# Curriculum Vita

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# Formal Education

Ph.D. University of Minnesota,

Minneapolis, MN

Counseling Psychology (Department of Psychology), 1984

B.S. Iowa State University, Ames, IA, Phi Beta Kappa (Psychology), 1977

# Positions Held

Mary and Ted Kellner Endowed Chair in Educational Psychology (2016-present)

Special Assistant to the Provost for Conflict Resolution (2014-present)

Chair, Department of Educational Psychology 2010-2018 (co-chair 2009-2010)

University Distinguished Professor, 2008-present

Visiting Professor, Colorado State University (2001-2002)

Associate Dean, School of Education,

University of Wisconsin-Milwaukee (1996-1998)

Professor, Department of Educational Psychology (Counseling Area),

University of Wisconsin-Milwaukee, Milwaukee, WI. 1995-present

Associate Professor, Department of Educational Psychology (Counseling Area),

University of Wisconsin-Milwaukee, Milwaukee, WI. 1989-1995

Assistant Professor, Department of Educational Psychology (Counseling Area),

University of Wisconsin-Milwaukee, Milwaukee, WI. 1984-1989

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Psychologist, State of Wisconsin, 1984-present (#1130).

Board Certified in Counseling Psychology, American Board of Professional Psychology. (February 2010 - Present).

# Awards

American Psychological Association Committee on Women in Psychology Leadership Award, 2022

Leona Tyler Award For Lifetime Achievement In Counseling Psychology, 2017

University of Wisconsin-Milwaukee Faculty Distinguished Service Award, 2014

Society of Vocational Psychology, Distinguished Achievement Award, 2014

Council of Counseling Psychology Training Program Lifetime Contributions Award, 2013

Outstanding Professional Contribution Award (Milwaukee Area Psychological Association)

2012

Best Paper Award (National Career Development Association) 2011

Paul Nelson Award (Council of Chairs of Training Councils) 2010

Distinguished Contributions to Education and Training in Psychology (American Psychological

Association) 2009

19th Annual Janet E. Helms Award for Mentoring and Scholarship, 2009

School of Education Faculty Research Award, 2007

APA Division 17 John Holland Award for Outstanding Achievement in Career and Personality Research, 2003

Distinguished Service Award, Academy of Counseling Psychology, 2001

APA Presidential Citation for leadership on APA School to Work Task Force, 2000

Professional Writing Award, Wisconsin Association for Counseling and Development, 1996

Ralph F. Berdie Research Award, American Association for Counseling and Development 1991

**Research, Scholarly and Professional Activities**

## Articles published, accepted or submitted for publication

Fouad, S. H. L., Fouad, N. A., Li, X., Carvalho, J. (invited revision). Global Perspectives on Gender Diversity and Business Performance. *Gender in Management.*

Kozlowski, M. B. & Fouad, N. A. (in press). Development and validation of the Academic Persistence Outcome Expectations scale. *Journal of Career Assessment.*

Fouad, N. A., Kozlowski, M. B., Schams, S. S., Weber, K. N., Diaz, W. Burrows, S. G., (in press). Why aren’t we there yet: Research in women’s career development. *The Counseling Psychologist.*

Kantamneni, N. & Fouad, N. A., (in press). Multicultural vocational Research: critique and call to action. *Journal of Career Assessment.*

Fouad, N. A. Final editorial: JVB 2015-2022 questions and reflections. (2022). *Journal of Vocational Behavior*, *137*, 103763. <https://doi.org/10.1016/j.jvb.2022.103763>

Schams, S., Fouad, N. A., Burrows, S. G., Ricondo, K., & Song, Y. (2022). Effect of a class-level intervention on career indecision variables. *Career Development Quarterly*, *70*(2), 162-171. <https://doi.org/10.1002/cdq.12292>

Fouad, N. A. (2021). Fiftieth anniversary issue: Editor-in-Chief’s introduction to the special issue. *Journal of Vocational Behavior*, *126*, 103567. <https://doi.org/10.1016/j.jvb.2021.103567>

Singh, R., Zhu, X., Yadav, M., & Fouad, N. A., (2021). How do high work performance work practices shape organizational and occupational embeddedness? *Academy of Management Proceedings*, *1*. <https://doi.org/10.5465/AMBPP.2021.16361abstract>

Vautero, J., Taveira, M. C., Silva, AD, Fouad, N.A (2020). Family influence on academic and life satisfaction: A social cognitive perspective. *Journal of Career Development*, *48*(6), 817-830. <https://doi.org/10.1177/0894845320902270>

Fouad, N. A., Kozlowski, M.B., Singh, R., Linneman, N.G., Schams, S. S., Weber, K.N., (2020).

