

## ***Gail Hackett***

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### ***Education***

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The Pennsylvania State University	Ph.D.	1978	Counseling Psychology
The Pennsylvania State University	M.Ed.	1975	Counseling
The Pennsylvania State University	B.A.	1973	Psychology

### ***Employment***

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Feb. 2008-present	Provost & Vice Chancellor for Academic Affairs, University of Missouri, Kansas City
2008-present	Professor, Counseling & Educational Psychology, School of Education, University of Missouri, Kansas City
2004- 2008	University Vice Provost & Dean, University College, Office of the Executive Vice President & Provost of the University, Arizona State University.
2007	Interim Dean, School of Educational Innovation and Teacher Educations, ASU at the Polytechnic campus.
2000-2004	Vice Provost for Academic Personnel, Office of the Executive Vice President & Provost of the University, Arizona State University
1997- 2000	Associate Dean for Academic Programs & Personnel, College of Education, Arizona State University (Acting Dean, Fall 1998)
1993-1997	Director, Division of Psychology in Education, Arizona State University
1989-2008	Professor, Counseling Psychology Program, Division of Psychology in Education, Arizona State University
1988-1989	Associate Professor, Counseling Psychology Program, Division of Psychology in Education, Arizona State University
1985-1988	Program Leader and Director of Training, Counseling Psychology Program, Graduate School of Education, University of California, Santa Barbara
1983-1988	Assistant, Associate Professor, Counseling Psychology Program, Graduate School of Education, University of California, Santa Barbara
1978-1983	Assistant Professor of Counselor Education, Academic Faculty of Special Services, College of Education, The Ohio State University

## **Administrative Experience**

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### **Provost & Vice Chancellor for Academic Affairs, University of Missouri, Kansas City (2/08- present).**

UMKC is a public, urban research university with a specific mission emphasis in the visual and performing arts, health and life sciences, and urban affairs. UMKC has 14,400 students on two campuses, 38% of students are graduate and professional; 1800 faculty; 1500 staff; and an annual budget of over \$360M.

**Reporting Units.** All Deans except the Dean of Medicine report directly to the Provost (the Dean of Medicine reports to the Chancellor with an informal reporting line to the Provost). Health Sciences campus: School of Medicine, School of Dentistry, School of Pharmacy and School of Nursing. Volker campus: College of Arts & Sciences; School of Biological Sciences; Henry W. Bloch School of Business and Public Administration; School of Computing & Engineering; Conservatory of Music & Dance; School of Education; School of Graduate Studies; School of Law; University Libraries. Other direct reports: Vice Provost for Research; Chief Information Officer; Vice Provost for Academic Affairs; Vice Provost for Faculty Affairs.

### **University Vice Provost & Dean, University College, Arizona State University (2004-2008). \$25.7M**

budget; 65 faculty; 160 staff. University College was an academic unit located on all four ASU campuses with responsibilities for undergraduate exploratory students (~5,000); Bachelor of Interdisciplinary Studies majors (~2,300); students in continuing and professional studies programs (~25,000); and for student retention and success across ASU. University College at the time was the primary liaison to Arizona community colleges for partnerships leading to the baccalaureate and housed staff working on academic articulation across postsecondary institutions in Arizona. University College also hosted degree programs, operated as a degree incubator, and offered all general education and non-major courses for students on the ASU Downtown Phoenix campus. Served on University Provost's Senior Leadership team working on various projects; participated in Arizona Board of Regents' Chief Academic Officers meetings.

**Reporting Units (2004-2008):** School of Letters & Sciences; School of Extended Education; Center for Academic Advising; Major and Career Exploration; Community College Relations, Academic Articulation, & the Transfer Center; Degree Audit Reporting System (DARS); Academic Success & Engagement Services (e.g., Service Learning, the Writing Center, Campus Match, Summer Bridge, Student Success Centers on every campus, and University success & major exploration courses); the Office of University Evaluation and Testing; and the Center for Teaching and Learning Excellence.

### **Major Accomplishments:**

- Created development plan for University College.
- Organized different units into coherent and well-functioning college structure across all four ASU campuses, including hiring over 80 new faculty and staff in a year and a half.
- University College was the academic anchor for a new ASU Phoenix Downtown campus, functioning as a College of Arts & Sciences. The new campus was a collaboration between ASU and the City of Phoenix, concept to campus opening with 3,000 FTE students and 600 faculty in 18 months (34 faculty in UC downtown).
- Worked with architects and design firm on the design and renovation of academic facilities for the Downtown Phoenix campus.
- Established Student Success Center on Downtown Phoenix campus; one-stop shop for student academic support services (advising, tutoring and coaching, supplemental instruction, major and career advising, and support for transfer students co-located with admissions, financial aid, and registrar and disability resource services).
- Developed and began implementation for the School of Extended Education to expand ASU distance education and online enrollments to 100,000.
- Created online and on-site major and career exploration programs for "exploratory" students.
- Established University College Assessment & Evaluation office to ensure data-driven decision making; established a "scorecard" to track progress towards college goals and objectives.

- Worked on the creation and implemented major transfer partnerships with three Arizona community colleges districts, encompassing over 10 academic degree programs and ~1200 students to improve access to the baccalaureate degree in Arizona.

**Vice Provost for Academic Personnel**, Office of the Executive Vice President & Provost of the University (2000-2004). ASU had at this time three campuses; ~2,200 faculty; 7,600 employees; \$474M state budget; ~62,000 students; 43,000 undergraduate, 13,000 graduate students.

**Responsibilities:** All personnel matters for faculty and academic professionals including offer letters, leave requests, probationary reviews, multi-year lecturer appointments and renewals, college faculty recruitment plans, review of Regents' Professor appointments, Promotion & Tenure, Post Tenure Review, Promotion & Continuing Status, new faculty orientation, and academic policies and procedures. Served as Provost's office liaison to Academic Chairs & Directors Council, Assistant & Associate Deans Council, Academic Senate Personnel Committee, and to Facilities Management & Administrative Services, including serving on the University Space Committee, the Capital & Facilities Committee, as co-chair of the University Security Committee and on many other academic space and facilities-related teams. Worked with Provost's Office team on various projects; participated in Arizona Board of Regents' Chief Academic Officers meetings. Served on Council for International Affairs.

**Reporting Units:** International Programs Office; Inter-group Relations Center; Summer Sessions/Summer Study Abroad; University Ceremonies (2000-2003); Office of University Evaluation/Testing Center; Academic Facilities & Class Scheduling (2000-2001).

