

# Eric D. Deemer, Ph.D.

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## EDUCATION

**Ph.D.**      **Counseling Psychology**, August 2008  
University at Albany, State University of New York (APA-accredited)

**Doctoral Dissertation**

The research training environment and research-relevant outcomes: An investigation of the mediating effects of mastery approach goals

**M.S.**      **Human Performance and Sport Studies**, December 1995  
Concentration: Sport Psychology  
University of Tennessee, Knoxville

**B.A.**      **Psychology**, May 1992  
Allegheny College, Meadville, Pennsylvania

## ACADEMIC APPOINTMENTS

2016-present    **Associate Professor**, Department of Educational Studies, Purdue University, West Lafayette, IN.

2012-2016      **Assistant Professor**, Department of Educational Studies, Purdue University, West Lafayette, IN.

2008-2012      **Assistant Professor**, Department of Psychology and Behavioral Sciences, Louisiana Tech University, Ruston, Louisiana.

## RESEARCH ACTIVITIES

### **Publications**

Dolson, J. M., & Deemer, E. D. (in press). The relationship between perceived discrimination and school/work-family conflict among graduate student-parents. *Journal of Career Development*.

- Lin, C., & Deemer, E. D. (in press). Stereotype threat and career goals among women in STEM: Mediating and moderating roles of perfectionism. *Journal of Career Development*.
- Allan, B. A., Kim, T., Liu, T. Y., & Deemer, E. D. (in press). Moderators of involuntary part-time work and life satisfaction: A latent deprivation approach. *Professional Psychology: Research and Practice*.
- Deemer, E. D., Derosa, P. A., Duhon, S. A., & Dotterer, A. M. (in press). Psychological momentum and inertia: Toward a model of academic motivation. *Journal of Career Development*.
- Deemer, E. D., Navarro, R. L., Byars-Winston, A. M., Jensen, L. E., & Chen, C. P. (2020). Investigating graduate education and undergraduate research intentions of college science students. *Journal of Career Assessment*, 28, 43-58.
- Deemer, E. D., & Sharma, P. (2019). Situational interest and scientific self-efficacy: Influence of an energy science career intervention. *The Career Development Quarterly*, 67, 171-184.
- Jensen, L. E., & Deemer, E. D. (2019). Identity, campus climate, and burnout among undergraduate women in STEM fields. *The Career Development Quarterly*, 67, 96-109.
- Slaten, C. D., Elison, Z. M., Deemer, E. D., Hughes, H. A., & Shemwell, D. A. (2018). The development and validation of the University Belonging Scale. *The Journal of Experimental Education*, 86, 633-651.
- Deemer, E. D., & Smith, J. L. (2018). Motivational climates: Assessing and testing how science classroom environments contribute to undergraduates' self-determined and achievement-based science goals. *Learning Environments Research*, 21, 245-266.
- Deemer, E. D., Yough, M., & Morel, S. A. (2018). Performance-approach goals, science task preference, and academic procrastination: Exploring the moderating role of competence perceptions. *Motivation and Emotion*, 42, 200-213.
- Soto, C., & Deemer, E. D. (2018). Communal goals, campus climate perceptions, and cultural differences in perceived academic satisfaction. *The Career Development Quarterly*, 66, 35-48.
- Deemer, E. D., Dotterer, A. M., Morel, S. A., & Bastnagel, A. E. (2017). Undergraduate students' achievement goals for conducting research: Examining the motivational benefits of classroom affiliation. *Learning Environments Research*, 20, 325-338.
- Deemer, E. D., Marks, L. R., & Miller, K. A. (2017). Peer science self-efficacy: A proximal contextual support for college students' science career intentions. *Journal of Career Assessment*, 25, 537-551.
- Capobianco, B. M., Deemer, E. D., & Lin, C. (2017). Analyzing predictors of children's formative engineering identity development. *International Journal of Engineering Education*,

33, 44-54.

Deemer, E. D., Lin, C., & Soto, C. (2016). Stereotype threat and women's science motivation: Examining the disidentification effect. *Journal of Career Assessment, 24*, 637-650.

Deemer, E. D., Lin, C., Graham, R., & Soto, C. (2016). Development and validation of a measure of threatening gender stereotypes in science: A factor mixture analysis. *Journal of Career Assessment, 24*, 145-161.

