

SUSAN D. PHILLIPS

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EDUCATION

Ph. D., Columbia University. 1979. Counseling Psychology (APA-Accredited).

M. Phil., Columbia University. 1979. Counseling Psychology.

M. A., Teachers College, Columbia University. 1976. Psychology.

B. A., Stanford University. 1975. Human Biology.

PROFESSIONAL POSITIONS

Director of Doctoral Training. Division of Counseling Psychology. University at Albany, State University of New York, Albany, NY. (8/25 -- Present).

Responsible for coordination of the APA-accredited doctoral training program in Counseling Psychology. Student recruitment, admissions and evaluation. Course scheduling and administration. Practicum development and evaluation. Curriculum review, evaluation, and development. Liaison with other departments and universities, community agencies, national affiliative and accrediting organizations. Management of 50-65 doctoral students per year, and coordination of full-time faculty and part-time faculty per involvement with program.

Professor. Department of Educational Policy and Leadership. University at Albany, State University of New York, Albany, NY. (7/16 – Present).

Teaching graduate courses in education leadership. Program development and planning. Student admissions and advisement. Research in area of higher education and accreditation.

Leadership Fellow. State University of New York Strategic Academic Innovative Leadership (SAIL) Institute. (5/17 – Present).

Design and conduct leadership development programs across SUNY System.

Professor. Department of Educational and Counseling Psychology. University at Albany, State University of New York, Albany, NY. (9/97 - Present)

Teaching graduate courses in counseling theory and method, professional affairs and ethics, career development. Supervision of practica and internship. Supervision of teaching and research assistants. Program development and planning. Student admissions and advisement. Dissertation supervision. Faculty recruitment. Research in areas of decision making and career development.

Vice President for Strategic Partnerships. University at Albany, State University of New York, Albany, NY. (9/14 to 1/16)

Responsible for the coordination and development of academic, research, and operational transitions, affiliations with strategic partner institutions, including the College of Nanoscale Science and Engineering (SUNY Polytechnic Institute), Albany Law School, and the SUNY Health Science Center at Brooklyn (SUNY Downstate; see position description below).

Senior Vice President for Academic Affairs and Chief Academic Officer. State University of New York Health Science Center at Brooklyn (SUNY Downstate Medical Center), Brooklyn, NY. (9/14 to 6/15)

Served as chief academic officer for the undergraduate, graduate, and postgraduate programs in the Colleges of Medicine, Health Related Professions, Nursing, Public Health, and Graduate Studies. Responsible for designing provostial functions for the 500 instructional faculty, 2800 students and residents, academic programs, enrollment management, accreditation and quality assurance, libraries, educational technology, and collaborative research activities in this freestanding academic medical center.

Provost and Vice President for Academic Affairs. University at Albany, State University of New York, Albany, NY. (12/08 to 9/14; Interim 1/08 to 12/08)

Served as chief academic officer for 189 undergraduate and graduate programs serving 18,000 students across three campuses. Oversight of all academic affairs, undergraduate education, graduate education, enrollment management (including admissions, advisement, registrar and financial aid), international education, academic support services, summer and general education programs, libraries, faculty and instructional development program review and quality assurance processes, and institutional research, planning, and assessment for the College of Arts and Sciences, the School of Business, the School of Education, the School of Social Welfare, the Rockefeller College of Public Affairs and Policy, the College of Computing and Information, the School of Public Health, the School of Criminal Justice, and the Honors College. Oversight of the University Art Museum and the New York State Writers Institute. Management and development of 1050 faculty and a budget of \$175 million state, development and sponsored funds.

Dean. School of Education. University at Albany, State University of New York, Albany, NY. (5/03 to 10/08; Interim Dean 3/02 – 5/03)

Responsible for oversight of academic affairs, accreditation, strategic planning, daily operations, personnel management and supervision, and financial planning, fundraising, and expenditures of a multidisciplinary nationally ranked school comprised of four departments and seven research centers and programs, including the National Research Center on English Learning and Achievement, the Center for Urban Youth and Technology, and the Child Research and Study Center. Serve as chief academic officer for the School's six doctoral programs, twenty six masters/certificate of advanced study programs, and array of undergraduate offerings in areas of educational administration, international comparative education, reading, secondary classroom teaching, curriculum development and instructional technology, literacy, curriculum and instruction, special education, school psychology, counseling psychology, school counseling, rehabilitation and community counseling, educational research/evaluation, and educational psychology and methodology. Management and development for 62 full-time faculty, 125 part-time faculty, and \$13.8 million state, development, and sponsored funds.

Chair. Committee on Accreditation. American Psychological Association, Washington, DC. (2000 and 2001; Associate Chair, 1998 and 1999; Member 1996-2001)

Direction of the sole US nationally recognized quality assurance body for the professional discipline of psychology. Responsible for the development, implementation, and oversight of the guidelines, policies, and practices of quality assurance of over 800 doctoral programs, internships, and postdoctoral residencies in professional psychology. Daily program review, policy development, outreach, and staff and operations management. Training of site visitors, directors, and committee members. Consultation and liaison presentations at meetings of professional training associations. Formal task forces with and reports to national, federal, and international oversight organizations.

Department Chair. Department of Educational and Counseling Psychology. University at Albany, State University of New York, Albany, NY. (9/98 - 3/02)

Responsible for oversight of academic affairs, strategic planning, daily operations, personnel management and supervision, and fiscal planning and expenditures of a multi-disciplinary department offering seven masters and three doctoral programs in educational psychology and methodology, educational research/evaluation, special education, school psychology (NASP-accredited; APA-accredited), counseling psychology (APA-accredited), school counseling, rehabilitation counseling (CORE-accredited), and community counseling. Management and development for 28-34 full-time faculty, 20-25 part-time faculty, and \$4 million state, development, and sponsored funds.

Director of Doctoral Training. Department of Counseling Psychology. University at Albany, State University of New York, Albany, NY. (6/87 - 9/98)

Responsible for coordination of the APA-accredited doctoral training program in Counseling Psychology. Student recruitment, admissions and evaluation. Course scheduling and administration. Practicum development and evaluation. Curriculum review, evaluation, and development. Liaison with other departments and universities, community agencies, national affiliative and accrediting organizations. Management of 50-65 doctoral students per year, and coordination of 9 full-time faculty and 5 part-time faculty per involvement with program.

Chair (Interim). Department of Counseling Psychology. University at Albany, State University of New York, Albany, NY. (12/89 - 5/90).

Responsible for oversight of academic affairs, daily operations, personnel management and supervision, and fiscal planning and expenditures of a department offering three masters in school counseling, rehabilitation counseling (CORE-accredited), and community counseling, and one doctoral program in counseling psychology (APA-accredited).

Director, Psychological Services Center (Interim). University at Albany, State University of New York, Albany, NY. (9/86 - 1/87)

Full responsibility for daily operations of a community mental health agency and doctoral training center. Case assignment, management, and referral. Emergency consultation and review. Supervision of therapeutic and diagnostic activities of advanced students working in community agencies. Consultation and training with practicum students, supervisors, faculty, and community agencies. Client recruitment and community liaison. Financial management, planning, and expenditures.

Associate Professor. Department of Counseling Psychology. University at Albany, State University of New York, Albany, NY. (1985 - 8/97).

Assistant Professor. Department of Counseling Psychology. University at Albany, State University of New York, Albany, NY. (1979 - 1985).

Faculty Affiliate. University Counseling Center, University at Albany, State University of New York, Albany, NY. (1979 - 1983).

Psychologist Intern. University Counseling Center, University of Utah, Salt Lake City, UT. (1978 - 1979).

Counseling Psychology Intern, Level III. Veterans Administration Outpatient Clinic, Brooklyn, NY. (1977 - 1978).

Counseling Psychology Intern, Level II. Veterans Administration Health Care Facility, East Orange, NJ. (1976 - 1977).

Academic Advisor. Barnard College, New York, NY. (1976 - 1977).