**Major Accomplishments:**

- Acted on over 90 Promotion and Tenure cases per year
- All-University Promotion & Tenure Task Force: instituted major policy changes and overhaul of P&T process and revisions to academic personnel policies and procedures.
- Developed new Arizona Board of Regents and ASU policies regarding Professor of Practice and other faculty titles.
- Chaired the Student Persistence, Retention, & Graduation Task Force; initiated university retention campaign.
- Child and Dependent Care Task Force and made recommendations to university about work-life services.
- Southwest Borderlands faculty hiring initiative strategically increasing faculty diversity.
- Commission on the Status of Women strategic plan.
- Development of family-friendly policies and procedures.
- Initiated work on Faculty Mentoring Program.
- Set up and monitored Voluntary Separation & Retirement Program for faculty.

**Associate Dean for Academic Programs & Personnel**, ASU College of Education (1997-2000, Acting Dean, Fall 1998). 110 faculty; 87 staff; \$13M budget; 3,937 student majors; 2,099 undergraduate students; 1,306 master's students; 532 doctoral students.

**Responsibilities:** Day-to-day operations of the college. Academic program responsibilities including academic programs reviews, development of new programs and new course offerings, and program mergers. Responsible for coordinating college space and oversight of renovations. Also responsible for all faculty and academic professional personnel matters in the College of Education, including hiring, promotion and tenure, and new faculty orientation. Responsible for college faculty recruitment plans and oversight of unit budgets; worked with dean on college budgets. Worked with dean on development activities, including fundraising and liaison work with Dean's External Advisory Group.

**Reporting Units:** Center for Academic Precocity; COE Computer Lab; Technology advisory committee; Student Affairs.

**Major Accomplishments:**

- Revamped promotion and tenure policies for the college; developed new faculty workload models tied to performance agreements and evaluation.
- Developed COE post-tenure review policies procedures.
- Dean's liaison to team developing new programs (e.g., innovative Doctorate in Educational Leadership for practitioners).
- Created new course offerings (Exploration in Education for freshmen; new instructional units for teacher education programs).
- Supervised college program reviews for Interdisciplinary Ph.D. program in Curriculum and Instruction, master's and doctoral programs in Educational Psychology, and Ph.D. programs in Educational Policy Studies.
- Co-author of comprehensive self-study of College of Education.
- Oversight of major program merger in Educational Technology (Educational Media & Computers & Learning & Instructional Technology).
- Part of team acquiring \$1M+ endowment for Professional Board Certification Program for teachers.
- Restructured Office of Student Affairs to provide better student development services in college.

**Director, Division of Psychology in Education**, ASU College of Education (1993-1997). 34 faculty; 7 staff; \$2.7M budget; \$1M sponsored projects; 15 local budgets; 344 majors; 79 master's, 20 PhD degrees per year.

**Responsibilities:** Leadership for interdisciplinary academic unit with 7 graduate academic programs (Counseling, Counseling Psychology, Educational Psychology, Learning & Instructional Technology, Lifespan Development, Measurement, Statistics, & Methodological Studies, and School Psychology), including 3 nationally accredited programs.

**Major Accomplishments:**

- Implemented new course offerings for teacher education programs.
- Received initial accreditation for Counselor Education Program.
- Counseling and School Psychology programs received full accreditation.
- Increased diversity of faculty and student body.
- Oversaw extensive facility renovations in support of academic programs.
- Revised faculty policies and procedures.
- Implemented technological innovations, e.g., enhanced web-based course offerings, sponsored faculty development activities, networked offices and other early innovations.

**Professional Publications**


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Lent, R.W., & Hackett, G. (In press). Social cognitive theory. In S.J. Lopez (Ed.), *Encyclopedia of positive psychology*. Oxford, United Kingdom: Blackwell publishing.

Hackett, G., & Lent, R.W. (In press). Social cognitive theory. In W.B.. Walsh and P.J. Hartung (Eds.), *Encyclopedia of counseling (Vol. 1: Personal counseling)*. Thousand Oaks, CA: Sage.

Lent, R.W., Brown, S.D., & Hackett, G. (In press). Social cognitive career theory. In W.B.. Walsh and P.J. Hartung (Eds.), *Encyclopedia of counseling (Vol. 3: Career and vocational counseling)*. Thousand Oaks, CA: Sage.

Lent, R.W., Brown, S.D., & Hackett, G. (In press). Social Cognitive Career Theory. In J. Greenhaus & G. Callanan (Eds.), *Encyclopedia of career development*. Thousand Oaks, CA: Sage.

- Betz, N.E., & Hackett, G. (2006). Career Self-efficacy Theory: Back to the Future. *Journal of Career Assessment*, 14, 3-11.
- Lonborg, S. D., & Hackett, G. (2006). Career assessment and counseling for women (103-166). In W. B. Walsh & M.J. Heppner (Eds.), *Handbook of career counseling for women*. (2nd Edition) Hillsdale, N.J.: Erlbaum.
- Atkinson, D.R. & Hackett, G. (2003). *Counseling diverse populations*. (3rd Ed.). Boston: McGraw-Hill.
- Lent, R.W., Brown, S.D., & Hackett, G. (2002). Social cognitive career theory (pp. 255-311). In D. Brown, L. Brooks, and Associates, *Career choice and development* (4th Ed.). San Francisco, CA: Jossey-Bass.
- Lent, R.W., Brown, S.D., & Hackett, G. (2000). Contextual supports and barriers to career choice: A social cognitive analysis. *Journal of Counseling Psychology*, 47, 36-49.
- Dawes, M.E., Horan, J.J., and Hackett, G. (2000). Experimental evaluation of self-efficacy treatment on technical/scientific career outcomes. *British Journal of Guidance and Counselling*, 28, 87-99.
- Clark, G., Horan, J. J., Tompkins-Bjorkman, A., Kovalski, T., & Hackett, G. (2000). Interactive career counseling on the Internet, *Journal of Career Assessment*, 8, 85-93.
- Byars, A.S., & Hackett, G. (1998). Applications of social cognitive theory to the career development of women of color. *Applied and Preventive Psychology*, 7, 255-267.
- McWhirter, E.M., Hackett, G., & Banderos, D.L. (1998). A causal model of the educational plans and career expectations of Mexican American high school girls. *Journal of Counseling Psychology*, 45, 166-181.
- Lent, R.W., Hackett, G., & Brown, S.D. (1998). Extending social cognitive theory to counselor training: Problems and prospects. *The Counseling Psychologist*, 26, 295-306.
- Atkinson, D.R. & Hackett, G. (1998). *Counseling diverse populations*. (2nd Ed.). Boston: McGraw-Hill.
- Hackett, G. (1997). Promise and problems in theory and research on women's career development: Comment on Lucas (1997), Richie et al. (1997), McCracken and Weitzman (1997), Rainey and Borders (1997) and Schaefer, Epperson, and Nauta (1997). *Journal of Counseling Psychology*, 44, 184 - 188.
- Betz, N.E., & Hackett, G. (1997). Applications of self-efficacy theory to the career assessment of women. *Journal of Career Assessment*, 5, 383-402.
- Lent, R.W., Hackett, G., & Brown, S.D. (1996). A social cognitive framework for studying career choice and transition to work. *Journal of Vocational Education Research*, 21, 3-30.
- Reprinted: Lent, R.W., Hackett, G., & Brown, S.D. (2004). Una perspectiva Social Cognitiva de la transición entre la escuela y el trabajo. *Evaluar*, 4 (Online), pp. 1-22. Disponible en: <http://www.revistaevaluar.com.ar/trabajolentevaluar.pdf>
- Hackett, G., & Byars, A. S. (1996). Social cognitive theory and the career development of African-American women. *Career Development Quarterly*, 44, 322-340.
- Lent, R.W., Brown, S.D., & Hackett, G. (1996). Career development from a social cognitive perspective (pp. 373-421). In D. Brown, L. Brooks, and Associates, *Career choice and development* (3rd Ed.). San Francisco, CA: Jossey-Bass.