Smith, J. L., Brown, E. R., Thoman, D. B., & Deemer, E. D. (2015). Losing its expected communal value: How stereotype threat undermines women's identity as research scientists. *Social Psychology of Education, 18*, 443-466.

Deemer, E. D. (2015). Women's science major satisfaction: Regulatory focus and the critical mass hypothesis. *Journal of Career Development, 42*, 60-71.

Smith, J. L., Deemer, E. D., Thoman, D. B., & Zazworsky, L. (2014). Motivation under the microscope: Understanding undergraduate science students' multiple motivations for research. *Motivation and Emotion, 38*, 496-512.

Deemer, E. D., Smith, J. L., Thoman, D. B., & Chase, J. P. (2014). Precision in career motivation assessment: Testing the Subjective Science Attitude Change Measures. *Journal of Career Assessment, 22*, 489-504.

Deemer, E. D., Smith, J. L., Carroll, A. N., & Carpenter, J. P. (2014). Academic procrastination in STEM: Interactive effects of stereotype threat and achievement goals. *Career Development Quarterly, 62*, 143-155.

Deemer, E. D., Thoman, D. B., Chase, J. P., & Smith, J. L. (2014). Feeling the threat: Stereotype threat as a contextual barrier to women's science career choice intentions. *Journal of Career Development, 41*, 141-158.

Turner, G. E., Deemer, E. D., Tims, H. E., Corbett, K., & Mhire, J. (2014). Cyber value and interest development: Assessment of a STEM career intervention for high school students. *Electronic Journal of Science Education, 18*, 1-15.

Hand, M. M., Thomas, D., Buboltz, W. C., Deemer, E. D., & Buyanjargal, M. (2013). Facebook and romantic relationships: Intimacy and couple satisfaction associated with online social network use. *Cyberpsychology, Behavior, and Social Networking, 16*, 8-13.

Deemer, E. D., Mahoney, K. T., & Hebert Ball, J. (2012). Research motives of faculty in academic STEM: Measurement invariance of the Research Motivation Scale. *Journal of Career Assessment, 20*, 182-195.

Deemer, E. D., Thomas, D., & Hill, C. L. (2011). Measuring students' perceptions of faculty competence in professional psychology: Development of the Perceived Faculty Competence Inventory. *Training and Education in Professional Psychology, 5*, 38-47.

Deemer, E. D. (2010). Achievement goals as predictors of research self-efficacy. *Individual Differences Research, 8*, 229-238.

Deemer, E. D., Carter, A. P., & Lobrano, M. T. (2010). Extending the 2 x 2 achievement goal framework: Development of a measure of scientific achievement goals. *Journal of Career Assessment, 18*, 376-392.

Deemer, E. D., Martens, M. P., & Buboltz, W. C. (2010). Toward a tripartite model of research motivation: Development and initial validation of the Research Motivation Scale. *Journal of Career Assessment, 18*, 292-309.

Buboltz, W., Deemer, E., & Hoffman, R. (2010). Content analysis of the Journal of Counseling Psychology: Buboltz, Miller, and Williams (1999) 11 years later. *Journal of Counseling Psychology, 57*, 368-375.

Deemer, E. D., Martens, M. P., Haase, R. F., & Jome, L. M. (2009). Do mastery approach goals mediate the relationship between the research training environment and research interest? Test of a social cognitive model. *Training and Education in Professional Psychology, 3*, 250-260.

Deemer, E. D., Martens, M. P., & Podchaski, E. J. (2007). Counseling psychology students' interest in research: Examining the contribution of achievement goals. *Training and Education in Professional Psychology, 1*, 193-203.

Deemer, E. D. (2004). Ethical values and involuntary commitment: A decision-making model for consulting clinicians. *Stress, Trauma, and Crisis: An International Journal, 7*, 169-186.

### **Submitted Manuscripts**

Deemer, E. D., Ogas, J. P., Barr, A. C., Bowdon, R. D., Hall, M. C., Paula, S., & Lim, S. Scientific research identity development need not wait until college: Examining the motivational impact of a pre-college authentic research experience.

Putra, D., Sharma, P., & Deemer, E. D. Informal learning program for high school students to improve energy science knowledge and interest.

Cleare, S., Mentzer, N., Byrd, V. L., & Deemer, E. D. The lived experiences of Black women in STEM doctoral programs at a predominantly White institution.

Deemer, E. D., Sharma, P., & Xu, C. Leadership/Teamwork Self-Efficacy Scale: Longitudinal confirmatory factor analysis in the context of an energy science intervention for high school students.