PROFESSIONAL RECOGNITION

SUNY Online Teaching Ambassador (2019)
Lifetime Contribution to Education and Training in Counseling Psychology (2009)
National School Development Council Cooperative Leadership Award (2004)
Selected for ACE Fellowship (2002 and 2003)
Certificate of Professional Qualification (Association of State and Provincial Psychology Boards) (as of 2001)
Psychological Association of Northeastern New York Distinguished Psychologist (1998)
Certificate of Professional Qualification in Psychology (#1852)
University at Albany Award for Excellence in Teaching (1995)
Fellow, American Association of Applied and Preventative Psychology (as of 1995)
State University of New York Chancellor's Award for Excellence in Teaching (1994-95)
John Holland Award for Outstanding Achievement in Personality and Career Research -- American Psychological Association; Division of Counseling Psychology (1991)
Fellow, American Psychological Association (Division of Counseling Psychology) (as of 1991)
Registered/Licensed Psychologist, State of New York (#6722; as of 1981)

SCHOLARSHIP

Articles, Monographs, Chapters, Books (Chronologically listed)

- Phillips, S. D., Cairo, P. C., & Myers, R. A. (1981). Computer-based career planning for adults. British Journal of Guidance and Counselling, 9 (1), 100-107.
- Phillips, S. D. (1982). The development of career choices: The relationship between patterns of commitment and career outcomes in adulthood. Journal of Vocational Behavior, 20, 141-152.
- Phillips, S. D. (1982). Career exploration in adulthood. Journal of Vocational Behavior, 20, 129-140.
- Phillips, S. D., & Strohmer, D. C. (1982). Decision making style and vocational maturity. Journal of Vocational Behavior, 20, 215-222.
- Phillips, S. D., Strohmer, D. C., Berthaume, B. L. J., & O'Leary, J. C. (1983). Career development of special populations: A framework for research. Journal of Vocational Behavior, 22, 12-29.
- Phillips, S. D. & Strohmer, D. C. (1983). Vocationally mature coping strategies and progress in the decision-making process: A canonical analysis. Journal of Counseling Psychology, 30, 395-402.
- Phillips, S. D. (1983). Counselor training via computers. Counselor Education and Supervision, 23, 20-28.
- Friedlander, M. L., & Phillips, S. D. (1984). A stochastic process analysis of interactive counseling discourse in early counseling interviews. Journal of Counseling Psychology, 31, 139-148.
- Friedlander, M. L., & Phillips, S. D. (1984). Preventing anchoring errors in clinical judgment. Journal of Consulting and Clinical Psychology, 52, 366-371.
- Phillips, S. D., Paziienza, N. J., & Walsh, D. J. (1984). Decision making styles and progress in occupational decision making. Journal of Vocational Behavior, 25, 96-105.

- Phillips, S. D. (1984). Contributions and limitations for the use of computers in counselor education and supervision. Counselor Education and Supervision, 24, 186-192.
- Phillips, S. D., Pazienza, N. J., & Ferrin, H. H. (1984). Decision making strategies and problem solving appraisal. Journal of Counseling Psychology, 31, 498-503.
- Phillips, S. D. (Ed.). (1984). Computers in counselor training [Special Issue]. Counselor Education and Supervision, 24 (2).
- Phillips, S. D. (1984). Computers as counseling and training tools. Counselor Education and Supervision, 24, 130-132.
- Phillips, S. D., Friedlander, M. L., Pazienza, N. J., & Kost, P. (1985). A factor analytic investigation of career decision making styles. Journal of Vocational Behavior, 26, 106-115.
- Strohmer, D. C., & Phillips, S. D. (1985). Counselor preferences of disabled and disadvantaged students. Rehabilitation Counseling Bulletin, 28, 171-174.
- Phillips, S. D., & Johnston, S. L. (1985). Attitudes toward work roles for women. Journal of College Student Personnel, 26, 334-338.
- Phillips, S. D., Friedlander, M. L., Kost, P., Specterman, R., & Robbins, R. (1988). Vocational versus personal focus in career counseling: A retrospective outcome study. Journal of Counseling and Development, 67, 169-173.
- Phillips, S. D., & Bruch, M. (1988). Shyness and dysfunction in career development. Journal of Counseling Psychology, 35, 159-165.
- Blustein, D. L., & Phillips, S. D. (1988). Individual and contextual factors in career exploration. Journal of Vocational Behavior, 33, 203-216.
- Phillips, S. D., Cairo, P. C., Blustein, D. L., & Myers, R. A. (1988). Career development and vocational behavior, 1987: A review. Journal of Vocational Behavior, 33, 119-184.
- Phillips, S. D., & Pazienza, N. J. (1988). History and theory of the assessment of career development and decision-making. Invited chapter in W. B. Walsh & S. A. Osipow (Eds.), Career decision making (pp. 1-31). Hillsdale, NJ: Lawrence Erlbaum.
- Blustein, D. L., & Phillips, S. D. (1990). Relationship between ego identity statuses and decision making styles. Journal of Counseling Psychology, 33, 160-168.
- Phillips, S. D. (1992). Career counseling: choice and implementation. Invited chapter in S. Brown & R. Lent (Eds.). Handbook of Counseling Psychology (2nd Ed.) (pp. 513-547). New York: Wiley.
- Phillips, S. D. (1993). The Compleat Counseling Psychologist. Contemporary Psychology, 38, 241-242.
- Phillips, S. D., & Blustein, D. L. (1994). Readiness for career choices: Planning, exploring, and deciding. Invited contribution. Career Development Quarterly, 43 (1), 63-73.
- Phillips, S. D. (1994). Choice and change: Convergence from the decision making perspective. Invited chapter in M. Savickas & R. Lent (Eds.). Convergence in career development theories (pp. 155-163). Palo Alto, CA: Consulting Psychologists Press.

- Shivy, V. A., Phillips, S. D., & Koehly, L. M. (1996). Knowledge organization as a factor in career intervention outcome: A multidimensional scaling analysis. Journal of Counseling Psychology, 43, 178-186.
- Ancis, J. A., & Phillips, S. D. (1997). Academic gender bias and women's behavioral agency self-efficacy. Journal of Counseling and Development, 75 (2), 131-137.
- Phillips, S. D. (1997). Toward an expanded definition of adaptive decision making. Career Development Quarterly, 45, 375-287. (Invited manuscript).
- Blustein, D. L., Phillips, S. D., Jobin-Davis, K., Finkelberg, S., Roarke, A. (1997). The school-to-work transition: A theory-building investigation. The Counseling Psychologist, 25, 364-402.
- Phillips, S. D., & Imhoff, A. R. (1997). Career development and counseling for women. Annual Review of Psychology, 48, 31-59.
- Phillips, S. D., & Imhoff, A. R. (2000). Career intervention. Invited chapter in A. E. Kazdin (Ed.). Encyclopedia of Psychology. Washington, D. C.: American Psychological Association.
- Phillips, S. D., Carlson, C., Christopher-Sisk, E., Gravino, K. L. (2001). Treating clients with decision making problems: A developmental-relational model. Invited chapter in L. VandeCreek and T. L. Jackson (Eds.). Innovations in Clinical Practice: A Source Book (Vol. 19) (pp. 129-140). Sarasota, FL: Professional Resource Press.
- Phillips, S. D. (2001). Roger A. Myers: A voice for counseling psychology. The Counseling Psychologist, 29 (3), 383-403.
- Phillips, S. D., Christopher-Sisk, E., & Gravino, K. L. (2001). Making career decisions in a relational context. The Counseling Psychologist, 29 (2), 193-213.
- Phillips, S. D., Blustein, D. L., Jobin-Davis, K., & Finkelberg White, S. L. (2002). Preparation for the school-to-work transition: The views of high school students. Journal of Vocational Behavior, 61, 1-15.
- Beidel, D., Phillips, S. D., & Zlotlow, S. (2003). The future of accreditation. Invited chapter in E. Altmeier (Ed.). Setting Standards in Graduate Education: Psychology's Commitment to Excellence in Accreditation. (pp. 113-134) Washington, D. C.: American Psychological Association.
- Jome, L. M. & Phillips, S. D. (2005). Counseling for choice implementation. Invited chapter in S. D. Brown & R. W. Lent (Eds.) Career development and counseling: Putting theory and research to work (pp 466-482). New York: Wiley.
- Phillips, S. D., & Jome, L. M. (2005). Vocational choices: What do we know? What do we need to know? In W. B. Walsh and M. L. Savickas (Eds.) Handbook of vocational psychology (3rd ed.) (pp. 127-153) Mahwah, NJ: Lawrence Erlbaum Associates.
- Phillips, S. D., & Jome, L. M. (2006). Career decision making styles. In J. Greenhaus & G. Callanan (Eds.) Encyclopedia of Career Development. Thousand Oaks, CA: Sage.
- Phillips, S. D. (2008). Decision making. In F. T. L. Leong (Ed.). Encyclopedia of Counseling. Thousand Oaks, CA: Sage.