- Hackett, G., & Watkins, E. (1995). Research in career assessment: Abilities, personality, interests, decision making, and career development. In W.B. Walsh & S.H. Osipow (Eds.), *Handbook of Vocational Behavior* (pp. 181-215). (2nd Ed). Hillsdale, NJ: Erlbaum.
- Hackett, G. & Betz, N.E. (1995). Career choice and development. In J.E. Maddux (Ed.), *Self-efficacy, adaptation, and adjustment: Theory, research, and application* (pp. 249-280). New York: Plenum.
- Hackett, G. (1995). Self-efficacy and career choice and development. In A. Bandura (Ed.), *Self-efficacy in adaptation of youth to changing societies* (232-258). Cambridge: Cambridge University Press.
- Lent, R. W., Brown, S.D. & Hackett, G. (1994). Toward a unified social cognitive theory of career/academic interest, choice, and performance. *Journal of Vocational Behavior* [Monograph], *45*, 79-122.
- Hackett, G. (1994). Feminist therapy in practice. *Contemporary Psychology*, *39*, 133-134.
- Atkinson, D.R. & Hackett, G. (1994). *Counseling diverse populations*. Dubuque, IA: Brown & Benchmark.
- Lent, R.W., & Hackett, G. (1994). Sociocognitive mechanisms of personal agency in career development: Pantheoretical prospects. In M.L. Savickas & R.W. Lent (Eds.), *Convergence in theories of career choice and development* (pp. 77-101). Palo Alto, CA: Consulting psychologists Press.
- Hackett, G., & Lonborg, S. D. (1993). Career assessment for women: Trends and issues. *Journal of Career Assessment*, *1*, 197-216.
- Hackett, G. (1993). Career counseling and psychotherapy: False dichotomies and recommended remedies. *Journal of Career Assessment*, *1*, 105-117.
- Hackett, G. & Lonborg, S. D. (1993). Career assessment and counseling for women. In W. B. Walsh & S. H. Osipow (Eds.), *Career counseling for women* (pp. 43-85). Hillsdale, N.J.: Erlbaum.
- Enns, C. Z. & Hackett, G. (1993). A comparison of feminist and nonfeminist women's and men's reactions to nonsexist and feminist counseling: A replication and extension. *Journal of Counseling and Development*, *71*, 499-509.
- Okey, J. L., Snyder, L. M., & Hackett G. (1993). The broadening horizons project: Development of a vocational guidance program for eighth grade students. *The School Counselor*, *40*, 218-222.
- Hackett, G., Betz, N. E., Casas, J. M. & Rocha-Singh, I. (1992). Gender, ethnicity, and social cognitive factors predicting the academic achievement of engineering majors. *Journal of Counseling Psychology*, *39*, 527-538.
- Hackett, G., Enns, C. Z., & Zetzer, H. (1992). Reactions of women to nonsexist and feminist counseling: Effects of counselor orientation and mode of information delivery. *Journal of Counseling Psychology*, *39*, 321-330.
- Hackett, G. & Lent, R.W. (1992). Theoretical advances and current inquiry in career psychology. In S. D. Brown & R. W. Lent (Eds.). *Handbook of Counseling Psychology* (2nd Ed.) (pp. 419-452). New York: Wiley.
- Hackett, G. & Betz, N.E. (1992). Self-efficacy perceptions and the career-related choices of college students. In D. H. Schunk & J. L. Meece (Eds.), *Student perceptions in the classroom: Causes and consequences* (pp. 229-246). Hillsdale, N.J.: Erlbaum.
- Hackett, G. (1992). Career self-efficacy. In L. K. Jones (Ed.), *Encyclopedia of career change and work issues* (pp. 267-268). Phoenix: Oryx Press.