## Professional Presentations

Sharma, P., Deemer, E. D., Putra, D., Omotoso, T., Lai, V., & Krockover, G. (2020, January). *A week-long immersive summer program in energy science and engineering for teacher-student co-learners*. Paper to be presented at the annual Conference for Industry and Education Collaboration, Orlando, FL.

Sharma, P., Deemer, E. D., Putra, D., Omotoso, T., Lai, V., & Krockover, G. (2020, January). *Professional development program for secondary school teachers to improve knowledge and self-efficacy in energy science*. Poster to be presented at the annual Conference for Industry and Education Collaboration, Orlando, FL.

Bowen, J. R., & Deemer, E. D. (2019, November). *The relationship between campus climate and academic inertia in African American students*. Poster presented at the annual meeting of the Indiana Psychological Association, Indianapolis, IN.

Deemer, E. D., Duhon, S. A., Saint-Jean, D., & Lim, S. (2019, August). *Validation of the Stereotype Threat in Science Scale – Race (STSS-R)*. Poster session presented at the annual meeting of the American Psychological Association, Chicago, IL.

Sharma, P., Deemer, E. D. (2019, June). *A short interdisciplinary course on energy sustainability at the nexus of climate/environment and food/water*. Paper presented at the Association for Environmental Studies and Sciences Conference, Orlando, FL.

Sharma, P., Deemer, E. D., Putra, P., Omotoso, T., Lai, V., & Krockover, G. (2019, June). *Professional development program for secondary school teachers to improve knowledge and self-efficacy in energy science*. Paper presented at the Association for Environmental Studies and Sciences Conference, Orlando, FL.

Deemer, E.D., Derosa, P. A., Dotterer, A. M., & Putra, D. (2019, May). *Conditional indirect effect of science self-efficacy on STEM career goals: Test of the transmission model of inspiration*. Poster session presented at the annual meeting of the Society for the Science of Motivation, Washington, DC.

Dotterer, A. M., Deemer, E. D., Derosa, P. A., & Duhon, S. A. (2019, March). *Examining racial bias, campus climate, and STEM outcomes among African American students*. Poster session presented at the biennial meeting of the Society for Research in Child Development, Baltimore, MD.

Allan, B. A., Kim, T., Liu, T. Y., & Deemer, E. D. (2019, February). *Moderators of involuntary part-time work and life satisfaction: A latent deprivation approach*. Poster session presented at the annual meeting of the American Association of Colleges for Teacher Education, Louisville, KY

Deemer, E. D., Duhon, S., Derosa, P., Chen, C., & Jensen, L. (2018, August). *Stereotype threat, STEM self-efficacy, and STEM career intentions: Exploring the moderating role of racial*

*identity*. Poster session presented at the annual meeting of the American Psychological Association, San Francisco, CA.

Deemer, E. D., Derosa, P., Duhon, S., Dotterer, A. M., & Lotz, M. (2018, May). *An inertia-momentum model of academic motivation*. Poster session presented at the annual meeting of the Society for the Science of Motivation, San Francisco, CA.

Chen, C. P., & Deemer, E. D. (2018, April). *Effects of microaggressions and stereotype threat on self-esteem*. Poster session presented at the Great Lakes Regional Counseling Psychology Conference, Kalamazoo, MI.

Morel, S. A., Chen, C. P., Jensen, L. E., & Deemer, E. D. (2018, April). *Differing perceptions of support? Exploring high school students' and parents' perceptions of career behaviors*. Poster session presented at the Great Lakes Regional Counseling Psychology Conference, Kalamazoo, MI.

Jensen, L. E., & Deemer, E. D. (2018, April). *Burnout among undergraduate women in STEM: Do identity and campus climate matter?* Poster session presented at the Great Lakes Regional Counseling Psychology Conference, Kalamazoo, MI.

Lotz, M., & Deemer, E. D. (2018, April). *Preserving self-efficacy in the face of negative disability stereotypes: Acceptance as a moderator of the relationship between stereotype threat and self-efficacy*. Poster session presented at the Great Lakes Regional Counseling Psychology Conference, Kalamazoo, MI.

Deemer, E. D., Dotterer, A. M., Duhon, S., & Derosa, P. (2018, January). *Identity development evaluation of African American science students (IDEAAS)*. Poster session presented at the NSF INCLUDES Summit, National Science Foundation, Division of Human Resource Development, Washington, DC.