- Phillips, S. D. (2010). Implementing self-concept: Fit, development, and agency. In P. J. Hartung & L. M. Subich (Eds.). Developing Self in Work and Career: Concepts, Cases, and Contexts. Washington, DC: American Psychological Association Books.
- Phillips, S. D. (2012). Standards for teacher professional development. In L. Zhao, & Y. Li (Eds.). International studies on teacher professional development (pp. 229-235) (in Chinese). Shanghai: East China Normal University Press.
- Jome, L. M., & Phillips, S. D. (2013). Interventions to aid job finding and choice implementation. In S. Brown & R. Lent (Eds.), Career development and counseling: Putting theory and research to work (2nd ed.) (pp. 595-620). Hoboken, NJ: Wiley.
- Phillips, S. D. (2015). Lifespan career development. Invited chapter in P. Hartung, M. Savickas, & B. Walsh (Eds.). Handbook of Career Intervention. (pp.99-113). Washington, DC: American Psychological Association.
- Phillips, S. D., & Ivey, A. E. (2016). Roger Alan Myers (1930-2015). American Psychologist, *71*(3) 245.
- Ceschi, A., Costantini, A., Phillips, S. D., & Sartori, R. (2017). The Career Decision-Making Competence: A new construct for the career realm. European Journal of Training and Development, *41*(1), 8-27.
- Phillips, S. D. (2017). Accreditation: realities, challenges, and opportunities. In National Academies of Sciences, Engineering, and Medicine. Exploring the role of accreditation in enhancing quality and innovation in health professions education: Proceedings of a workshop. Washington, DC: The National Academies Press. doi: 10.17226/23636. (pp. 8-19).
- Cox, M., Blouin, A., Paniagua, M., Phillips, S. D., & Vlasses, P. (2017, Oct). The Role of Accreditation in Achieving the Quadruple Aim for Health. NAM Perspectives. Washington, DC: The National Academies Press. <https://nam.edu/the-role-of-accreditation-in-achieving-the-quadruple-aim>.
- Phillips, S. D., & Kinser, K. (2018). Accreditation on the Edge: Challenging Quality Assurance in Higher Education. Johns Hopkins University Press.
- Phillips, S. D., & Kinser, K. (2019, Feb). Accreditation: Where Are We and How Did We Get Here? HigherEdJobs Author in Residence (<https://www.higheredjobs.com/blog/postDisplay.cfm?blog=24&post=1832&Title=Accreditation%3A%20Where%20Are%20We%20and%20How%20Did%20We%20Get%20Here%3F>).
- Phillips, S. D., & Kinser, K. (2019, March). No Simple Solutions for Accreditation Reform. HigherEdJobs Author in Residence (<https://www.higheredjobs.com/blog/postDisplay.cfm?blog=24&post=1864&Title=No%20Simple%20Solutions%20for%20Accreditation%20Reform>).
- Phillips, S. D., & Kinser, K. (2019, April). Many Masters: Who Controls Accreditation Policy? HigherEdJobs Author in Residence (<https://www.higheredjobs.com/blog/postDisplay.cfm?blog=24&post=1906&Title=Many%20Master%3A%20Who%20Controls%20Accreditation%20Policy%3F>).
- Phillips, S. D., & Kinser, K. (2019, May). Measuring Quality in Higher Education. HigherEdJobs Author in Residence (<https://www.higheredjobs.com/blog/postDisplay.cfm?blog=24&post=1943&Title=Measuring%20Quality%20in%20Higher%20Education>).

- Phillips, S. D., & Kinser, K. (2019, June). Information is the new frontier. HigherEdJobs Author in Residence (<https://www.higheredjobs.com/blog/postDisplay.cfm?blog=24&post=1953&Title=Information%20s%20the%20New%20Frontier>).
- Phillips, S. D., & Kinser, K. (2019, August). How to Address Innovation in Higher Ed Accreditation. HigherEdJobs Author in Residence (<https://www.higheredjobs.com/blog/postDisplay.cfm?blog=24&post=2009&Title=How%20to%20Address%20Innovation%20in%20Higher%20Ed%20Accreditation>).
- Phillips, S. D., & Kinser, K. (2019, September). Looking toward the Path Ahead. HigherEdJobs Author in Residence (<https://www.higheredjobs.com/blog/postDisplay.cfm?blog=24&post=2025&Title=Looking%20toward%20the%20Path%20Ahead>).
- Oliva G. M., Phillips, S. D., Angelini, E. M., Burrell, M. M. (2022). The SAIL Institute's Department Chair Virtual Academy, Part 2: Chairs: Learning to Manage Up. *The Department Chair*, 32(4), 7-9. <https://onlinelibrary.wiley.com/doi/epdf/10.1002/dch.30440>
- Carey, B., & Phillips, S. D. (2022). Bus drivers as unsung heroes: New research on how to keep them driving. NYKids, <https://ny-kids.org/bus-drivers-as-unsung-heroes-new-research-on-how-to-keep-them-driving/>.
- Carey, B., & Phillips, S. D. (2022). What Can You Do to Keep Your Bus Drivers? *ASBO New York, The Reporter*, 70(2), 34-35.
- Phillips, S. D., & Kinser, K. (2023). The “New Normal” and the Puzzle of Accreditation Reform. Invited chapter in Okebukola, P. A. & Uvalic-Trumbic, S. *Quality Assurance in Higher Education Across the World* (pp. 457-472). Washington: Council of Higher Education Accreditation.
- Phillips, S. D. (2023). Women and Career Development: Some New Answers, Many More Questions. *The Counseling Psychologist*, 51(6), 862–868.
- Carey, B., & Phillips, S. D. (2025). Why School Bus Drivers Stay in Their Jobs. *Journal of School Leadership*, 35(1), 43-62. <https://doi.org/10.1177/10526846241280901>

Reports of Limited Circulation

- Phillips, S. D. (1979). The post high school development of vocational choice (Doctoral dissertation, Columbia University). Dissertation Abstracts International, 40, 5325A, University Microfilms No. 8009349.
- Phillips, S. D., Cairo, P. C., Myers, R. A., Ryan, T. G., Hoffer, G. L., and Croes-Silverman, M. (1980). Career planning modules for the Officer Career Information and Planning System (Research Report No. 1257). Alexandria: Virginia: U.S. Army Research Institute for the Social and Behavioral Sciences.
- Boggs, K., Phillips, S. D., & Riedesel, B. (1983). Career and life planning course manual. University of Utah Counseling Center: Salt Lake City, UT.

- Guiton, G. W., Phillips, S. D., Roid, G. H., & Huba, G. J. (1986). Career decision-making styles: An investigation of critical dimensions and profile patterns. Research report. Los Angeles, CA: Western Psychological Services.
- Lichtenberg, J., Claiborn, C., Tracey, T., Heatherington, L., Friedlander, M., & Phillips, S. (1986). Perspectives on process: The microanalysis of counseling. Resources in Education (ED 263478). Ann Arbor, MI: ERIC Clearinghouse.
- Christiansen, M. D., & Phillips, S. D. (1999). Mini-workshop for training directors writing their self-study: Program philosophy and training models. APPIC Newsletter.
- Christiansen, M. D., & Phillips, S. D. (2000). Mini-workshop for training directors writing their self-study: Establishing and writing goals and objectives. APPIC Newsletter.
- Phillips, S. D. (Ed.). (2001). Proceedings of the Committee on Accreditation: Historical and future perspectives on Accreditation. Santa Fe, NM, January 14, 2000. Washington, DC: Office of Program Consultation and Accreditation, American Psychological Association.
- Phillips, S. D. (2004). Career Development: A Reality for All. The Newsletter of the Capital Area School Development Association, 42 (3), 2.

Presentations

- Phillips, S. D. (1980, September). Special populations career research: Where do we go from here? Paper presented at the American Psychological Association Annual Convention, Montreal.
- Strohmer, D. C., Phillips, S. D., Berthaume, B. L. J., & O'Leary, J. C. (1980, September). Issues in career development research with the disabled and disadvantaged. Symposium presented at the American Psychological Association Annual Convention, Montreal.
- Phillips, S. D. & Strohmer, D. C. (1981, August). Factors influencing the career development of special populations. Paper presented at the American Psychological Association Annual Convention, Los Angeles.
- Phillips, S. D. (1982, March). Problem solving in career development: The role of decision making styles and abilities. Paper presented at the American Personnel and Guidance Association Annual Convention, Detroit.
- Eichenfield, G. & Phillips, S. D. (1982, March). Helping the helper: Career development for the new professional. Paper presented at the American Personnel and Guidance Association Annual Convention, Detroit.
- Phillips, S. D., & Eichenfield, G. (1983, March). A model of career assessment for advisors. Paper presented at the American College Student Personnel Association Annual Convention, Houston.
- Phillips, S. D. (1983, March). Developing evaluation measures for career interventions. Paper presented at the American Personnel and Guidance Association Annual Convention, Washington.
- Phillips, S. D., & Friedlander, M. L. (1983, August). A stochastic process analysis of interactive counseling discourse. Paper presented at the American Psychological Association Annual Convention, Anaheim, CA.