- Hackett, G. (1991). Career self-efficacy measurement: Reactions to Osipow. *Journal of Counseling and Development, 70*, 330-331.
- Hackett, G., Lent, R. W. & Greenhaus, J. (1991). Advances in vocational theory and research: A 20-year retrospective. *Journal of Vocational Behavior, 38*, 3-38.
- Hackett, G., Betz, N. E., O'Halloran, S., & Romac, D. (1990). The effects of verbal and mathematics task performance on task and career self-efficacy and interest. *Journal of Counseling Psychology, 37*, 1-9.
- Enns, C. Z. & Hackett, G. (1990). A comparison of feminist and nonfeminist women's reactions to variants of nonsexist and feminist counseling. *Journal of Counseling Psychology, 35*, 33-40.
- Hackett, G., Esposito, D., & O'Halloran, S. (1989). The relationship of role model influences to the career salience and career plans of college women. *Journal of Vocational Behavior, 35*, 164-180.
- Hackett, G., & Betz, N. E. (1989). The self-efficacy/performance correspondence: Implications for predictive models of mathematics-related educational and career choices. *Journal for Research in Mathematics Education, 20*, 261-273.
- Atkinson, D. R., & Hackett, G. (Eds.) (1988). *Counseling non-ethnic American minorities*. Springfield, Illinois: C. C. Thomas.
- Lent, R. W., & Hackett, G. (1987). Career self-efficacy: Empirical status and future directions. *Journal of Vocational Behavior, 30*, 347-382. (Monograph.)
- Reprinted: Lent, R. W., & Hackett, G. (2005). Career self-efficacy: Empirical status and future directions. *Work: Context and consequences*. C. Cooper & W.H. Starbuck (Eds.). Sage: Thousand Oaks, CA.
- Betz, N. E., & Hackett, G. (1987). The concept of agency in educational and career development. *Journal of Counseling Psychology, 34*, 299-308.
- Hackett, G., & Campbell, N. K. (1987). Task self-efficacy and interest as a function of performance on a gender-neutral task. *Journal of Vocational Behavior, 30*, 203-215.
- Hackett, G. (1986). Reactions to "Counselor Gullibility." *Counselor Education and Supervision, 26*, 112-114.
- Betz, N. E., & Hackett, G. (1986). Applications of self-efficacy theory to understanding career choice behavior. *Journal of Social and Clinical Psychology, 4*(3), 279-289.
- Campbell, N. K., & Hackett, G. (1986). The effects of mathematics task performance on math self-efficacy and task interest. *Journal of Vocational Behavior, 28*, 149-162.
- McNamara, K., & Hackett, G. (1986). Gender, sex-type and cognitive distortion: Self-perceptions of social competence among mild depressives. *Social Behavior and Personality, 14*, 28-36.
- Hackett, G. (1985). The role of mathematics self-efficacy in the choice of math-related majors of college women and men: A path analysis. *Journal of Counseling Psychology, 32*, 47-56.
- Hackett, G., Betz, N. E., & Doty, M. S. (1985). The development of a taxonomy of career competencies for professional women. *Sex Roles, 12*, 393-409.
- Hackett, G. (1985). Running and therapy. *Contemporary Psychology, 30*, 324-325.

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- Betz, N. E., & Hackett, G. (1983). The relationship of mathematics self-efficacy expectations to the selection of science-based college majors. *Journal of Vocational Behavior, 23*, 329-345.
- Hackett, G., & Lonborg, S. (1983). Models of stress. In E. M. Altmaier (Ed.), *Helping Students Manage Stress* (pp. 3-21). San Francisco: Jossey-Bass.
- Hackett, G., & Betz, N. E. (1981). A self-efficacy approach to the career development of women. *Journal of Vocational Behavior, 18*, 326-339.
- Reprinted: Hackett, G., & Betz, N. E. (2005). A self-efficacy approach to the career development of women. In *Work: Context and consequences*. C. Cooper & W.H. Starbuck (Eds.). Sage: Thousand Oaks, CA.
- Hackett, G. (1981). Survey research methods. *Personnel and Guidance Journal, 59*, 599-604.
- Betz, N. E., & Hackett, G. (1981). The relationship of career-related self-efficacy to perceived career options in college women and men. *Journal of Counseling Psychology, 28*, 399-410.
- Hackett, G., & Horan, J. J. (1980). Stress-inoculation for pain: What's really going on? *Journal of Counseling Psychology, 27*, 107-116.
- Horan, J. J., Linberg, S. E., & Hackett, G. (1980). Reply to Russell and Associates on the rapid smoking-nicotine level issue. *Journal of Consulting and Clinical Psychology, 48*, 113-114.
- Bartsch, K., & Hackett, G. (1979). The effect of a decision-making course on locus of control, conceptualization, and career planning. *Journal of College Student Personnel, 20*, 230-235.
- Hackett, G., Horan, J. J., Buchanon, J. D., & Zumoff, P. (1979). Improving the exposure component and generalization potential of stress-inoculation for pain. *Perceptual and Motor Skills, 48*, 1132-1134.
- Hackett, G., & Horan, J. J. (1979). A partial component analysis of a comprehensive smoking program. *Addictive Behaviors, 4*, 259-262.
- Hackett, G., & Horan, J. J. (1978). Focused smoking: An unequivocally safe alternative to rapid smoking. *Journal of Drug Education, 8*, 216-266.
- Horan, J. J., Hackett, G., & Linberg, S. E. (1978). Factors to consider when using expired air carbon monoxide in smoking assessment. *Addictive Behaviors, 3*, 25-28.
- Hackett, G., & Horan, J. J. (1977). Behavioral control of cigarette smoking: A comprehensive program. *Journal of Drug Education, 7*, 1-79.
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- Hackett, G., Horan, J. J., Stone, C. I., Linberg, S. E., Nicholas, W. C., & Lukaski, H. C. (1977). Further outcomes and tentative predictor variables from an evolving comprehensive program for the behavioral control of smoking. *Journal of Drug Education, 7*, 225-229.
- Horan, J. J., Linberg, S. E., & Hackett, G. (1977). Nicotine poisoning and rapid smoking. *Journal of Consulting and Clinical Psychology, 45*, 344-347.

Horan, J. J., Hackett, G., Buchanon, J. D., Stone, C. I., & Demchik-Stone, D. (1977). Coping with pain: A component analysis of stress-inoculation. *Cognitive Therapy and Research*, 1, 211-221.

### **Test Materials/Manuals**

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Betz, N. E., & Hackett, G. (1994). *Manual for the mathematics self-efficacy scale Forms A and B*. Palo Alto, CA: Mind Garden Press.

Betz, N. E., & Hackett, G. (1993). *Manual for the occupational self-efficacy scale*. Unpublished manuscript, The Ohio State University. <http://seamonkey.ed.asu.edu/~gail/occse1.htm>

### **Professional Presentations**

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Hackett, G. (2008, March). *Social cognitive theory applications to understanding diversity in career development*. Paper presented at the Society for Vocational Psychology, Chicago, IL.

Hackett, G., Fouad, N., Hackett, G., Smith, P., Haag, S., Kantamneni, N., Fitzpatrick, M.E., & Spencer, D. (2007, August). *Career choice barriers: Report from a three year study*. Paper presented at the National Science Foundation Joint Annual Meeting, Washington, D.C.

Fouad, N., Hackett, G., Smith, P., Haag, S., Kantamneni, N., Fitzpatrick, M.E. (August, 2007). *Career Choice Barriers: Environmental Influences on Women's STEM Career Choices*. Paper presented at the Annual Meeting of the American Psychological Association, San Francisco.

Lent, R.W., Brown, S.D., & Hackett, G. (2007, August). *Subjective Well-Being at Work: A Social Cognitive Model*. Paper presented at the Annual Meeting of the American Psychological Association, San Francisco.

Hackett, G. (2006, October). *Barriers to STEM Careers: A Social Cognitive Perspective*. Presentation to the State Counselor's Conference "Competing in a flat world: Getting & keeping Arizona students in the math & science they need to succeed." Phoenix, Arizona.