Mahoney, K. T., & Deemer, E. D. (2017, June). *A diary study of emotional labor, mood, and emotional exhaustion*. Poster session presented at the International Conference on Occupational Stress and Health, Minneapolis, MN.

Bastnagel, A., & Deemer, E. D. (2017, April). *The influence of stereotype threat on academic burnout in LGBT STEM majors*. Poster session presented at the Great Lakes Regional Counseling Psychology Conference, Muncie, IN.

Deemer, E. D., Dolson, J., Morel, S., & Bastnagel, A. (2016, August). *Psychological well-being of women engineers: Examining the moderating role of gender bias in the workplace*. Poster session presented at the annual meeting of the American Psychological Association, Denver, CO.

Deemer, E. D., Wierzchowski, K., & Lin, C. (2016, August). *Social cognitive predictors of undergraduate science students' post-baccalaureate training intentions*. Poster session presented at the annual meeting of the American Psychological Association, Denver, CO.

Dolson, J., & Deemer, E. D. (2016, April). *The influence of gender and career aspirations on anticipated work-family conflict coping strategies*. Poster session presented at the Great Lakes Regional Counseling Psychology Conference, Bloomington, IN.

Morel, S. A., & Deemer, E. D. (2016, April). *Symptoms of depression and academic major decision-making self-efficacy: Examining the moderating roles of parental attachment and academic support/guidance*. Poster session presented at the Great Lakes Regional Counseling Psychology Conference, Bloomington, IN.

Deemer, E. D. (2015, December). The mediating role of stereotype threat and achievement goals in the regulation of scientific motivation. In M. L. Hilton (Chair), *Gender, diversity, and competencies in STEM pathways*. Invited symposium conducted at National Academy of Sciences, Engineering, and Medicine symposium on assessing hard-to-measure cognitive, intrapersonal, and interpersonal competencies, Washington, DC.

Deemer, E. D., Soto, C., Wierzchowski, K., & Dolson, J. (2015, August). *Stereotype threat and STEM career motivation: A test of Gottfredson's theory of circumscription and compromise*. Poster session presented at the annual meeting of the American Psychological Association, Toronto, ON.

Dean, J. L., & Deemer, E. D. (2015, July). *Elementary school students' conceptions of engineering careers*. Poster session presented at the meeting of the Purdue Louis Stokes Alliance for Minority Participation (LSAMP) Undergraduate Summer Research Scholars Program, West Lafayette, IN.

Wierzchowski, K., & Deemer, E. D. (2015, March). *The interaction of stereotype threat, gender identity, and science identity on female college students' experience of the imposter phenomenon*. Poster session presented at the Great Lakes Regional Counseling Psychology Conference, Muncie, IN.

Soto, C., & Deemer, E. D. (2015, March). *Academic major satisfaction of Caucasian and Latino students*. Poster session presented at the Great Lakes Regional Counseling Psychology Conference, Muncie, IN.

Lin, C., & Deemer, E. D. (2014, April). *Stereotype threat versus stereotype boost*. Poster session presented at the Great Lakes Regional Counseling Psychology Conference, Cleveland, OH.

Deemer, E. D., & Lin, C. (2014, March). *Women's STEM major satisfaction: Test of the motivational benefits of affiliation and female majorities*. Poster session presented at the 2014 Counseling Psychology Conference, Atlanta, GA.

Zazworsky, L., Smith, J. L., & Deemer, E. D. (2013, April). *Motivation under the microscope: Understanding undergraduate science students' multiple motivations for research*. Roundtable session presented at the annual meeting of the American Educational Research Association, San Francisco, CA.

Deemer, E. D., Thoman, D. B., & Smith, J. L. (2013, April). *Setting the motivational stage for*

*science career circumscription? Interactive effects of stereotype threat and parental occupation.* Paper presented at the Great Lakes Regional Counseling Psychology Conference, Grand Rapids, MI.

Deemer, E. D., Smith, J. L., Thoman, D. B., Chase, J. P., & Hebert Ball, J. (2012, August). *Interactive effects of stereotype threat, communal goals, and gender identity on women in STEM.* Poster session presented at the annual meeting of the American Psychological Association, Orlando, FL.

Deemer, E. D., Smith, J. L., & Thoman, D. B. (2012, June). *Gender stereotyping in the science lab: A multilevel mediation analysis.* Poster session presented at the joint annual meeting of the National Science Foundation, Division of Human Resource Development, Washington, DC.

