2004, October). *Building alliances to promote best practices in character education*. Paper presented at the Character Education Partnership 11th National Forum, Houston, TX.
- Robinson, E. H., **Hayes, B. G.**, & Ray, S. (2004, September). *School counselor's role in promoting, advocating, and fostering character education*. Paper presented at the Southern Association of Counselor Education and Supervision Conference, Athens, GA.
- Freeman, M. S., & **Hayes, B. G.** (2004, April). *Dream interpretation interventions for counselors*. Paper presented at the American Counseling Association, Kansas City, MO.
- Boote, D., & **Hayes, B. G.** (2002, November). *Presuppositions that determine moral education perspectives*. Paper presented at the Association for Moral Education Conference, Chicago, IL.
- Hayes, B. G.**, Freeman, M. S., & Muldoon, J. P. (2002, March). *Counseling men: Issues and attitudes*. Paper presented at the American Counseling Association Annual Conference, New Orleans, LA.
- Freeman, M. S., & **Hayes, B. G.**, & Taub, G. (2002, March). *Dream interpretation interventions for counselors*. Paper presented at the American Counseling Association's Annual Conference, New Orleans, LA.

- Hayes, B. G.** (2002, October). *Building character in children*. Workshop presented at the Near East South Asia (NESAs) Conference, New Delhi, India.
- Hayes, B. G.** (2002, October). *Integrating character education into the curriculum*. Workshop presented at the Association of International Schools of Africa Conference, Addis Ababa, Ethiopia.
- Hayes, B. G.** (2002, October). *Building character in children: A developmental process*. Workshop presented at the Association of International Schools of Africa Conference, Johannesburg, South Africa.
- Robinson E. H., **Hayes, B. G.**, & Cornett, J. (Keynote address, 2002, June). *Developing social responsibility through character education: A conceptual framework*. International Conference on Character Education, San Diego, CA.
- Martin, S., & **Hayes, B. G.** (2001, November). *Retooling for the 21st century: The role of accreditation*. Paper presented at the Council for Exceptional Children-Teacher Education Division Conference, St. Petersburg, FL.
- Freeman, M.S., & **Hayes, B. G.** (2001, October). *Anxiety in pre-practicum students: A research study*. Paper presented at the Southern Association for Counselor Education and Supervision Conference, Athens, GA.
- Freeman, M.S., & **Hayes, B. G.** (2001, October). *Clients changing counselors: An inspirational journey*. Paper presented at the Southern Association for Counselor Education and Supervision Conference, Athens, GA.
- Robinson, S. L., **Hayes, B. G.**, Robinson, E. H., & Rasmus, S. (2001, March). *Social responsibility and social interest: The counselor's role in character education*. Paper presented at the American Counseling Association Conference, San Antonio, TX.
- Fawcett, M., Casado, M., Haully, L., & **Hayes, B. G.** (2001, March). *The junior faculty experience: What to know as you search for your first position*. Paper presented at the American Counseling Association's Conference, San Antonio, TX.
- Hayes, B. G.** (2001, January). *Consultation and collaboration: Addressing the needs of students and teachers*. Orange County Public Schools, Orlando, FL.

- Freeman, M., & **Hayes, B. G.** (2000, October). *Reducing anxiety and fear in pre-practicum counselor trainees*. Paper presented at the Southern Association of Counselor Education and Supervision, Greensboro, NC.
- Hayes, B. G.**, & Taub G. (2000, October). *First year counselor educator syndrome*. Paper presented at the Southern Association of Counselor Education and Supervision Conference, Greensboro, NC.
- Hayes, B. G.** (Keynote address, 2000, August). *Transitioning to a comprehensive school guidance and counseling program: Managing the change*. Orange County Public Schools, Orlando, FL.
- Hayes, B. G.** (2000, April). *Comprehensive school counseling programs*. Orange County Public Schools, Orlando, FL.
- Hayes, B. G.** (2000, April). *Guidance units as a counseling intervention*. Orange County Public Schools, Orlando, FL.
- Hayes, B. G.**, & Muldoon, J. P. (2000, March). *Providing information to domestic violence offenders in an educational format*. Paper presented at the American Counseling Association Annual Conference, Washington, DC.
- Hayes, B. G.**, & Hagedorn, W. B. (2000, March). *Counseling the biracial child: Benefiting from the adjustment of others*. Paper presented at the American Counseling Association Annual Conference, Washington, DC.
- Hayes, B. G.**, & Hagedorn, W. B. (1999, October). *What every counselor education program should know about NCATE and CACREP*. Paper presented at the Association of Counselor Education and Supervision Conference, New Orleans, LA.
- Jones, D., Minatrea, N., & **Hayes, B. G.** (1999, April). *Ethics in Publication*. Paper presented at the American Counseling Association World Conference. San Diego, CA.
- Hayes, B. G.** (1999, January). *Clinical experiences in counseling*. South-Leaders of Counselors. Orange County Schools, Orlando, FL.
- Hayes, B. G.**, & Gilligan, T., & Turk, K. (1998, October). *Counselor educators and school psychologists working collaboratively in counseling training programs*. Paper presented at the Southern Association of Counselor Education and Supervision Conference, Montgomery, AL.