Fouad, N.F., Hackett, G., Kantamneni, N., & Fitzpatrick, M.E. (2006, August). *Career choice barriers: Environmental influences on women's STEM career choices*. Paper presented at the Annual Meeting of the American Psychological Association, New Orleans.

Lent, R.W., Brown, S.D., & Hackett, G. (1998, August). *Social cognitive theory in context*. Paper presented at the Annual Meeting of the American Psychological Association, San Francisco.

Horan, J.J., Hackett, G., Kovalski, T., Amy Tompkins, A., & Clark, G. (1998, April). *Interactive career counseling on the internet*. Paper presented at the Annual Meeting of the American Educational Research Association, San Diego, CA.

Forrest, L.U., & Hackett, G. (1997, August). *Information technology and counseling psychology: Teaching, research, and practice*. Paper presented at the Annual Meeting of the American Psychological Association, Chicago.

Byars, A. S., & Hackett, G. (1997, August). *Ethnic and racial influences on African-American women's career self-efficacy*. Paper presented at the Annual Meeting of the American Psychological Association, Chicago.

Lent, R.W., Hackett, G., & Brown, S.D. (1997, August). *School-to-Work transition and social cognitive career theory*. Paper presented at the Annual Meeting of the American Psychological Association, Chicago.

- Dawes, M., Horan, J.J., & Hackett, G. (1997, August). *Experimental evaluation of a self-efficacy treatment on technical and scientific career outcomes*. Paper presented at the Annual Meeting of the American Psychological Association, Chicago.
- Hackett, G. (1996, November). *Historical perspectives and current developments in school to work*. Paper presented at a conference on "Vocational Psychology's Role in the School-to-Work Transition", Washington, D.C.
- Hackett, G, Morrow, S.L., Forrest, L.U., McWhirter, E., Olson, C., Polansky, J. (1996, August). *The influence of feminist counseling and counselor directiveness on perceptions of counselors*. Paper presented at the Annual Meeting of the American Psychological Association, Toronto, Canada.
- Hird, J.S., Gloria, A.M., & Hackett, G. (1996, August). *The relationship of efficacy information to career decision-making self-efficacy and career indecision*. Paper presented at the Annual Meeting of the American Psychological Association, Toronto, Canada.
- Byars, A.S., & Hackett, G. (1996, April). *Academic and career self-efficacy of students of color*. Paper presented at the Annual Meeting of the American Counseling Association, Pittsburgh.
- Byars, A.S., & Hackett, G. (1996, March). *Social cognitive theory and the career development of Women of Color*. Paper presented at the Annual Meeting of the Association for Women in Psychology, Portland.
- Byars, A. S., & Hackett, G. (1995, August). *The influence of gender and ethnic identity status on career self-efficacy*. Paper presented at the Annual Meeting of the American Psychological Association, New York.
- Hackett, G., & Noble, A. J. (1994, August). *The role of Counseling Psychologists in the school to work transition*. Paper presented at the Annual Meeting of the American Psychological Association, Los Angeles.
- Byars, A., & Hackett, G. (1994, August). *Social cognitive theory: Implications for the career development of women of color*. Paper presented at the Annual Meeting of the American Psychological Association, Los Angeles.
- Hackett, G. (1994, April). *Client reactions to feminist counseling: Findings from our research program*. Invited address, Division E Research Award, Annual Meeting of the American Educational Research Association, New Orleans.
- Hackett, G. (1993, November). *Self-efficacy and career choice and development*. Invited address, International Conference on "Self-efficacy in adaptation of youth to changing societies" organized by Albert Bandura, Johann Jacobs Foundation Communication Center, Marbach, Germany.
- Hackett, G. (1993, August). *Social cognitive theory and women's career development*. Paper presented as part of a Division 17 symposium entitled "Constructing a unified social cognitive model of career development" at the Annual Meeting of the American Psychological Association, Toronto.
- Hackett, G. (1993, August). *Career assessment of women: Trends and issues*. Paper presented as part of a Division 17 symposium entitled "Career assessment of women" at the annual meeting of the American Psychological Association, Toronto.
- McWhirter, E. H., & Hackett, G. (1993, August). *A model of Mexican-American girls' career commitment and aspirations*. Paper presented as part of a Division 17 symposium titled "Understanding the career choice process for women and minorities" at the Annual Meeting of the American Psychological Association, Toronto.

- Byars, A., & Hackett, G. (1993, April). *Social cognitive theory and African-American women's career development*. Paper presented at the annual meeting of the Western Psychological Association, Phoenix, AZ.
- Hackett, G. (1992, August). *Assessment in the career counseling of women*. Paper presented as part of a Division 17 Symposium, "Contemporary developments in career counseling for women" at the Annual Meeting of the American Psychological Association, Washington, D.C.
- Hackett, G., & Lent, R.W. (1992, April). *Self-cognitions and personal agency in career development: Pantheoretical connections*. Invited address, First National Conference on Convergence in theories of career choice and development, Michigan State University, East Lansing, Michigan.
- Noble, A.J., Hackett, G., & Chen, E. C. (1992, April). *Relations of career and academic self-efficacy to the career aspirations and academic achievement of ninth and tenth grade "at risk" students*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco.
- Hackett, G. (1992, February). *Women's career adjustment*, invited colloquium for women in the Natural Sciences, Colorado State University, Fort Collins, Colorado.
- Hackett, G. (1991, August). *Career counseling and psychotherapy: False dichotomies and recommended remedies*. Paper presented as part of a Division 17 Symposium entitled "Career counseling and psychotherapy: Where to from here?", Annual Meeting of the American Psychological Association, San Francisco.
- Lent, R. W. & Hackett, G. (1991, August). *Translating self-efficacy theory into practice*. Paper presented at the Annual Meeting of the American Psychological Association, San Francisco.
- Horan, J. J., Erickson, C.D., & Hackett, G. (1991, August). *On thinking and feeling bad: Do client problems derive from common or specific irrational beliefs?* Paper presented at the Annual Meeting of the American Psychological Association, San Francisco.
- Hackett, G. (1990, August). *The career adjustment of women: Implications for consultants*. Paper presented at the Annual Meeting of the American Psychological Association, Boston.
- Hackett, G., & Enns, C. (1990, April). *Variants of feminist therapy: A partial replication and extension*. Paper presented at the Annual Meeting of the American Educational Research Association, Boston.
- Hackett, G. (1990, January). *Career self-efficacy: Current status and implications for counseling*. Invited address, Annual Meeting of the National Career Development Association, Scottsdale, AZ.
- Hackett, G. (1990, January). *Current issues in empowering women through career development*. Paper presented at the Annual Meeting of the National Career Development Association, Scottsdale, AZ.
- Hackett, G. (1989, August). *Pursuing the psychology of pursuit*. New Fellow Address, Annual Meeting of the American Psychological Association, New Orleans.
- Hackett, G., Enns, C. Z., & Zetzer, H. (1989, August). *Women's reactions to nonsexist vs. feminist counseling*. Paper presented at the Annual Meeting of the American Psychological Association, New Orleans.
- Hackett, G., Betz, N. E., O'Halloran, M. S., & Romac, D. S. (1988, August). *The effects of verbal and mathematics task performance on task and career self-efficacy and interest*. Paper presented as part of a Division 17 colloquium on "Recent applications of self-efficacy theory to career behavior" at the Annual Meeting of the American Psychological Association, Atlanta, GA.