Tims, H. E., Turner, G. E., & Deemer, E. D. (2012, June). *Using cyber discovery to assess change in student STEM-related attitudes.* Paper presented at the annual meeting of the American Society for Engineering Education, San Antonio, TX.

Hebert Ball, J., Vuong, Q., Merritt, D., Deemer, E. D., Smith, J. L., & Thoman, D. B. (2012, May). *Interactive effects of stereotype threat and identity status on the research motives of college women in physics.* Poster session presented at the annual meeting of the Association for Psychological Science, Chicago, IL.

Merritt, D., & Deemer, E. D. (2012, April). *Relations among socioeconomic status, fathers' educational level, and college student academic performance.* Poster session presented at the annual meeting of the Arkansas Symposium for Psychology Students, Conway, AR.

Chase, J. P., Huntoon, M., Smith, J. L., Deemer, E. D., & Thoman, D. B. (2012, January). *Motivation loves company: Comparing the experience of undergraduate women in biology, chemistry, and physics labs.* Poster session presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Deemer, E. D., Turner, G. E., & Tims, H. E. (2011, November). *Effects of a STEM intervention on career-related outcomes.* Poster session presented at the biennial meeting of the Society for Vocational Psychology, Boston, MA.

Deemer, E. D., Smith, J. L., Thoman, D. B., & Haase, R. F. (2011, November). *Stereotype threat predicts women's STEM career pursuit intentions.* Poster session presented at the biennial meeting of the Society for Vocational Psychology, Boston, MA.

Deemer, E. D., Smith, J. L., Thoman, D. B., & Haase, R. F. (2011, June). *Stereotype threat and achievement goals as joint mediators of the laboratory environment—science self-efficacy relationship.* Poster session presented at the joint annual meeting of the National Science Foundation, Division of Human Resource Development, Washington, DC.

Hebert Ball, J., Deemer, E. D., & Carter, A. P. (2011, April). *Exploring the mediated relationship between child sexual abuse and promiscuity.* Poster session presented at the annual



meeting of the Southwestern Psychological Association, San Antonio, TX.

Buboltz, W. C., Hoffman, R. M., Deemer, E. D., White, A., & Calvert, B. (2010, August). *Content of the Journal of Counseling Psychology: 1999 to 2008*. Poster session presented at the annual meeting of the American Psychological Association, San Diego, CA.

Hoffman, R. M., Buboltz, W. C., Deemer, E. D., Shockey, T., Hunter, T., & Harris, S. (2010, August). *Content analysis of The Counseling Psychologist: 1984 to 2009*. Poster session presented at the annual meeting of the American Psychological Association, San Diego, CA.

Lobrano, M. T., & Deemer, E. D. (2010, April). *Personality traits as predictors of vulnerability to stress in college students*. Poster session presented at the annual meeting of the Louisiana Psychological Association, Baton Rouge, LA.

Deemer, E. D., & Carter, A. P. (2009, November). *Examining the predictive validity of the Achievement Goals for Research Scale*. Paper presented at the annual meeting of the Mid-South Educational Research Association, Baton Rouge, LA.

Deemer, E. D., & Lobrano, M. T. (2009, August). *Assessing the factorial validity of the Research Motivation Scale*. Poster session presented at the annual meeting of the American Psychological Association, Toronto, ON.

Deemer, E. D., & Hoffmann, R. M. (2009, April). *Development and initial validation of the Research Motivation Scale*. Poster session presented at the Southeastern Regional Counseling Psychology Conference, Athens, GA.

Deemer, E. D., & Thomas, D. B. (2009, April). *Achievement motives of graduate students in the life, physical, and behavioral sciences*. Poster session presented at the Southeastern Regional Counseling Psychology Conference, Athens, GA.

Deemer, E. D., & Martens, M. P. (2008, March). *Mediating the research training environment-research interest relationship*. Paper presented at the International Counseling Psychology Conference, Chicago, IL.

Deemer, E. D., & Martens, M. P. (2007, March). *Research interest and mastery approach goals among counseling psychology students*. Poster session presented at the annual meeting of the Eastern Psychological Association, Philadelphia, PA.

Deemer, E. D., Podchaski, E. J., & Martens, M. P. (2006, March). *Contextual predictors of research motives in counseling psychology doctoral students*. Poster session presented at the annual meeting of the Eastern Psychological Association, Baltimore, MD.