- Phillips, S. D. (1984, April). Work role attitudes among professional women. Paper presented at the New York State Psychological Association Annual Convention, New York City.
- Phillips, S. D., Friedlander, M. L., Paziienza, N. J., & Kost, P. (1984, August). A factor analytic study of the Assessment of Career Decision Making. Paper presented at the American Psychological Association Annual Convention, Toronto.
- Phillips, S. D., Friedlander, M. L., Kost, P., Specterman, R., & Robbins, E. (1985, August). Vocational versus personal focus in career counseling: A retrospective outcome study. Paper presented at the American Psychological Association Annual Convention, Los Angeles.
- Roid, G. H., Huba, G. J., Phillips, S. D., & Guiton, G. W. (1985, August). Career decision-making styles: An investigation of critical dimensions and profile patterns. In Career decision-making: Theoretical underpinnings and implications for career development. Symposium presented at the American Psychological Association Annual Convention, Los Angeles.
- Phillips, S. D., Kost, P., Dasey, M., & Walsh, D. (1985, August). Relationship between configurations of career decision-making styles and decisional behaviors and outcomes. Paper presented at the American Psychological Association Annual Convention, Los Angeles.
- Phillips, S. D., & Paziienza, N. J. (1985, August). History and theory of the assessment of career decision-making, development, and maturity. Paper presented at the American Psychological Association Annual Convention, Los Angeles.
- Friedlander, M. L., & Phillips, S. D. (1985, August). Interactive counseling discourse as social control: Stochastic analysis and microanalysis. Paper presented at the American Psychological Association Annual Convention, Los Angeles.
- Phillips, S. D., & Bruch, M. (1987, August). Shyness and vocational behavior. Paper presented at the American Psychological Association Annual Convention, New York.
- Phillips, S. D., & Blustein, D. L. (1988, August). The dimensions of decision making style: A factor analytic study. Paper presented at the American Psychological Association Annual Convention, Atlanta.
- Blustein, D. L., & Phillips, S. D. (1989, August). Relationship between ego identity statuses and decision making styles. Paper presented at the American Psychological Association Annual Convention, New Orleans.
- Phillips, S. D., & Dorn, F. (1990, August). Social cognitive perspectives on career intervention. Paper presented at the American Psychological Association Annual Convention, Boston.
- Phillips, S. D. (1992, April). Decision making: A construct for all seasons. Invited address at the Convergence in Theories of Career Choice and Development Conference, East Lansing, MI.
- Phillips, S. D. (1992, August). Career explorations and contradictions. Invited address at the American Psychological Association Annual Convention, Washington, D. C.
- Shivy, V. A., & Phillips, S. D. (1995, May). Knowledge organization as a factor in career intervention outcome. Paper presented at the Midwestern Psychological Association Annual Convention, Chicago.

- Blustein, D. L., Phillips, S. D., Jobin-Davis, K., & Finkelberg, S. (1995, August). A theory-building investigation of the school-to-work transition. Paper presented at the American Psychological Association Annual Convention, New York.
- Phillips, S. D. (1995, August). Decision Making: Implications from the Life-Span, Life-Space Perspective. Paper presented at the American Psychological Association Annual Convention, New York.
- Ancis, J., & Phillips, S. D. (1995, August). Academic gender bias and women's behavioral agency. Paper presented at the American Psychological Association Annual Convention, New York.
- Shivy, V. A., & Phillips, S. D. (1995, August). Knowledge organization and career intervention outcome: A multidimensional scaling analysis. Paper presented at the American Psychological Association Annual Convention, New York.
- Phillips, S. D. (1995, November). A theory-building study of school-to-work transition: Implications for school leaders. Invited address at the School Administrators Association of New York State Annual Convention, Bolton Landing, New York.
- Blustein, D. L., Phillips, S. D., Jobin-Davis, K., Finkelberg, S., & Roarke, A. (1996, November). A theory-building investigation of the school-to-work transition. Invited address at the School to Work Conference, College Park, MD.
- Phillips, S. D., Christopher, E., & Lisi, K. (1998, August). Making career decisions in a relational context. Paper presented at the American Psychological Association Annual Convention, San Francisco.
- Phillips, S. D., Blustein, D. L., Jobin-Davis, K., & Finkelberg, S. (1999, August). The school-to-work transition: The view from high school. Paper presented at the American Psychological Association Annual Convention, Boston.
- Phillips, S. D. (1999, August). I get by with a little help... Relational perspectives on career decision making. Symposium presented at the American Psychological Association Annual Convention, Boston.
- Christopher, E., Phillips, S. D., Lisi, K., Groat, M., & Carlson, C. (1999, August). Correlates and consequences of relational career decision making strategies. Paper presented at the American Psychological Association Annual Convention, Boston.
- Lisi, K., Phillips, S. D., Christopher, E., Groat, M., & Carlson, C. (1999, August). Understanding the role of others in career decision making. Paper presented at the American Psychological Association Annual Convention, Boston.
- Phillips, S. D. (1999, August). Academic careers in research universities. Paper presented at the American Psychological Association Annual Convention, Boston.
- Phillips, S. D., Groat, M., Jome, L., Stramenga, M., Gravino, K. L., Christopher-Sisk, E., & Carlson, C. (2000, August). Relationships and career decision making: Actions of Others and Self Directedness. Paper presented at the American Psychological Association Annual Convention, Washington, D. C.
- Hotaling, J. A., & Phillips, S. D. (2000, August). Possible antecedents of realism in planning for multiple roles. Paper presented at the American Psychological Association Annual Convention, Washington, D. C.

- Imhoff, A. R., Phillips, S. D., Haase, R., & Santiago-Rivera, A. (2000, August). Interest congruence and central issue correspondence: A new, predictive model of job satisfaction. Paper presented at the American Psychological Association Annual Convention, Washington, D. C.
- Gardner, S., & Phillips, S. D. (2000, August). Needs for structure and affiliation: A parsimonious prediction of satisfaction with career counseling. Paper presented at the American Psychological Association Annual Convention, Washington, D. C.
- Phillips, S. D., & Zlotlow, S. F. (2001, January). APA Accreditation. Presentation at the National Multicultural Conference and Summit II, Santa Barbara, CA.
- Phillips, S. D. (2001, February). Conversations about Accreditation. Session presented at the Annual Convention of the Council of Graduate Departments of Psychology, San Antonio, TX.
- Phillips, S. D. (2001, March). Principles and Practices of Accreditation. Paper presented at the Biannual Convention of the Association of Psychology Postdoctoral and Internship Centers, New Orleans, LA.
- Carlson, C., & Phillips, S. D. (2001, August). Relational perspectives on the college choice decision making process. Paper presented at the American Psychological Association Annual Convention, San Francisco.
- Hotaling, M., & Phillips, S. D. (2001, August). The relationship between vocational maturity and subjective well-being. Paper presented at the American Psychological Association Annual Convention, San Francisco.
- Phillips, S. D. (2001, August). Reflections on remediation strategies. Presentation in symposium, Psychotherapy as remediation for impaired trainees, presented at the American Psychological Association Annual Convention, San Francisco.
- Frank, R., & Phillips, S. D. (2001, August). Review of CoA Domain IIC Professional Schools and Training Programs. Discussion session presented at the American Psychological Association Annual Convention, San Francisco.
- Phillips, S. D. (2001, August). CoA accreditation current policies and future directions. In Recognition and Accreditation of Specialties: An Open Forum, presented at the American Psychological Association Annual Convention, San Francisco.
- Swagler, M. A., & Phillips, S. D. (2001, August). Working outside the theories: English teachers in Taiwan. Paper presented at the American Psychological Association Annual Convention, San Francisco.
- Phillips, S. D. Jome, L. M., Stramenga, M. S., Merrigan, B. A., Page, J. C., Tully, A. W., Groat, M., Koehler, J., & Mowry, M. (2002, August). Relational influences in career decision making. Paper presented at the American Psychological Association Annual Convention, Chicago.
- Phillips, S. D. (2003, January). The Capital Area School District Association/University at Albany relationship, from the university perspective. School Study Councils and Engagement with K-12 Educators. Panel presentation at the American Association of Colleges of Teacher Education Annual Convention, New Orleans.

- Pol, N., Phillips, S. D., Jome, L. M., & Santiago-Rivera, A. (2004). Social Support and Career Decision-Making among Urban Adolescents. Paper presented at the annual convention of the American Psychological Association, Honolulu.
- Rosin, A., Phillips, S. D., Jome, L. M., & Santiago-Rivera, A. (2004, August). Cultural Predictors of Dependent Career Decision Making in Chinese Americans. Paper presented at the annual convention of the American Psychological Association, Honolulu.
- Phillips, S. D. (2004, November). The Role of Schools of Education in Utilizing Data in Teacher Development. In National Center for Educational Accountability, Educational Testing Services and New Jersey Chamber of Commerce, Helping Educators Integrate Data and Best Practice from High Performing Schools: A Multi-State Summit Taking Promise to Practice: ETS: Princeton, NJ.
- Phillips, S. D. (2005, April). A view from inside. In R. Goodyear, Counseling Psychology in Schools of Education: The Perspective of Deans. Panel presentation at the annual convention of the American Educational Research Association, Montreal, Quebec, Canada.
- Phillips, S. D. (2005, June). Observations, ideas, and challenges: Learning to listen. Presentation in a symposium on Narrative as an emerging paradigm for practice and research at the 7th Biennial Conference of the Society for Vocational Psychology, Vancouver, Canada.
- Phillips, S. D. (2006, October). TEAC Accreditation. Panel presentation on Accreditation Models and Issues at the Council of Academic Deans in Research Education Institutions. Savannah, GA.
- Phillips, S. D. (2006, October). Quality standards in professional development. Keynote address presented at the Second Annual International Conference on Teacher Education, East China Normal University, Shanghai, China.
- Phillips, S. D. (2006, November). Higher Education Response. New York State Board of Regents Capital Region Education Summit, MapInfo Corp World Headquarters, Wyantskill, NY.
- Phillips, S. D. (2007, May). Implementing Self Concept in Practice: A Brief Tour of Past, Present and Future. Paper presented at the 8th biennial conference of the Society for Vocational Psychology: Self in Career Theory and Practice. Akron, OH.
- Phillips, S. D. (2007, May). “Just For The Kids—New York.” Presentation at the annual meeting of the New York Association of Small City School Districts: Saratoga Springs, NY.
- Phillips, S. D., Chair. (2007, September). STEM Research Initiatives and Research Opportunities. Panel presented at the American Educational Association Organization of Institutional Affiliates meeting, Washington DC.
- Phillips, S. D. (2008, September). Responding from a New York researcher point of view. In Wimberley, G., Chair. Statewide data systems: A research perspective. Panel presentation at the American Educational Research Association meeting of the Organization of Institutional Affiliates, Washington, D.C.
- Phillips, S. D. (2009, May). Making the university a better place. Distinguished Keynote Address, Bread and Roses Awards, University at Albany, SUNY: Albany, NY.
- Phillips, S. D. (2009, June). Career Choices and Contradictions: Making Decisions in Changing Times. Keynote address at the Careers in Medicine Professional Development Conference, Association of American Medical Colleges, Savannah, GA.