- Hackett, G. (1988, April). *An analysis of one institutional approach to mentoring*. Paper presented as part of a Division E symposium, "The many faces of mentoring: In search of effective approaches," presented at the Annual Meeting of the American Educational Research Association, New Orleans.
- Hackett, G. (1988, March). *Career self-efficacy theory and research*, University of Southern California, College of Education colloquium, Los Angeles, CA.
- Hackett, G. (1988, February). *Career self-efficacy research*, College of Education colloquium, Arizona State University, Tempe, Arizona.
- Hackett, G., Casas, J. M., Betz, N. E., & Rocha-Singh, I. (1987, August). *Self-efficacy, gender, and ethnicity: Relationships to progress in engineering majors*. Paper presented at the Annual Meeting of the American Psychological Association, New York.
- Hackett, G., Birge-Wilson, L., Blier, M., & Ormerod, M. (1987, April). *Gender Differences in expected outcomes of assertion*. Paper presented at the Annual Meeting of the American Educational Research Association, Washington, DC.
- Hackett, G., Esposito, D., & O'Halloran, S. (1987, April). *The relationships of role model influences to career plans*. Paper presented at the Annual Meeting of the American Educational Research Association, Washington, DC.
- Hackett, G. (1986, April). *The scientist-practitioner model and counseling and development*. Invited presentation at the Annual Meeting of the American Educational Research Association, San Francisco.
- Campbell, N. K., & Hackett, G. (1985, August). *The effects of math task performance on mathematics self-efficacy*. Paper presented as part of a symposium entitled "Career self-efficacy: Conceptual, methodological, and empirical perspectives," Annual Meeting of the American Psychological Association, Los Angeles.
- Lent, R. W., & Hackett, G. (1985, August). *Methodological and conceptual considerations in studying career self-efficacy*. Paper presented as part of a symposium entitled "Career self-efficacy: Conceptual, methodological, and empirical perspectives," Annual Meeting of the American Psychological Association, Los Angeles.
- Hackett, G., Zander, T. A., Esposito, D., Lucas, E. B., & Smith, M. A. (1985, August). *Gender differences in personal reactions to and evaluations of assertion and aggression*. Paper presented at the Annual Meeting of the American Psychological Association, Los Angeles.
- McNamara, K., & Hackett, G. (1985, August). *Gender, sex-type, and cognitive distortion*. Paper presented at the Annual Meeting of the American Psychological Association, Los Angeles.
- Zander, T. A., Thompson, L., & Hackett, G. (1985, August). *Children of alcoholics: Assertiveness, coping behavior, and locus of control*. Paper presented at the Annual Meeting of the American Psychological Association, Los Angeles.
- Hackett, G., & Mortenson, M. (1985, April). *Success strategies of women in academia*. Paper presented as part of a symposium entitled "Focus on women and minorities: Success Strategies in the labor market," Annual Meeting of the American Educational Research Association, Chicago, Illinois.
- Hackett, G., & Zander, T. A. (1985, April). *Gender differences in the evaluation of assertive and aggressive behavior*. Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, Illinois.

- Campbell, N. K., & Hackett, G. (1984, August). *A test of the self-efficacy approach to women's career development*. Paper presented at the Annual Meeting of the American Psychological Association, Toronto, Canada.
- Hackett, G., & Betz, N. E. (1984, April). *Gender differences in the effects of relevant and irrelevant task failure on mathematics self-efficacy expectation*. Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans.
- Hackett, G. (1983, February). *Career self efficacy and women's career development*, Graduate School of Education colloquium, University of California, Santa Barbara.
- Hackett, G. (1982, May). *Success strategies of women in academia*, Women's Studies Program colloquium, Ohio State University.
- Hackett, G., & Betz, N. E. (1982, March). *Mathematics performance, math self-efficacy, and the consideration of math-related careers*. Paper presented at the Annual Meeting of the American Educational Research Association, New York.
- Hackett, G., Betz, N. E., & Doty, M. S. (1982, August). *The development of a taxonomy of career competencies for professional women*. Paper presented at the Annual Meeting of the American Psychological Association, Washington, DC.
- Betz, N. E., & Hackett, G. (1982, August). *Behavioral competencies and self-efficacy expectations with respect to career facilitation skills*. Paper presented at the Annual Meeting of the American Psychological Association, Washington, DC.
- Hackett, G. (1981, November). *Feminist research: Psychological issues*. Paper presented at the Women's Studies Research Forum, Columbus, Ohio.
- Hackett, G. (1981, August). *Mathematics self-efficacy and the consideration of math-related majors: A preliminary path model*. Paper presented at the Annual Meeting of the American Psychological Association, Los Angeles.
- Donley, R. J., & Hackett, G. (1980, April). *Women's career aspirations: The effects of androgyny, assertiveness, and locus of control*. Paper presented at the Annual Meeting of the American College Personnel Association Convention, Boston.
- Hackett, G., & Horan, J. J. (1979, April). *Stress-inoculation for pain: What's really going on?* Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco.
- Horan, J. J., & Hackett, G. (1979, April). *A partial component analysis of a comprehensive smoking program*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco.
- Hackett, G. (1978, March). *Coping with pain: A review of cognitive-behavioral interventions*. Paper presented at the Annual Meeting of the American Educational Research Association, Toronto.
- Horan, J. J., Hackett, G., Buchanon, J. D., Zumoff, P., Mehane, L., Judah, R., Hetherington, C., Stone, C. I., & Demchik-Stone, D. (1978, March). *Studies in stress-inoculation*. A package of two papers presented at the Annual Meeting of the American Educational Research Association, Toronto.
- Horan, J. J., & Hackett, G. (1977, April). *Studies in smoking behavior, treatment, and assessment*. A package of three papers presented at the Annual Meeting of the American Educational Research Association, New York.