Deemer, E. D., Podchaski, E. J., & Martens, M. P. (2005, August). *Goal orientation and research interest among counseling psychology graduate students*. Poster session presented at the annual meeting of the American Psychological Association, Washington, DC.

## Research Projects in Progress

Ogas, J., & Deemer, E. D. Coupling community of practice and authentic research to enhance diversity in cancer-related careers.

Deemer, E. D., Ogas, J., Mlinar, A., & Bowdon, R. Formal assessment of the impact of the Summer Science Program on high school students: Career intentions, motivation, grit, and determination

## GRANT ACTIVITY

### External Funding

#### **Primary/Co-Primary Investigator**

*Identity development evaluation of African American science students (IDEAAS): A longitudinal investigation.* (2017-2020). National Science Foundation award #HRD-1661201 (\$555,089). Role: PI.

*The Gallup-Purdue Index.* (2013-2015). Lumina Foundation (\$2,000,000). Role: Co-PI.

*The mediating role of stereotype threat and achievement goals in the regulation of scientific motivation.* (2010-2014). National Science Foundation, Award # HRD-1036767/1331962 (\$322,134). Role: PI.

#### **Consultation**

Evaluation Consultant (2016-2019). *Collaborative methods for addressing student success in totality (CMAST-III)* (Stacey Duhon, PI).

Evaluation Consultant (2010). *Cyber K-12: Building a foundation for cyber education in North Louisiana* (Funded by U.S. Department of Education; Galen Turner, PI).

### Internal Funding

#### **Primary/Co-Primary Investigator**

*Work-family balance satisfaction of underrepresented minority postdocs in the STEM fields.* (2017-2018). College of Education, Purdue Research Foundation (\$18,565). Role: Co-PI.

*Preparing the next generation of STEM innovators: Identifying and contextualizing the relationship between stereotype threat and identity development among pre-adolescents.* (2014-2015). College of Education, Purdue University (\$25,000). Role: PI.

*Development of a vocational assessment program for Lafayette/West Lafayette community adolescents.* (2013-2014). College of Education, Purdue University (\$7,500). Role: PI.

*Error climate as a contextual barrier to computer science career development among underrepresented minorities.* (2013-2014). College of Education, Purdue University (\$7,500).

Role: Co-PI.

**TEACHING**

Advanced (Onsite) Practicum  
Advanced (Offsite) Practicum & Supervision Theory  
Foundations of Career Development & Assessment  
Personality Assessment  
Career Assessment Practicum  
Counseling Psychology Research Practicum  
Intellectual & Neuropsychological Assessment  
Human Growth & Development

**LICENSURE**

2013-present Psychologist, Indiana License # 20042673A  
2010-2012 Counseling Psychologist, Louisiana License # 1135

**CLINICAL WORK EXPERIENCE**

2009-2012 Consulting Psychologist, Region VIII, Office of Behavioral Health, Louisiana Department of Health and Hospitals.  
1999-2002 Mobile Crisis Response Clinician, Peninsula Behavioral Health-Mobile Crisis Unit, Knoxville, Tennessee.  
1997-1999 Mental Health Case Manager, Peninsula Behavioral Health, Knoxville, Tennessee.  
1996-1997 Psychiatric Technician, Lakeshore Mental Health Institute, Knoxville, Tennessee.  
1994-1996 Residential Counselor, Jabneel Residential Treatment, Inc., Knoxville, Tennessee.

**SUPERVISED TRAINING EXPERIENCE**

2007-2008 Psychology Intern, Counseling Center, College of William & Mary.  
2005-2006 Practicum Counselor, University Counseling Center, State University of New York at Oneonta.  
2004-2005 Practicum Counselor, University Counseling Center, University at Albany, State University of New York.

- 2003-2004 Practicum Counselor, Psychological Services Center, University at Albany, State University of New York.
- 2001 Practicum Counselor, East Tennessee Human Resources Agency, Knoxville, Tennessee.