- Phillips, S. D. (2011, August). Lessons to be Learned about Quality and Accreditation. American Psychological Association Education Directorate Academic Leadership Dinner Address, National Press Club, Washington, DC.
- Phillips, S. D. (2011, August). Participant. In R. J. Seime, Chair. Issues in Higher Education that impact all of Accreditation—the role of DOE, SHEA, and Regional Accreditation on APA-CoA Accreditation. Panel discussion at the annual convention of the American Psychological Association, Washington, DC.
- Phillips, S. D. (2011, November). From the perspective of the provost. In R. Erikson, Chair. Evolving Accreditation and Regulatory Issues. Panel presentation at the annual meeting of the Association of Public and Land Grant Universities, San Francisco, CA.
- Phillips, S. D. (2011, November). Participant. COACHE panel on Women in Academic Leadership. Panel discussion at the annual meeting of the Association of Public and Land Grant Universities, San Francisco, CA.
- Phillips, S. D. (2013, July). Online Teaching and Learning. Chair and presenter at the annual meeting of the Council of Academic Affairs of the Association of Public and Land Grant Universities, Stevenson, WA.
- Phillips, S. D. (2013, September). The Triad: Promoting a System of Shared Responsibility. Issues for Reauthorization of the Higher Education Act. Testimony before the US Senate Committee on Health, Education, Labor, and Pensions, September 19, 2013, Washington, DC.
- Phillips, S. D. (2014, January). U.S. Department of Education Perspectives on Accreditation. Plenary presentation at the annual meeting of the Council of Higher Education Accreditation, Washington, DC.
- Bringsjord, E., & Phillips, S. D. (July, 2014). Student mobility, swirl, transfer, and common curriculum. Presentation at the meeting of the American Association of Public and Land Grant Universities Council on Academic Affairs, Santa Fe, NM.
- Phillips, S. D. (2014, October). Improving institutional culture and climate through faculty cluster hiring. Presentation at the annual meeting of the American Association of Public and Land Grant Universities, Orlando, FL
- Phillips, S. D. (2015, June). What is DSRIP and how can my campus benefit from it? Panel presentation at the meeting of the SUNY Association of Chief Academic Officers, New York, NY.
- Phillips, S. D. (2015, June). What is at stake for accreditation? Gatekeeping: Will Accreditation Continue in This Role? How Might It Change? Panel presentation at the Summer Workshop of the Council of Higher Education Accreditation, Washington, DC.
- Phillips, S. D. (2016, January). U.S. Department of Education: Outcomes, Accountability and Accreditation. Plenary panel presentation at the annual meeting of the Council of Higher Education Accreditation, Washington, DC.
- Phillips, S. D. (2016, March). Accreditation and the Federal Government. Panel presentation at the Postsecondary National Policy Institute Higher Education Accreditation Seminar, Warrenton, VA.

- Phillips, S. D. (2016, April). Faculty Cluster Hiring for Diversity and Institutional Climate. Keynote address at Keeping Our Faculty VII: Recruiting, Retaining, and Advancing American Indian Faculty and Faculty of Color, Minneapolis, MN.
- Phillips, S. D. (2016, April). Accreditation: Realities, Challenges, and Opportunities. Keynote address at the National Academies of Sciences, Engineering and Medicine Global Forum on Innovation in Health Professional Education, Washington, DC.
- Phillips, S.D. (2016, July). Are student outcomes and greater transparency now the two main drivers of accreditation? Panel presentation at the Summer Workshop of the Council of Higher Education Accreditation, Washington, DC.
- Phillips, S. D. (2016, September). Higher Education Accreditation System. Invited participant, National Academies of Sciences, Engineering, and Medicine and U. S. Government Accountability Office, Washington, D.C.
- Phillips, S.D. (2017, February). Convening on the Future of Higher Education Quality Assurance. Invited panel participant for the University of Pennsylvania Law School Ithaca S+R's Higher Ed Insights Project, Philadelphia.
- Phillips, S.D. (2018, January). Accreditation: Realities, Challenges, and Relationships. Presentation to the Board of Directors, Physician Assistant Education Association, Washington, DC.
- Phillips, S.D., & Kinser, K.K. (2018, January). Accreditation on the Edge. Plenary panel presentation at the annual meeting of the Council of Higher Education Accreditation, Washington, DC.
- Kinser, K.K., & Phillips, S.D. (2018, April). Accreditation on the Edge: Critique and Reform of Quality Assurance in U.S. Higher Education. Symposium at the annual convention of the American Educational Research Association, New York, NY.
- Phillips, S. D. (2018, June). Accreditation on the Edge in the Next Reauthorization of the Higher Education Act. Center for American Progress, Washington, D. C.
- Phillips, S. D. & Kinser, K. (2018, November). Accreditation on the Edge. Keynote address at the annual conference of the Middle States Commission on Higher Education, Washington, D. C.
- Phillips, S. D. (2019, January). Trends in Higher Education. Keynote address. Touro University System. Hawthorn, NY.
- Phillips, S. D. (2019, August). Discussion points. In Fouad, N.A. (chair), Why Aren't We There Yet? Research on the Career Development of Women. Symposium at the annual convention of the American Psychological Association, Chicago.
- Phillips, S. D. (2020, January). National Quality Dialog. Plenary panel presentation at the annual meeting of the Council of Higher Education Accreditation, Washington, DC.
- Phillips, S. D. (2020, September). Future: 2025. What will higher ed look like? What will higher ed accreditors be doing? Plenary presentation to the International Council Advancing Independent School Accreditation. (online)
- Phillips, S. D. (2021, April). Accreditation: Realities, Challenges, and Relationships. Presentation to the Board of Directors, Physician Assistant Education Association, Washington, DC. (online)

Cardom, R., Martin, J. L., & Phillips, S.D. (2021, June). Why do good people do bad things? A refresher in ethical decision making. University at Albany School of Social Welfare Continuing Professional Education, Albany, NY (online).

Bibbò, C. & Phillips, S. D. (2026, January). Stay or Switch? What Shapes the Choice of Institutional Accreditor. Paper presented at the annual conference of the Council of Higher Education Accreditation, Washington, DC.

Funding for Research and Training

"Just For The Kids – New York"--"Know your Schools—For NY Kids" Multiple Funders: New York State, AT&T, NCEA, IBM, State Farm. (\$6 million). 2004-2012.

"EXPORT Center for Health Disparities in Smaller Cities." NIH-National Center on Minority Health and Health Disparities with L. Schell, B. Ramos, N. Denton, & R. Alba (\$1.24 million). 2004-2007.

"Markov modelling of career decision making behavior." University Awards Program, Research Foundation of the State University of New York (\$3,800). 1980-81.

"The School-to-work transition: A theory building investigation." Spencer Foundation. (\$12,000). 1994-95.

"A longitudinal investigation of the school-to-work transition: Phase II." State University of New York Faculty Research Awards Program (\$13,800). 1995-96.

"Program for Psychology Interns." Albany County Department of Mental Health. Multi-year award as follows: (\$18,768) 1993-94; (\$21,160) 1994-95; (\$22,299) 1995-96; (\$30,307) 1996-97.