- Hayes, B. G., & Jones, D.** (1998, March). *The effectiveness of technology in training counselors*. Paper presented at the American Counseling Association World Conference, Indianapolis, MN.
- Echterling, L., Mckee, J. E., Stewart, A., Smith, L. W., & **Hayes, B. G.** (1997, November). *Training practices in counselor education*. James Madison University, Harrisonburg, VA.
- Hayes, B. G.** (1997, November). *Recruiting minority teacher educators*. College of Education, James Madison University, Harrisonburg, VA.
- Hayes, B. G., & Jones, D.** (1997, October). *The use of technology in counselor education*. Paper presented at the Southern Association of Counselor Education and Supervision Conference, Louisville, KY.
- Echterling, L., Mckee, J. E., Stewart, A., Smith, L. W., & **Hayes, B. G.** (1997, October). *Rites and rituals in graduate training: Anachronisms or necessary requisites?* Paper presented at the Southern Association of Counselor Education and Supervision Conference, Louisville, KY.
- Echterling, L., **Hayes, B. G.**, Mckee, J. E., & Smith, L. W. (1997, November). *VACES website presentation*. Poster session presented at the Virginia Counseling Association Conference, Richmond, VA.
- Robinson, E., Alexander, S., **Hayes, G., & Cherry, L. J.** (1997, March) Real game training: A career development simulation for middle schools. Workshop presented at the annual meeting of the South Carolina Counseling Association, Myrtle Beach, SC.
- Hayes, B. G., & Touma, S.** (1996, April). *Technology & teaching in counselor education: Confluence or conflict*. Paper presented at the American Counseling Association 1996 World Conference, Pittsburgh, PA.
- Hayes, B. G., & Robinson, S. L.** (1996, March). *What every faculty member should know about NCATE*. University of South Carolina, Columbia.
- Hayes, B. G.** (1996, March). *NCATE: The initial review*. Lander University, Greenwood, SC.
- Hayes, B. G.** (1995, December). *Counseling clients with HIV and AIDS*. Paper presented at the Minority Health Issues Conference, Columbia, SC.

Hayes, B. G., & Muldoon, J. P. (1994, October). *A different look at substance abuse*. Paper presented at the Southern Association of Counselor Education and Supervision Conference, Charlotte, NC.

GRANTS, CONTRACTS, AND STATE APPROPRIATIONS

Hayes, B.G. (Co-PI). "State-level university-based teacher induction" funded by the UNC System, **\$2,250,000**, 2020-21.

Hayes, B. G. (PI). "Urban Teacher Institute." Appropriation by the State of Florida, **\$200,000**, 2013-2014.

Hayes, B.G. (Co-PI). "Evaluation of Character Education Models." Contract funded by Pinellas County Schools, Florida, **\$55,429.77**, 2006.

Hayes, B. G. (PI). "Teaching Training Compact." Appropriation by the State of Florida, **\$200,000**, 2006.

Hayes, B. G. (PI). "Building Community: Multi-Media Instructional Modules and Civic Responsibility in Schools." Grant funded by the Idaho Department of Education, **\$134,999**, 2005 – (funded but not accepted by PI).

Hayes, B. G. (Evaluator). "Osceola Model for Elementary Guidance Advancement." Grant funded by the U.S. Department of Education, **\$1,100,000**, 2003-2006.

Hayes, B. G. (Co-PI). "Florida's Partnerships in Character Education." Grant funded by U.S. Department of Education, **\$100,000**, 2004-2005.

Hayes, B. G. (Co-PI). "Florida's Partnerships in Character Education." Grant funded by U.S. Department of Education, **\$100,000**, 2003-2004.