### **PROFESSIONAL AFFILIATIONS, SERVICE, & ACTIVITIES**

Member of American Psychological Association  
 APA Division 17: Society of Counseling Psychology  
 Society for Vocational Psychology  
 Member of Society for the Science of Motivation  
 Member of Indiana Psychological Association

#### **Professional Service**

##### ***Editorial Board Membership***

- 2017-present The Career Development Quarterly  
 2016-present Journal of Vocational Behavior  
 2015-present Journal of Career Assessment  
 2014-2016 Journal of Counseling Psychology

##### ***Ad Hoc Reviewer***

The Counseling Psychologist, Training and Education in Professional Psychology, Journal of Career Development, Gender Issues, Journal of Business Research, Journal of Counseling Psychology, International Journal for Researcher Development, Journal of Science Education and Technology, Journal of Vocational Behavior, Learning and Individual Differences, Motivation Science, Motivation & Emotion, Oak Ridge Associated Universities, National Science Foundation.

- 2009-2012 Program Committee Member, Division 17, American Psychological Association annual conventions

#### **University Service**

- 2015 Louis Stokes Alliance for Minority Participation (LSAMP) Faculty Mentor

#### **College/Departmental Service**

- 2019-present Member, EDST Department Head Search Committee  
 2019-present Chair, International Committee  
 2018-present Member, International Committee  
 2016-present Grade Appeals Committee  
 2017-2018 Member, Educational Leadership Search Committee  
 2017-2018 Member, Counseling Psychology Search Committee  
 2016-2018 Annual Review and Awards Committee

2016-2017	Chair, School Counseling Search Committee
2015	Chair, EDST Staff Search Committee (Counseling and Guidance Center Coordinator)
2014-2015	EDST Department Head Search Committee
2013-2014	EDST Faculty Search Committee (measurement position)
2013	EDST Curriculum and Graduate Committee
2012-2015	Course Coordinator, EDPS 10500 (Academic and Career Planning)
2012-2018	College Faculty Grievance Committee

### **Invited Talks, Workshops, and Outreach Presentations**

2019	Long-term consequences of racial stereotypes for STEM career goal pursuit among African American college students. Invited talk, Department of Curriculum & Instruction, Purdue University
2017	Collective science self-efficacy as a predictor of science career intentions. Invited talk, Department of Curriculum & Instruction, Purdue University
2016	Measuring elementary school students' identification with engineering: A longitudinal study. Invited talk, College of Education, Purdue University
2015	Test of a social cognitive model of college students' STEM graduate school intentions. Invited talk, Department of Curriculum and Instruction, Purdue University
2014	Client career issues in professional practice: Integrating traditional vocational assessment with objective and projective personality assessment techniques. Invited talk, Four County Counseling Center, Logansport, IN.
2014	Counseling psychology. Invited talk, Department of Psychology (PSY 100: Introduction to Fields in Psychology), Purdue University.
2013	Implications of stereotype threat for women's science career intentions. Invited talk, Department of Psychology, Montana State University.
2013	Stereotype threat as a contextual barrier to women's science career pursuits. Invited talk, Department of Curriculum and Instruction, Purdue University.
2011	Underrepresentation of women in STEM careers: Relations among perceptions of the scientific laboratory environment, stereotype threat, and science-related motives. Invited talk, Department of Education, Lehigh University.
2010	Stereotype threat perceptions among women in STEM fields: Antecedents, consequences, and solutions. Invited talk, presented at the Monthly Meeting of NSF ADVANCE grant investigators, Louisiana Tech University.

- 2008 Understanding and overcoming academic procrastination. Outreach presentation, College of William & Mary.
- 2008 Relaxation training exercises for students. Outreach workshop, Conference of the Virginia Association of College and University Residence Halls, College of William & Mary.
- 2007 Understanding and overcoming academic procrastination. Outreach presentation, College of William & Mary.
- 2007 Coping with academic-related stress. Outreach presentation, Marshall-Wythe School of Law, College of William & Mary.
- 2003 Assessing suicidality/homicidality. Invited talk, Department of Educational and Counseling Psychology, University at Albany, State University of New York.

### **HONORS AND AWARDS**

- 2018 Outstanding Faculty Discovery Award, Department of Educational Studies, Purdue University
- 2017 Outstanding Faculty Discovery Award, Department of Educational Studies, Purdue University
- 2016 Outstanding Faculty Discovery Award, Department of Educational Studies, Purdue University
- 2014 Seed for Success Award for Research, Purdue University
- 2011 Department of Psychology Grant Contributions Award, Louisiana Tech University
- 2007 Dissertation Research Fellowship Award, University at Albany
- 2007 Nominated for Council of Counseling Psychology Training Programs' Outstanding Graduate Student Award