Research Supervision

Dissertation Committee Chair

Women's sex role self concepts, information processing schemas, and career decision making. (L. Newman; completed 1983)

The relationship of sex role attitudes, behaviors, and attitude-behavior incongruence to role conflict among dual career women. (S. Johnston; completed 1984)

The interaction of career and psychosocial roles: A partial test of Super's life-span, life-space model of career development. (F. Johnston; completed 1984)

The development and validation of a decision making style instrument. (D. Walsh; completed 1985)

Occupational level attainment in the school to work transition: A test of Holland's occupational level hypotheses. (B. Berthaume; completed 1986)

Home career conflict as mediated by hardy personality and social support. (C. Tucker; completed 1986)

Sources of influence on cross situational stylistic vocational decision making behavior. (N. Paziienza; completed 1986)

A multi-instrument analysis of two aspects of the self-concept: Identity and self esteem. (H. Ferrin; completed 1987)

- The impact of traditionality and structure of opportunity information on the occupational self efficacy of feminine sex typed college women. (R. Hale, completed 1989)
- Differential contributions of self- and environment-based vocational exploration. (G. Roeding; completed 1989)
- The role of anxiety in progress in career decision making. (P. Kost; completed 1990)
- An investigation of Gottfredson's theory of circumscription and compromise in career choice. (L. Barry; completed 1990)
- The role of social support in coping with the stress of the dual career lifestyle. (M. Dasey-Morales; completed 1992)
- The developmental etiology of career decision making orientation. (H. Axelrod; completed 1992)
- Relating parental role model influences to the traditionality of college women's career choices. (J. Heslin; completed 1993)
- Counselors' perceptions of clients' career aspirations: The impact of client gender and sex role orientation. (K. Bronson, completed 1993)
- Knowledge organization as a factor in career intervention outcome. (V. Shivy, completed 1994)
- Counselor self-efficacy and perceptions of fraudulence. (A. Alvarez, completed 1995)
- Academic gender discrimination and women's behavioral agency. (J. Ancis, completed 1995)
- Individual developmental differences in the Self-Directed Search strategy from a decision making perspective. (N. Cuddihy, completed 1995)
- Interest congruence and central issue correspondence: A new, predictive model of job satisfaction. (A. Imhoff, completed 1997)
- Factors affecting adolescent female career development: The role of parental attitudes and behaviors in relation to the traditionality of female adolescent occupational preference. (J. Rodenhiser, completed 1998)
- Needs for structure and affiliation: A parsimonious prediction of satisfaction with career counseling. (S. Gardner, completed 1998)
- The relationship between gender composition of undergraduate institution and women's agentic self-efficacy expectations. (A. Barba, completed 1999)
- Career development of ethnic minorities: The effects of ethnic identity and acculturation on perceived career barriers. (A. Carlo; completed 1999)
- The relationship between role learning and multiple role realism. (J. Hotaling; completed 1999)
- Relational perspectives on the college choice decision making process. (C. Carlson; completed 2001)
- The construction of a relational career decision making measure. (E. Christopher-Sisk; completed 2001)

- The relationship between vocational maturity and subjective well-being. (M. Hotaling; completed 2001)
- The role of motivation in dependent decision making. (J. Hanych; completed 2002)
- The role of parental attachment and psychological separation on the career decision making process. (K. Gravino, completed 2002)
- Hardiness as a predictor of coping and internship satisfaction among predoctoral interns. (M. Skau, completed 2002)
- Cultural predictors of dependent career decision making among Chinese-American college students. (A. Rosin, completed 2002)
- The impact of health adjustment and perceived social support on the career exploration of adolescents living with Sickle Cell Anemia. (C. Lochard, completed 2002)
- The role of social support in the career decision making of urban adolescents. (N. Pol, completed 2003)
- The role of developmental and relational factors in the process of career decision making for adolescent mothers. (M. Stramenga, completed 2003)
- Social class mobility: A process of acculturation? (M. Groat, completed 2003)
- Intuitive decision making in vocational choice and development. (S. Kerbel, completed 2004)
- Do personality characteristics influence college students' use of protective behavioral strategies? (B. Donovan, co-chair, completed 2008)
- The role of attachment and social support in vocational maturity (J. Gallo, completed 2009)
- Why school bus drivers stay in their jobs (B. Carey, completed 2022)
- Educational opportunity program services and college student intentions to persist: Does mattering matter? (G. Pichardo, completed 2022)
- Illness perceptions and illness perception incongruence as predictors of psychological distress among veteran caregivers in the context of chronic multi-symptom illness. (Darren Winograd, completed 2024)
- The process of policy change in higher education accreditation: An international multi case study. (Cecilia Bibbo, completed 2024)
- The effect of presenting concerns on clinicians' assessment of patients' suicide risk. (Alexandra Brunkow, completed 2024)
- Negotiating Quality: An analysis of American higher education accreditation policy. (J. André Foisy, completed 2026)

Dissertation Committee Memberships

- Educational-vocational indecision: A study of variables which differentiate indecision as either a normal stage or a problem stage in the educational-vocational choice process for college freshmen. (J. Brosnan; completed 1981)
- Cognitive complexity, sex role orientation, and the reconciliation of inconsistent information in an impression formation task. (R. Capurso; completed 1982)
- Status inferences in clinical judgments. (L. Nott; completed 1983)
- The effects of communicator expertness and selected factors of similarity on women's pioneer career exploration. (A. Grand; completed 1985)
- The relationship between career development and ego development: Toward a concept of career development. (S. Chase; completed 1986)
- An evaluation of the effectiveness of two career/life development programs for re-entry women. (J. Gellert; completed 1986)
- The effect of vocational information on cognitive complexity levels in judging occupations. (S. Neren, completed 1986)
- Career exploratory preferences and outcomes considered from the perspective of the Person-Environment Fit model. (B. Kidney; completed 1992)
- The impact of the tendency to foreclose on the initial stage of the career decision making process. (P. Berger; completed 1992)
- The relationship between the tendency to foreclose, and exploratory activity and vocational maturity. (L. Devenis; completed 1994)
- The contribution of peer relatedness to the career development process in later adolescence. (D. Felsman, completed 1995)
- The relationship between attachment and career choice. (M. DeMania; completed 1998)
- Personality factors and career exploration. (M. Reed; completed 1998)
- The school to work transition of high school graduates. (K. Jobin-Davis; completed 2000)
- Career decision-making and the self-critical aspects of perfectionism. (J. Page; completed 2005)
- The contribution of acculturative stress to body dissatisfaction among Latina college women: Testing the moderating effects of ethnic identity and differentiation of self. (J. Almonte, completed 2019)
- A cross cultural comparison of asian college students' well-being: Exploring the impact of cultural factors in a social cognitive framework. (Jennifer Bordon, completed 2021. Recipient of the 2021 Presidential Distinguished Doctoral Dissertation Award)
- The efficacy of orientation programming on college student retention at a college of technology (Nicholas Wagner, completed 2021)

The impact of racial discrimination on workplace inclusion and talent retention. (Katherine Kirkinis, completed 2021)

Generation Z: Who are they and what do they expect from student affairs on campus? (Mary Wake, completed 2022)

Understanding sense of belonging of students of color attending a liberal arts college (Jessica Wenger, completed 2022)

Understanding engineering students' ethical decisions: Machiavellianism, ultimatum bargaining choices, student experience, and implications for engineering education. (Susan Henry, completed 2024)

The role of familial support and gender in Asian American students' STEM career development: A test of social cognitive career theory. (Xiao Ting Wang, completed 2025)

Change to adapt, or adapt to change: a study of accreditation policy change. (David Phillips, in progress)

Adult Women Returners: Employer Assistance and the Re-Enrollment in College. (Valerie Swenson, in progress)

Regulating the regulators: How are accrediting agencies in the United States held accountable? (Tara Cope, in progress)

Relational efficacy beliefs in supervision of master's level counseling trainees as predictors of counseling Interest and goals. (Taylor Karnilaw, in progress)

Informing Change Processes in the Community College (Wendy Beesley, in progress)

Stakeholder Satisfaction Under Different Advising Organizational Models: A Contingency Theory Approach (Michael Giroux, in progress)

Can College Readiness Improve Persistence? (Elaine Harwood, in progress)

Dissertation External Reader

The Academic Backgrounds & Career Paths of HBCU Presidents: A Mixed Methods Study of Presidential Success. (K. Best, completed 2020)

TEACHING

University at Albany, State University of New York (1979 - present)

Principles of Career and Life Planning (Coordinator)
Introduction to Counseling
Theories of Counseling
Introduction to Counseling Psychology (Ethics portion)
Career Development
Advanced Career Development
Theories of Career Development in Counseling Psychology
Selected Topics in Counseling Psychology: Counseling Women
Practicum in Counseling Psychology
Advanced Practicum in Counseling Psychology
Advanced Practicum in Specialized Procedures
Internship
Assessment and Accountability in Higher Education
Administration of Institutions of Higher Education
Open SUNY Online Teaching Ambassador (2019-present)

University of Utah (1978-1979)

Career and Life Planning
Learning Skills
Stress Management
Interpersonal Skills
Vocational Psychology

Barnard College (1976-1977)

Counseling Techniques and Study Skills Methods

Stanford University (1974 - 1975)

Contraceptive Counseling

UNIVERSITY, COMMUNITY, AND PROFESSIONAL SERVICE

*(Note: major service activities are in **bold**)*

Division/Department of Counseling Psychology (UAlbany/SUNY)

Coordinator, Certificate Program in Student Development (1979).
Member, Two Year Programs Planning Committee (1979-1981).
Coordinator, Advisement and Retention Policies (1979-1981).
Developer, Policies and Procedures Manual for Fieldwork in Two Year Programs (1979-1980).
Developer, Practicum Manual for Two Year Programs (1979-1980).
Member, Doctoral Planning Committee (1979-1982).
Faculty Search Committees (1979-1980; 1982-1983; 1984-1985).
Doctoral Admissions Coordinator (1981-1982; 1986-1987).
Executive Committee (1982-1983; 1984-1985; 1987-1998).
Tenure Review Committee (1985 - 1998).
Departmental Representative, United University Professions (1985 - 1988).
Director of Doctoral Training (1987-1998; 2025-present).
Chair, Academic Standards Committee (2017-present)

Department of Educational and Counseling Psychology (UAlbany/SUNY)

Department Chair (1998-2002)

Psychological Services Center (UAlbany/SUNY)

Developer and consultant for Career Services Unit of the Psychological Services Center (1981-2002).
Psychological Services Center Steering Committees (Policy and Planning Committee; Operations Committee), UA/SUNY (1985-1998).