Hayes, B. G. (PI) Professional Development Grant, James Madison University, funded, **\$450**, 1997-98.

EDITORIAL WORK

Editor:

Co-Editor, *Journal for Social Responsibility*, 2005 - 2009.

Editor, *The Education Report*, 1994 - 1996.

Editorial Boards:

Journal of Career Development 2010-present

American Counseling Association Editorial Advisory Board, 2001 - present
Journal of Research in Character Education, 2002 - present
Counselor Education and Supervision, 2006 - 2009
Journal of Counseling and Development, 2005 - 2009
Journal of Counseling, Humanistic Education and Development, 1998 - 2001.

Conference Program Reviewer:

Proposal reviewer for 2006 American Counseling Association Conference
 Proposal reviewer for 2005 American Counseling Association Conference
 Proposal reviewer for 2004 American Counseling Association Conference
 Proposal reviewer for 2003 American Counseling Association Conference

Book Reviews:

Herr, E. L., & Cramer, S. H. (2000), *Career guidance and counseling through the lifespan*. New York, NY: Addison Wesley Longman

DISSERTATION COMMITTEES

(**Chaired/Co-chaired Committee)

Tamika Wordlow (2018). Second in command: examining the factors that impact the career advancement of black women chief academic officers.

Nichole Lewis (2017). Exploration of the lived experiences of women who were first to lead an HBCU.

Trung Vong (2014). Systematic literature review of mathematically successful African-American students: Implications to Seminole high school.

Shloe Kerness (2014). Defining and building excellence: A model for professional development at Arete charter school.

Cherie Mazer (2014). An evaluation of the Iowa State University ecosystem.

Joan Fenaughty (2014). Game-based strategies implementation during social skills training for non-elementary aged individuals.

Stacy Skinner (2014). Building educator capacity in support of student achievement on Florida's United States history end-of-course assessment.

Jinyuan Tao (2014). Evaluation of a secure laptop-based testing program in an undergraduate nursing program.

Jennifer Twilley (2014). An examination of the practice of instructional design and the use of instructional design models.

Kelly Scott and Elise Smith (2014). Failing the failed: A treatise on the need for research based pedagogical approach to credit recovery.

Robert S. Strenth (2013). The moral reasoning and moral decision making of urban high-poverty elementary school principals in a large urban southeastern school district.

Morgan A. Mcafee (2013). Differential impact of doctoral education on Ed.D. and Ph.D. students: Examining student motivation and subjective well-being during the first two years of doctoral study.

Tiphonie Gonzalez (2011). Training professional school counselor students to facilitate a classroom guidance lesson using a mixed reality environment.

Kevin S. Waters (2011). Pre-service secondary teachers efficacy towards character education: A comparative study.

Dennis Robinson (2011). An analysis of knowledge of the Bible, private school law, and business and finance between Christian school principals with and without graduate degrees.

David L. Asher (2011). A phenomenological investigation of counseling students' and practicum supervisors' experiences with the counselor competencies scale.

**Sally Lewis (2010). Is there a relationship between pre-service training, in-service training, experience, and counselor's self-efficacy and whether they work with students with special needs?

Kara P. Ieva (2010). The contributions of professional school counselors' social-cognitive development to their levels of legal and ethical knowledge, and locus-of-control orientation.

Sara Meghan Walters (2009). Supervision experience and ego development of counseling interns' site supervisors and supervisees' level of ego development and occupational stress.

Linda Robertson (2008). The spiritual competency scale: A comparison to the ASERVIC spiritual competencies.

Nicole Vaccaro (2008). The relationship between research self-efficacy, perceptions of the research training environment and interest in research in counselor education doctoral students: An ex post-facto cross sectional correlational investigation.

Tyson Kuch (2008). Producing a measure for assessing motivating career influences for counselors-in-training.

Robert Burris (2008). An analysis of accreditation processes, quality control criteria, historical events, and student performance.

Gulnora Hundley (2008). The effectiveness of delivering unfavorable news skills training program (SPIKES protocol) for oncologists in Uzbekistan.

Jennifer R. Curry (2007). An investigation of the relationship between counselor self-efficacy and counselor wellness among school and mental health counseling students.

Wendy-Lou Greenidge (2007). Attitudes towards seeking professional counseling: The role of outcome expectations and emotional openness in English-speaking Caribbean college students in the U.S. and the Caribbean.

**Nicola M. Johnson (2007). The study and comparison of the level of motivation, attributional style, locus of control, and career indecision between Black and White 9th grade suburban students.