Horan, J. J., Linberg, S. E., & Hackett, G. *Nicotine poisoning and rapid smoking.*

Hackett, G., & Horan, J. J. *Focused smoking: An unequivocably safe alternative to rapid smoking.*

Hackett, G., & Horan, J. J. *On the use of expired air carbon monoxide in smoking assessment.*

Horan, J. J., Hackett, G., Stone, C. I., Nicholas, W. C., Linberg, S. E., & Lukaski, H. C. (1976, April). *Evaluation of a comprehensive program for the behavioral control of smoking.* A package of three papers presented at the Annual Meeting of the American Educational Research Association, San Francisco.

Hackett, G., & Horan, J. J. *Behavioral control of cigarette smoking: A comprehensive program.*

Horan, J. J., Hackett, G., Nocholas, W. C., Linberg, S. E., Stone, C. I., & Lukaski, H. C. *Rapid smoking: A cautionary note.*

Hackett, G., Horan, J. J., Stone, C. I., Linberg, S. E., Nicholas, W. C., & Lukaski, H. C. *Further outcomes and tentative predictor variables from an evolving comprehensive program for the behavioral control of smoking.*

### **Convention Symposia Participation**

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Discussant, "Career Assessment and Self-Efficacy – The 25<sup>th</sup> Anniversary". Symposium presented at the annual meeting of the American Psychological Association, August, 2005.

Discussant, "Career self-efficacy at 21". Symposium presented at the Annual Meeting of the American Psychological Association, Chicago, August, 2002.

Chair, "Methodological diversity in Counseling Psychology". Symposium presented at the Annual Meeting of the American Psychological Association, Boston, August, 1999.

Chair, "Information highways, byways, and cul de sacs in counseling psychology". Symposium presented at the Annual Meeting of the American Psychological Association, Chicago, August 1997.

Discussant, "Child sexual abuse: Debate, denial, & denouement". Symposium presented at the Annual Meeting of the American Psychological Association, Washington, D.C., August, 1992.

Discussant, "Career self-efficacy: Advances in theory, measurement, and practice." Symposium presented at the Annual Meeting of the American Psychological Association, San Francisco, August, 1991.

Chair, Paper session on work and career: Research on vocational skills, values, and development, American Education Association Annual Meeting, Boston, April 1990.

Chair, "Dual-career families," Invited address, American Educational Research Association Annual Meeting, San Francisco, March, 1989.

Chair, "Racial/ethnic minority career development," The American Educational Research Association Annual Meeting, New Orleans, April, 1988.

Discussant, "Career development of Native-American women," The American Educational Research Association Annual Meeting, San Francisco, April, 1986.

Discussant, Symposium on Issues in Career Development, The American Educational Research Association Annual Meeting, Chicago, Illinois, April, 1985.

Moderator, Symposium on Feminist Research in the Social Sciences, The National Women's Studies Association Conference, Columbus, Ohio, June, 1983.

Critic, Paper Presentation on Self-Disclosure Patterns by Race and Age, The American Educational Research Association Annual Meeting, New York, March, 1982.

Chair, Symposium on the Career Development and Career Counseling of Women, the American College Personnel Association Annual Meeting, Boston, 1980.

Discussant, Research paper session on Career Counseling of Women, the National Association of Women Deans, Administrators and Counselors Annual Meeting, Cincinnati, 1980.

Chair, Symposium on Career Choice and Decision-Making Research, the American Educational Research Association Annual Meeting, San Francisco, 1979.

Critic/Discussant, Symposium on Empathy: An Illusive Process in Counseling, the American Educational Research Association Annual Meeting, Toronto, 1978.

### ***Funded Research Projects & Recent Proposals***

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Hackett, G., & Horan, J.J. (2006). WISSC via Web: A dissemination project making GSE research useable for practitioners supporting women in STEM studies and careers. ***National Science Foundation*** (\$200,000, 2 years).

Hackett, G. (2007). Urban transfer research network. ***Lumina Foundation for Education***, subcontract with Portland State University (67,000 per year for two years).

Hackett, G., Spencer, D., & Haag, S. (2004). Career Choice Barriers: Environmental influences on women's STEM career choices. ***National Science Foundation*** (\$250,000, 3 years).

Anderson-Roland, M. Blaisdell, S., Bernstein, B., & Hackett, G. (1997). Lucille B. Kaufman Scholars Program, ***National Science Foundation***. (\$99,000).

Hackett, G., & Glass, G.V. "Development and maintenance of the NCDA home page", *National Career Development Association*, May, 1996. (\$20,000).

Hackett, G. Career development and academic achievement of eighth and ninth grade "at risk" students. Funded by the Arizona State University ASH grant program, November, 1991 (\$7200).

Casas, J. M., Hackett, G., & Garcia, Y. Understanding the academic achievement and persistence of racial/ethnic minorities and women in the engineering fields: The role of self-efficacy expectations. Funded by the Department of Chicano Studies, University of California, Santa Barbara, Spring, 1985 (\$3500).

Hackett, G. Five studies on assertiveness and self-efficacy funded by the University of California, Santa Barbara, Academic Senate Committee on Research, 1983-1987 (\$7900).

Betz, N. E., & Hackett, G. Toward a taxonomy of behavioral competencies for professional women. Funded by the ***National Institute of Mental Health***, January 1981 to March 1982 (\$15,000).

Hackett, G. Self-efficacy studies. Funded by The Ohio State University Research Grant Program and COE Research Program. 1980-1981 (\$5600).

### **Professional Organization Memberships**

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American Association of Applied and Preventive Psychology, Fellow  
 American Association for the Advancement of Science  
 American Educational Research Association, Division E, Counseling and Human Development  
 American Psychological Association, Fellow of Division 17, Society for Counseling Psychology; Fellow of  
 Division 35, Society for the Psychology of Women  
 American Psychological Society, Fellow  
 Western Psychological Association, Fellow

### **Professional Organization Leadership**

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1997- 2000 Vice President for Scientific Affairs, Division 17, APA  
 1998- 2000 Chair, Division 17 Web and Communications Special Task Force  
 1993-1994 Chair, Division 17 Scientific Affairs Committee  
 1990-1992 Chair, Nominations Committee, Division E, American Educational Research Association  
 1988-1990 Vice-President, American Educational Research Association, Division E: Counseling & Human  
 Development  
 1983-1987 Secretary/Newsletter Editor, American Education Research Association, Division E  
 1979-1980 Chair, Division E Affirmative Action Committee, American Educational Research Association