Director (Interim) (1996-1997).

Search Committee for the Director of the Psychological Services Center (1986).

Department of Educational Policy and Leadership (UAlbany/SUNY)

Member, Doctoral Qualifying Examination Committee (2017; 2019; 2020)

Curriculum Development: "Stackable Credentials" (2017)

Member, Curriculum Committee (2017--2019)

Chair, ad hoc Committee for Term Renewal Review (Trolian) (2020-2021)

Chair, ad hoc Committee for Promotion and Continuing Appointment Review (Trolian) (2020-2021)

School of Education (UAlbany/SUNY)

Committee on Computer Facilities in the School of Education (1979-1980).

Search Committee for Director of School of Education Computer Facilities (1979-1980).

School of Education Faculty Council (1982-1983).

School of Education Committee on Admissions and Academic Standards (1984-1987).

School of Education Council on Appointment, Promotion, and Tenure (1985-1988).

School of Education Ad Hoc Committee on Minority Recruitment (1986-1987).

Joint Committee on School Psychology (1988-1995).

School Psychology Search Committee (1989; 1990).

School of Education Academic Council (1990-1991; 1993-1997).

School of Education Dean Search Committee (1992; 1999).

Chair, Joint Committee on Counseling Psychology, School Psychology, Educational Psychology, and Special Education (1997-98)

University (UAlbany/SUNY)

Developer and consultant for undergraduate career and life planning services (1979-1981).

Keynote Speaker, University Community Day (1982).

Member, Educational Development Task Force (1984-1986).

Resource Person on sexual harassment (1985-1990).

Faculty Associate, Institute for Research on Women (1987-1991).

University Counseling Center Search Committee: Chair (1989), Member (1990).

Member, Committee on Research Incentives (1989-1992).

Member, Committee on Student Conduct (1990-1994).

Member, Learning Disability Position/Student Affairs Search Committee (1993).

Member, Respondent Panel at the Nelson A. Rockefeller Institute of Government/University at Albany
School of Education Symposium on Education and Training for the Workplace (1994)

Member, Advisory Committee, UA Career Development Center (1995).

Member, Task Force on Career Services (1996-1997)

Chair, Search Committee for the Director of Career Services (1997)

Member, Search Committee for the Dean of the School of Education (1999)

Member, Search Committee for Advisement Services Center (1999)

Member, Presidential Task Force on Commencement (2000)
Member, Dean's Council (2002-2008)
Member, Educational Policy Council (2002-2003)
Chair, Search Committee, Director of the University Libraries and Dean of the Library Faculty (2004-2005)
Member, Provost's Assessment Advisory Committee (2004-2005)
Advisory Board, Center for Social and Demographic Analysis (2004-2008)
Member, Search Committee, Provost and Vice President for Academic Affairs (2005)
Citizen Laureate Selection Committee (2005)
Member, Governing Board, Honors College (2006-2008)
Member, Diversity/Globalization Plan Task Force (2006-2008)
Chair, Search Committee, Dean of the School of Public Health (2006-2007)
Member, Commencement Steering Committee (2007)
Chair, Honorary Degree Nomination Committee (2008-present)
Member, Presidential Search Committee (2007-2009)
Member, Albany Alliance for Young Talent Advisory Board (2007-2008)
Co-chair, Budget Advisory Group (2008-2009)
Chair, Budget Advisory Group II (2009)
Co-chair, Budget Advisory Group III (2009-2010)
Chair, Search Committee, Vice President for Finance and Business (2009-2010)
Chair, NCAA Recertification (2010-2011)
Co-chair, Budget Advisory Group IV (2010-2011)
Chair, Strategic Planning Committee (2010-2011)
Chair, Strategic Plan Implementation Steering Committee (2011-2013)

University System (State University of New York)

Panelist, SUNY System Board of Trustees' Annual Town/Gown Conference. (2004)
Member, Executive Committee, SUNY Deans and Directors of Education (2007-2008)
Chair, Provost's Advisory Council for Academic Assessment, SUNY (2009)
Member, Search Committee, System Provost, SUNY (2010)
Member, SUNY Strategic Planning Teams
 Transformation Team: Leadership Development (2010-present)
 Innovation Team: SUNY and the Seamless Education Pipeline (2010-present)
Member, SUNY Chief Academic Officers Executive Committee (2011-present)
Member, SUNY System Budget Allocation Team (2011-2012)
Member, SUNY System Resource and Budget Task Force (2011-present)
Member, SUNY System Shared Services Task Force (2011-present)
Member, SUNY System Remediation Task Force (2012-2013)
Chair, SUNY Association of Chief Academic Officers (2013-14)
Member, SUNY Leadership Strategic Academic Innovative Leadership (SAIL) Institute Alumni Network Advisory Board (May 2017 to present)
Fellow. SUNY Strategic Academic Innovative Leadership (SAIL) Institute (May 2017 to present)

SUNY Strategic Academic Innovative Leadership (SAIL) Institute

Program Organizer, SUNY Leadership Regional Alumni Network (September 1, 2016 - May 30, 2018)
Committee Member, SUNY SAIL Leadership Alumni Network Advisory Board. (May 19, 2017 - Present)
Presenter, SUNY SAIL Institute StonyBrook Fellows. (February 1, 2018 - May 7, 2018)
Presenter, SUNY SAIL Department Chairs Academy. (May 30, 2018 - May 31, 2018)
Presenter, SUNY SAIL Institute Department Chairs Workshop (SUNY Oswego). (January 26, 2019)
Presenter, SUNY SAIL Institute Department Chairs Workshop (SUNY Empire State College). (December 7, 2018)

Presenter, SUNY SAIL Institute Department Chairs Workshop (SUNY Old Westbury/Farmingdale). (May 16, 2019)

Presenter, SUNY SAIL Department Chairs Academy. (May 23, 2019 - May 24, 2019)

Presenter, SUNY SAIL Department Chairs Academy. (June 29, 2020 – August 17, 2020)

Presenter, SUNY SAIL Department Chairs Academy. (June 29, 2021 – July 30, 2021)

Presenter, SUNY SAIL Department Chairs Academy. (June 27, 2022 – July 27, 2022)

Presenter, SUNY SAIL Department Chairs Workshop (Salem State University). (July 29, 2022 – August 30, 2022)

Presenter, SUNY Hispanic Leadership Institute. (February 6, 2023)

Presenter, SUNY SAIL Leaders Learning Live (Jun 15, 2023)

Presenter, SUNY SAIL Department Chairs Academy. (June 25, 2023-Aug 1, 2023)

Presenter, SUNY SAIL Department Chairs Workshop (Morrisville). (September 8, 2023)

Presenter, SUNY SAIL Department Chairs Academy. (June 26, 2022 – July 28, 2025)

Professional: Local, Regional and State

Member of Advisory Board, Career Development Grant (Junior College of Albany, Albany, NY, 1979-1991).

Invited presenter, Governor's Conference on Families--Families and Health (Albany, NY, 1980).

Consulting Psychologist, Northeast Parent and Child Society (Schenectady, NY, 1981-1986).

Consulting Staff Psychologist, Consultation Center of the Roman Catholic Diocese (Albany, NY, 1986-present).

Member, Membership Committee, Psychological Association of Northeastern New York (1993-1998).