Melinda D. Myrick (2007). Human sexuality education in the middle grades classroom: A review of curricula in a sample of Florida school districts.

Elizabeth O'Brien (2007). The relationship between master's level practicum counseling students' wellness and client outcome.

Sandra L. Pollock (2007). An investigation of the relationship between graduate counseling students' perceptions of spirituality and counselor self-efficacy in secular and faith-based universities.

Lori Welsh (2007). The relationship between the basic skills proficiency of counselor education master's level students and client outcome.

Heather L. Smith (2006). The relationship among wellness, severity of disturbance, and social desirability of entering master's-level counseling students.

Tina M. Livingston (2006). A comparison of marriage education and brief couples counseling.

Marcia A. Roman (2006). Student retention in Florida community colleges: CCSSE'S retention index and Florida accountability measures.

Michelle A. Mitcham-Smith (2005). Relationships among school counselor self-efficacy, perceived school counselor role, and actual practice.

Terry A. Howard (2005). The effects of a responsibility-based character education program on middle school academic achievement and school climate at an international school in east Africa.

Pat Nowotniak (2005). Relationship between supervisor locus of control and employee satisfaction.

Verna B. Oliva (2005). An investigation of the impact of high and low counseling skills on client outcome.

Maria A. Sciaino (2005). Presuppositions in moral education discourse: Developing an analytic framework and applying it to several moral education traditions.

**Franklyn C. Williams (2005). An investigation of the relationship between racial identity development and career thoughts for Black seniors at an urban high school.

Linda G. Swaine (2004). A case study of the libraries in vanguard learning colleges.

Shannon L. Ray (2004). An investigation of master's level counseling students' clinical efficacy: The relationship between graduate record examination scores and demonstration of clinical skills in practicum.

**Ximena E. Mejia (2004). An investigation of the impact of sandplay therapy on mental health status and resiliency attitudes in Mexican farmworker women.

Cecilia S. Bates (2003). An analysis of the career orientation of assistant principals in the State of Florida.

Tammy L. Humphrey (2003). A profile of the graduates of the educational leadership doctoral program at the university of Central Florida.

**Mark S. Freeman (2003). Personality traits as predictors of a preferred theoretical orientation in beginning counselor education students.

Ann B. Eastman (2003). A study of distance education policy at metropolitan universities.

Michael Brooks (2003). School counselor effectiveness as determined by classroom teachers' perceptions.

PROFESSIONAL SERVICE AND ACTIVITIES

Professional Associations:

American Association of Colleges for Teacher Education (AACTE)

Board of Directors, 2012-2017

Executive Committee, 2015-17

Institutional Representative, 2005-2019

American College Counseling Association (ACCA)

Member, 2005-2013

American Counseling Association (ACA)

Member, 1990-present

American Counseling Association Advisory Council

Member, 2000-2002

American School Counselors Association (ASCA)

Member, 1998-2013

American Educational Research Association (AERA)

Member, 2005-present

Association for Counselor Education and Supervision (ACES)

Member, 1992-present

Member, Distance Learning Task Force, 1998-2000

Association for Spiritual, Ethical, & Religious Values in Counseling (ASERVIC)

Board Member, 2008-2011

Treasurer, 2005-2007

Member, 1997-present

Policy and Legislation Committee, 1998

Carnegie Project on the Education Doctorate (CPED)

Board of Directors, 2019-present

Institutional Representative, 2007-2019

Character Education Partnership (CEP)

Member, 2000-2008

Counseling Association for Humanistic Education and Development (C-AHEAD)

Past-President 2002-2003

President 2001-2002

President-elect 2000-2001

Executive Board, 1997-2003

Southern Representative, 1997-2000

Chair, Human Rights Committee, 1998-1999

Chair, Membership Committee, 1995-1997

Member, 1993-present

Chi Sigma Iota

Member, 1992-present

European Branch – American Counseling Association

Member, 2007-present

National Association for Multicultural Education

Member, 2008-2010

National Educators Association (NEA)

Member, 1987-1993

Phi Delta Kappa

Member, 1993-present

Phi Mu Alpha

Member, 1984-present

Society for the Teaching of Psychology

Member, 1997-2001

Southern Association for Counselor Education and Supervision (SACES)

Member, 1992-present

United Faculty of Florida (UFF)

Member, 1998-2003

Professional/Research Consultancies:

James Madison University (2019)
 Association of International Schools in Africa (2002-2004)
 Florida Department of Education (2004)
 Georgia Professional Standards Commission (2004)
 Near East South East Asia Association of International Schools (2002)
 Orange County Public Schools, FL (2001-2002)
 Longwood University, VA (1997-1998)
 South Carolina Department of Education (1996-1997)
 South Carolina Educators Recruitment Bureau (1994-1997)
 Xavier University, OH (1997)
 Lander University, SC (1996)

PROFESSIONAL SERVICE/GOVERNANCE

Administrative and Committee Memberships:**East Carolina University**

| | |
|------|--|
| 2021 | Academic Council ECU Hazardous Team ECU Athletic Special Waiver Talent Committee Chancellor's Executive Council Chancellor's Cabinet Faculty Senate Governance Committee, ex-officio Regional Transformation Council Undergraduate Student Success Council |
| 2020 | Chancellor's Search Committee Chancellor-elect Transition Team ECU Hazardous Team ECU Athletic Special Waiver Talent Committee Chancellor's Executive Council Chancellor's Cabinet Academic Council Faculty Senate Governance Committee, ex-officio Regional Transformation Council Undergraduate Student Success Council |
| 2019 | Chair, College of Business Dean Search Committee Regional Transformation Council |

NC Principal Fellows Commission
 Dean's Council
 UNC Education Deans' Council
 N.C. New Teacher Support Advisory Board

2018 Vice Chancellor for Administration and Finance Search Committee
 Regional Transformation Council

NC Principal Fellows Commission
 Vice Chancellor for Research, Economic Development and
 Engagement Search committee
 Provost Council
 Dean's Council
 UNC Education Deans' Council

2017 Vice Chancellor for Administration and Finance Search Committee
 Regional Transformation Council
 NC Principal Fellows Commission
 Vice Chancellor for Research, Economic Development and
 Engagement Search committee
 Executive Director for Continuing Studies Search Committee
 Dean's Council
 UNC Education Deans' Council

2016 Dean's Council
 Executive Director, Continuing Studies Search Committee
 UNC Education Deans' Council
 Board of Directors, American Association of Colleges for Teacher
 Education (AACTE)

University of Central Florida

2015 College of Nursing Dean Search Committee
 UCF Provost Council
 UCF Dean's Council
 UCF Downtown Campus – Academic Programs Committee
 Board of Directors, American Association of Colleges for Teacher
 Education (AACTE)
 College Council
 College Representative, Diversity Champion

2014 Board of Directors, American Association of Colleges for Teacher
 Education (AACTE)

Institutional Representative, Carnegie Project on the Education
Doctorate (CPED)

Ex Officio, Master's Admission and Retention Committee

Ex Officio, Graduate Curriculum and Standards Committee

College Council

Ex Officio, Graduate Admission and Retention Committee

Member, Associate Deans Executive Committee

Member, Undergraduate Studies Executive Committee

Ex Officio, Undergraduate Policy and Curriculum Committee

Ex Officio, Undergraduate Course Review Committee

Ex Officio, Undergraduate Curriculum and Standards Committee

Ex Officio, Undergraduate Admissions and Retention Committee

College representative, Diversity Champion

2013 Board of Directors, American Association of Colleges for Teacher
Education (AACTE)

Institutional Representative, Carnegie Project on the Education
Doctorate (CPED)

Ex Officio, Master's Admission and Retention Committee

Ex Officio, Graduate Curriculum and Standards Committee

College Council

Ex Officio, Graduate Admission and Retention Committee

Member, Associate Deans Executive Committee

Member, Undergraduate Studies Executive Committee

Ex Officio, Undergraduate Policy and Curriculum Committee

Ex Officio, Undergraduate Course Review Committee

Ex Officio, Undergraduate Curriculum and Standards Committee

Ex Officio, Undergraduate Admissions and Retention Committee

College representative, Diversity Champion

2012 Board of Directors, American Association of Colleges for Teacher
Education (AACTE)

UCF Graduate Coordinators Strategic Planning Committee

Institutional Representative, Carnegie Project on the Education
Doctorate (CPED)