### **Professional Organization Participation**

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2002-2003 Fellows Committee, Division 17, APA  
 1996-1999 Member, Division 17 Special Task Group on Empirically Validated Treatments  
 1993-1997 Member, Advisory Committee to Vice President for Scientific Affairs, Division 17  
 1992-1994 AERA Division E Nominations committee  
 1992-1993 Division 17 Scientific Affairs Committee  
 1991-1992 APA Search Committee for the Editor of the *Journal of Counseling Psychology*,  
 1977-1992 Program Committee, American Educational Research Association, Division E  
 1990-1991 Program Reviewer, Division 35, American Psychological Association  
 1989-1990 Program Reviewer, Association for Women in Psychology  
 1987-1988 Awards Committee, American Educational Research Association, Division E  
 1984-1986 Affirmative Action Committee, American Educational Research Association, Division E  
 1982-1983 Program Committee, National Women's Studies Association  
 1982-1983 Division 17 Committee on Women, American Psychological Association  
 1982-1983 Program Reviewer, Division 35, American Psychological Association  
 1979-1980 Nominating Committee, American Educational Research Association, Division E

### **Editorial Boards**

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1993-1999 Associate Editor, *Journal of Counseling Psychology*  
 1990-1992 *The Counseling Psychologist*  
 1987-1992 *Journal of Counseling and Development*  
 1987-1992 *Journal of Vocational Behavior*  
 1985-1992 *Journal of Counseling Psychology*  
 1984-1987 *Counselor Education and Supervision*

### **Ad Hoc Reviewing**

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Behavioral Assessment  
 Behavioral Counseling Quarterly  
 Career Development Quarterly  
 Cognitive Therapy and Research

Educational Researcher  
 Encyclopedia of Human Behavior  
 Israel Science Foundation  
 Journal of Applied Social Psychology  
 Journal of Cognitive Psychotherapy: An International Quarterly  
 Journal of Consulting and Clinical Psychology  
 Journal of Counseling and Development  
 Journal of Counseling Psychology  
 Journal of Higher Education  
 Journal of Social and Clinical Psychology  
 Journal of Vocational Behavior  
 Measurement and Evaluation in Counseling and Development  
 National Science Foundation  
 Personality and Social Psychology Bulletin  
 Psychological Science  
 Psychology of Women Quarterly  
 Review of Educational Research  
 The Counseling Psychologist

### ***Courses Taught***

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#### ***Arizona State University***

ASU 101 (Freshman introductory course)  
 University Leadership & Administration (HED 591, co-taught with Milton D. Glick)  
 Explorations in Education (SPF 101, supervision)  
 The Psychology of Careers (CPY 644)  
 Occupations and Careers (CED 534)  
 Advanced Fieldwork (CPY 783)  
 Advanced Counseling (CPY 677)  
 Introduction to Research and Evaluation in Education (COE 501)  
 Essentials of Classroom Learning (EDP 510)  
 Counseling Women (CPY 674)  
 Professional and Ethical Issues (CPY 645)

#### ***University of California, Santa Barbara***

Research Design and Methods in Counseling Psychology  
 Current Research in Counseling Psychology  
 Introduction to Counseling Psychology  
 Fieldwork in Counseling (Master's Practicum)  
 Advanced Fieldwork in Counseling: Doctoral Practicum  
 Theories of Career Development  
 Advanced Career Counseling  
 Marriage and Family Counseling  
 Psychology of Women  
 Counseling Women  
 Advanced Fieldwork in Counseling: Supervision Seminar  
 Advanced Fieldwork in Counseling: Counselor Education (College Teaching)  
 Group Counseling (UCSB Extension)  
 Basic Approaches for the Counselor (UCSB Extension)  
 Basic Interviewing Skills (UCSB Extension)

#### ***The Ohio State University, Pennsylvania State University***

Seminar in Proposal Development  
 Drug Abuse Prevention

Effective Personal and Career Decision-Making  
 Introduction to Counseling  
 Introduction to Student Personnel Work  
 Practice of Student Personnel Work  
 Interpersonal Relations in Student Personnel Work  
 Practicum in Student Personnel Work  
 Educational and Vocational Guidance  
 Counseling Practicum (master's)  
 Lab in Basic Counseling Skills  
 Supervision of Counseling  
 Interpersonal Communication Skills  
 Career Development and Counseling of Women  
 Non-standardized Assessment  
 Introduction to Assessment  
 Counseling the Gifted and Talented

### **Awards and Honors**

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2003 *Outstanding Achievement & Contribution Award*, ASU Commission on the Status of Women  
 1995 *Women of Color Psychologies Publication Award* (with Angela Byars), Association for Women in Psychology  
 1995 *Honorable Mention, Counseling Research Award*, Division E, American Educational Research Association  
 1995 *Alumni Fellow*, The Pennsylvania State University.  
 1993 *Counseling Research Award*, Division E, American Educational Research Association  
 1993 *Fellow*, Western Psychological Association  
 1992 *Charter Fellow*, American Association of Applied and Preventive Psychology  
 1990 *John Holland Award* for Outstanding Achievement in Career and Personality Research, Division 17, APA (highest mid-career research award in Counseling Psychology)  
 1990 *Fellow*, Division 35, American Psychological Association  
 1990 *Fellow*, American Psychological Society  
 1988 *Fellow*, Division 17, American Psychological Association  
 1987 *Early Career Scientist/Practitioner Award*, Division 17, American Psychological Association (highest early career research award in Counseling Psychology)  
 1984 *Faculty Career Development Award*, University of California, Santa Barbara  
 1981 *Counseling Research Award*, Division E, American Educational Research Association  
 1973 Phi Beta Kappa; Phi Kappa Phi; Psi Chi Honoraries

### **Advisee/Student Awards and Honors**

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1999 Tania Israel, recipient of the APA Division 17 *Barbara Kirk Student Research Award* for outstanding dissertation research  
 1999 Tania Israel, recipient of the *Glen E. Hubele National Graduate Student Award*, American Counseling Association for outstanding dissertation research  
 1993 Angela Byars, awarded a *National Career Development Association Research Grant*  
 1992 Indra A. Rocha-Singh, awarded the AERA Division E *Student Research Award*, Honorable Mention for her dissertation research  
 1991 Ellen Hawley McWhirter, awarded an *AAUW Dissertation Fellowship*  
 1989 Susan Morrow, awarded an ASU Graduate College Research Associateship for joint research  
 1988 Indra A. Rocha-Singh, awarded a *Chicana Dissertation Fellowship*, Department of Chicano Studies, University of California, Santa Barbara  
 1987 Carolyn Z. Enns, awarded the American Psychological Association Division 17 *Student Research Award* for outstanding dissertation research

1984 Mark E. Johnson, awarded the Edwin B. Newman *Psi Chi/APA Research Award* for outstanding dissertation research

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