Member, Executive Committee, Hudson Mohawk Regional School Support Center (Castleton, NY, 2002-2007)

Member, Policy Board, Greater Capital Region Teacher Center (Schodack Park, NY, 2002-2008)

Member, Executive Committee, Capital Area School Development Association (Rennselaer, NY, 2002-2008)

Member, Bishop's Task Force on Diocesan Policy regarding Clerical Sexual Misconduct. Roman Catholic Diocese of Albany (Albany, NY, 2002)

Member, New York State Professional Standards & Practices Board for Teaching (2005-2011)

Member, FamTask Education Subcommittee, Albany-Colonie Chamber of Commerce (2006 – 2008)

Member, Business Alliance for Tech Valley High School (2006-2008)

Member, Horizon Committee, Albany Medical Center (2010 – 2014)

Member, Advisory Screening Panel, Chancellor for the New York City Schools, New York State Education Department (2011)

Member, Advisory Screening Panel, Superintendent for the City School District of Albany, New York State Education Department (2012)

Presenter, Managing Up during times of transition. Hudson Valley Community College (2025)

Professional: National

Member, Task Force on Evaluation, Commission VII, American College Personnel Association (1980-1981).

Reviewer, APA Division 17 Convention Program proposals (1982-1985).

Associate Editor, American Psychological Association Division 17 (Counseling Psychology) Newsletter (1984-1987).

Member, Task Force on Simulation Examination (Professional Examination Service, New York, NY, 1984-1985).

Member, American Psychological Association Division 17 (Counseling Psychology) Program Committee (1985-1988).

Member, American Psychological Association Division 17 (Counseling Psychology) Membership Committee (1988-1991).

Member, American Psychological Association Division 17 (Counseling Psychology) Nominations Committee (1989-1992).

Member, American Psychological Association Division 17 (Counseling Psychology) Awards Committee (1992-1995).

Member, Council of Counseling Psychology Training Programs Executive Board (1989-1990).

Invited Participant, The National Conference on Scientist-Practitioner Education and Training for the Professional Practice of Psychology, January 16-21, 1990, Gainesville, Florida.

Chair, Council of Counseling Psychology Training Programs (1990-1992).

Chair, Holland Award Panel, Awards Committee, American Psychological Association Division 17 (Counseling Psychology) (1993-1995).

Co-Chair, BEA/CoA Task Force on the Composition of Domain II of the Committee on Accreditation (2001 and 2002).

Consulting Member, Distance Education Task Force, American Psychological Association (2001-2002).

Member, Executive Committee, American Educational Association Organization of Institutional Affiliates (2007-2009).

Board of Educational Affairs Appeal Panel, American Psychological Association (2008-2011)

Member, Executive Committee, Council on Academic Affairs, Association of Public and Land-Grant Universities (2012-2014).

Chair, Advisory Committee, Urban Universities for HEALTH Report on Faculty Cluster Hiring for Diversity and Institutional Climate (2014-2015).

National Service: Accreditation and Quality Assurance

Chair, Committee on Accreditation, American Psychological Association (2000, 2001; Executive Committee, 1997, 1998, 1999, 2000, 2001; Associate Chair, 1997, 1998, 1999; Member, 1996).

Presentations of Workshops for Site Visitor Training for the following professional groups (1997-2002):
National Council of Schools of Professional Psychology, American Psychological Association, Council of Counseling Psychology Training Programs Conference, Association of Counseling Center Training Agencies

Presentations of Workshops for Directors of Training for the following professional groups (1997-2002):
Association of Psychology Postdoctoral and Internship Centers, APA Division 17, Association of Veterans Administration Psychology Leaders, Council of Counseling Psychology Training Programs, National Council of Schools of Professional Psychology, Association of Counseling Center Training Agencies,

Presentations on General Matters of Accreditation for the following professional groups (1997-2002):
APA Board of Educational Affairs, U. S. Department of Education, APA Board of Directors, Commission on Education and Training Leading to Licensure, Council of Chairs of Training Councils, APA Board of Educational Affairs/Committee on Accreditation Joint Task Force on the Composition of the Committee on Accreditation, Council of Chairs of Training Councils, Psychology Executive Roundtable, Council of Higher Education Accreditation

Consultation and Liaison Presentations at Meetings of Professional Psychology Organizations (1997-2002): APA Board of Educational Affairs, Council of Graduate Departments of Psychology, Council of Chairs of Training Councils, Council of Credentialing Organizations in Professional Psychology, Combined Training Councils in Professional Psychology, Trilateral Forum in Professional Psychology, Canadian Psychological Association, Commission on Education and Training Leading to Licensure, Joint Task Force of the APA Committee on Accreditation and the CPA Accreditation Panel, Association of Counseling Center Training Agents, APA Distance Education Task Force

Chair and Member, Joint Designation Committee, Association of State and Provincial Psychology Boards/National Register (2006-2014; Chair 2008-2009)

Chair, National Advisory Council on Institutional Quality and Integrity, US Department of Education (2014-2017; member 2010-2019); Chair, Subcommittee on Higher Education Reauthorization (2010-2013)

Testimony before the US Senate Committee on Health, Education, Labor, and Pensions, September 19, 2013, Washington, DC: *The Triad: Promoting a System of Shared Responsibility. Issues for Reauthorization of the Higher Education Act.*

Plenary presentation to the Council of Higher Education Accreditation, Washington, DC, January 29, 2014. *U.S. Department of Education Perspectives on Accreditation.*

Panel presentation at the Summer Workshop of the Council of Higher Education Accreditation, Washington, DC. June 24, 2015. *What is at stake for accreditation? Gatekeeping: Will Accreditation Continue in This Role? How Might It Change?*

Plenary panel presentation at the annual meeting of the Council of Higher Education Accreditation, Washington, DC. January 27, 2016. *U.S. Department of Education: Outcomes, Accountability and Accreditation.*

Panel presentation at the Postsecondary National Policy Institute Higher Education Accreditation Seminar, Warrenton, VA, March 30, 2016. *Accreditation and the Federal Government.*

Keynote address at the National Academies of Sciences, Engineering and Medicine Global Forum on Innovation in Health Professional Education, Washington, DC. April 21, 2016. *Accreditation: Myths and Opportunities.*

Panel participant at the National Academies of Sciences, Engineering, and Medicine and U. S. Government Accountability Office Workshop, Washington, D.C., September 29-30, 2016. *Higher Education Accreditation System.*

Panel participant at the University of Pennsylvania Law School Ithaca S+R's Higher Ed Insights Project, Philadelphia, February 16-17, 2017. *The Future of Higher Education Quality Assurance.*

Panel participant at the Lumina Foundation convening October 11-12, 2017, Indianapolis, IN. *Quality, Equity & Accountability.*

Commissioner, Western Association of Schools and Colleges Senior College and University Commission (elected). February 22, 2019 – 2024.

Chair, Accreditation Policies and Procedures, Western Association of Schools and Colleges Senior College and University Commission. 2022-2024

Executive Committee, Western Association of Schools and Colleges Senior College and University Commission. 2023-2024

Invited participant. Council of Higher Education Accreditation, Washington, DC, July 17, 2019. *National Quality Dialog.*

Invited participant at the Lumina Foundation convening *Quality and Equity in the New Credentialing Landscape*, Dallas, TX. September 11-12, 2019.

Invited participant. Postsecondary National Policy Institute Briefing for Congressional Staff, Washington, DC. October 15, 2019.

Invited participant. National Advisory Conversation. Western Association of Schools and Colleges, Alameda, CA. May 27, 2020.

Invited participant at the Physician Assistant Education Association *Doctoral Summit*. Charlotte, NC: March 13-15, 2023

Selected Editorial Service

Editorial Consultant, *Studies in Higher Education* (2022 – present)

Editorial Consultant, *Higher Education Policy* (2021 – present)

Editorial Consultant, *Educational Policy* (2020 – present)

Editorial Consultant, Festschrift in honor of Judith Eaton, Sterling Publishers (2020-2021)

Reviewer, American Psychological Association Publications (2019 - present)

Consulting Reviewer, Center for American Progress. (2018 – present)

Reviewer, National Academy of Medicine. (2018 – present).

Editorial Board, *Organizational Psychology* (*Frontiers in Communication and Frontiers in Psychology*). (2017 – 2020)

Editorial Consultant, *European Journal of Training and Development*. (2017-present)

Editorial Board, *The Counseling Psychologist*, (1996-1999) (Consulting Editor, 2009-2014)

Editorial Board, *Journal of Vocational Behavior* (1987-1997) (Consulting Editor, 1980-1987; 1999-2007)

Editorial Board, *Journal of Counseling Psychology* (1987-1993) (Consulting Editor, 1980-1987; 1999-2007t)

Editorial Board, *Vocational Guidance Quarterly* (1982-1986)

Guest Editor, *Counselor Education and Supervision*: Special Issue on Computers in Counselor Training (1984)

CONTINUING EDUCATION

Includes attendance at major national professional conventions (APA, AERA, AACTE, AAMC, APLU, ACE) as well as national and regional conferences related to higher education, including SUNY Deans and Directors of Schools and Departments of Education, New York State Council of University Deans, Council of Deans in Research Education Institutions/Association of Deans of Education in Land Grant and State Colleges, New York State Association of Teacher Educators, New York Association of Colleges of Teacher Education, American Council on Education, Council on Higher Education Accreditation, and Association of Public and Land Grant Universities. In addition, attendance at numerous specific professional continuing education programs, as well as leadership and executive training.