Ex Officio, Master's Admission and Retention Committee

Ex Officio, Graduate Curriculum and Standards Committee

College Council

Ex Officio, Advanced Admission and Retention Committee

Co-Director, Consortium for Social Responsibility and Character in
Education

College representative, Diversity Champion

- 2011 Carnegie Project on the Education Doctorate (CPED) Executive Committee
College representative, Diversity Champion Committee
Institutional Representative, Carnegie Project on the Education Doctorate
College Council
Co-Director, Consortium for Social Responsibility and Character in Education
- 2010 College Representative, Diversity Champion
Institutional Representative, Carnegie Project on the Education Doctorate
College Council
Co-Director, Consortium for Social Responsibility and Character in Education
- 2009 UCF Graduate Coordinators Strategic Planning Committee
Ex Officio, Masters Admission and Retention Committee
Ex Officio, Graduate Curriculum and Standards Committee
College Council
Ex Officio, Advanced Admission and Retention Committee
Co-Director, Consortium for Social Responsibility and Character in Education
Institutional Representative, Carnegie Project on the Education Doctorate
- 2008 UCF Carnegie Community Engagement Classification Committee
UCF Graduate Coordinators Strategic Planning Committee
Representative, Carnegie Project on the Education Doctorate
Ex Officio, Masters Admission and Retention Committee
Ex Officio, Graduate Curriculum and Standards Committee
College Council
Ex Officio, Advanced Admission and Retention Committee
Co-Director, Consortium for Social Responsibility and Character in Education
Institutional Representative, Carnegie Project on the Education Doctorate
Representative, Teachers for a New Era (TNE) – Carnegie Foundation
- 2007 UCF Graduate Coordinators Strategic Planning Committee
Ex Officio, Masters Admission and Retention Committee
Ex Officio, Graduate Curriculum and Standards Committee

- College Council
 Ex Officio, Advanced Admission and Retention Committee
 Co-Director, Consortium for Social Responsibility and Character in Education
 Representative, Teachers for a New Era (TNE) – Carnegie Corporation
- 2006 UCF Graduate Coordinators Strategic Planning Committee
 Ex Officio, Masters Admission and Retention Committee
 Ex Officio, Graduate Curriculum and Standards Committee
 College Council
 Ex Officio, Advanced Admission and Retention Committee
 Co-Director, Consortium for Social Responsibility and Character in Education
 Representative, Teachers for a New Era (TNE) – Carnegie Foundation
- 2005 UCF Graduate Coordinators Strategic Planning Committee
 Ex Officio, Masters Admission and Retention Committee
 Ex Officio, Graduate Curriculum and Standards Committee
 College Council
 Ex Officio, Advanced Admission and Retention Committee
 Co-Director, Consortium for Social Responsibility and Character in Education
- 2004 Promotion and Tenure Committee (college-level)
 Research Resource Committee
 Masters Admission and Retention Committee
 Clinical Experiences Advisory Committee
 Co-Director, Consortium of Social Responsibility and Character in Education
 Chair, Counselor Education Advisory Council
 Character Education Advisory Council
- 2003 UCF Provost Search Committee
 Teaching Incentive Program Criteria Committee
 Masters Admission and Retention Committee
 Character Education Advisory Board
 Co-Director, Consortium of Social Responsibility and Character in Education
 Chair, Counselor Education Advisory Council
 Counselor Education Program Committee
 Educational Research, Technology, and Leadership Chair Search Committee

- 2002 Performance Assessment Committee
 Counselor Education Program Committee
 Counselor Education Advisory Board
 Character Education Advisory Council
 Advance Graduate Coordinator Search Committee
 Counselor Education Search Committee
- 2001 UCF Community Compact, University
 Chair, NCATE Steering Committee
 Research Director, Consortium for Social Responsibility and
 Character in Education
 Counseling Clinic Coordinator Search Committee
- 2000 Faculty Council
 Chair, NCATE Steering Committee
 Assistant Dean Search Committee
 Research Director, Consortium for Social Responsibility and
 Character in Education
- 1999 Chair, NCATE Steering Committee
 University General Education Oversight Committee
 Teacher Education Committee
 Innovations and Renovations Committee

James Madison University

- 1998 Teacher Education Coordinating Council
 Psychology Department Chair Search Committee
 Human Development Center Committee
 Diversity Committee

University of South Carolina

- 1997 Chair, NCATE Steering Committee
 Member, Dean Search Committee
 Member, Student Affairs Committee
 Member, Professional Education Programs Committee
 Member, African American Undergraduate Awards Committee
- 1996 Chair, NCATE Steering Committee
 Professional Education Programs Committee
 Student Affairs Committee
 Student Appeals Committee

African American Undergraduate Awards Committee

1995

Chair, NCATE Steering Committee
Professional Education Programs Committee