Exploring the odds: Gender differences in departing the engineering profession. *Journal of Career Assessment, 28*(3)*,* 446-461*.* <https://doi.org/10.1177/1069072719876892>

Kim, S. Y., Lee, J., Wester, S. R., & Fouad, N. (2020). Do “manly” men believe other men are happier? Social comparison, masculine norms, and positive work–family spillover. *Psychology of Men & Masculinities*, *21*(2), 251-265. http://dx.doi.org/10.1037/men0000226

Ghosh, A., Kessler, M, Heryman, K., Opelt, B., Carbonelli, M., Fouad, N. A. (2019). Student veteran career transition readiness, career adaptability, and academic and life satisfaction. *The Career Development Quarterly*, *67*(4), 365-371. <https://doi.org/10.1002/cdq.12205>

Fouad, N. A. (2019). Three strands, one braid: My life in counseling psychology. *The Counseling Psychologist, 47*(4)*,* 658-673. <https://doi.org/10.1177/0011000019873241>

Fouad, N. A. & Kozlowski, M. B., (2019). Turning around to look ahead: Views of vocational psychology in 2001 and 2019. *Journal of Career Assessment, 27*(3)*,* 375-390. <https://doi.org/10.1177/1069072719841602>

Ellinas, E. H., Kaljo, K., Patitucci, T. N., Novalija, J. Byars-Winston, A., & Fouad, N. A. (2019). No room to “lean in”: A qualitative study on gendered barriers to promotion and leadership. *Journal of Women’s Health*, *28*(3), 393-402. <https://doi.org/10.1089/jwh.2018.7252>

Kim, S. Y., Fouad, N. A., Maeda, H., Xie, H., & Nazan, N. (2018). Midlife work and psychological well-being: A test of the psychology of working theory. *Journal of Career Assessment, 26*, 413-424. <https://doi.org/10.1177/1069072717714538>

Kim, S. Y., Fouad, N., & Lee, J. (2018). The roles of work and family in men's lives: Testing the social cognitive model of career self-management. *Journal of Vocational Behavior, 106*, 153-164. <https://doi.org/10.1016/j.jvb.2018.01.008>

Singh, R., Zhang, Y., Wan, M., & Fouad, N. (2018). Why do women engineers leave the engineering profession? The roles of work–family conflict, occupational commitment, and perceived organizational support. *Human Resource Management*.

<https://doi.org/10.1002/hrm.21900>

Ellinas, E., Fouad, N. A., & Byars-Winston, A. (2018). Women and the decision to leave, linger, or lean in: Predictors of intent to leave and aspirations to leadership and advancement in academic medicine. *Journal of Women's Health, 27*, 324-332. <https://doi.org/10.1089/jwh.2017.6457>

Rozensky, R., Grus, C. L., Fouad, N. A., & McDaniels, S. (2017). Twenty-five years of education in psychology and psychology in education. *American Psychologist, 72*(8)*,* 791-807. <https://doi.org/10.1037/amp0000201>

Ghosh, A., & Fouad, N. A. (2016). Career transitions of student veterans. *Journal of Career Assessment, 24,* 99-111.<https://doi.org/10.1177/1069072714568752>

Ghosh, A., & Fouad, N. A. (2017). Career adaptability and social support among graduating college seniors. *The Career Development Quarterly, 65*(3), 278-283. <https://doi.org/10.1002/cdq.12098>

Fouad, N. A., &, M. C. (2017). SCCT and underrepresented populations in STEM fields: Moving the needle. *Journal of Career Assessment, 25*(1), 24-39. <https://doi.org/10.1177/1069072716658324>

Fouad, N. A., Santana, M., & Ghosh, A. (2017). Empirical influence of the multicultural guidelines: A brief report. *Cultural Diversity and Ethnic Minority Psychology, 23*(4), 583-587. <https://doi.org/10.1037/cdp0000136>

Chen, Y., & Fouad, N. A. (2016). Bicultural work motivation scale for Asian-American college students. *International Journal for Educational and Vocational Guidance, 16*, 275-297. <https://doi.org/10.1007/s10775-015-9305-7>

Ghosh, A., & Fouad, N. A. (2016). Family influence on careers among Asian parent–child dyads. *Journal of Career Assessment, 24*, 318-332.

Grus, C. L., Falender, C., Fouad, N. A., & Lavelle, A. K. (2016). A culture of competence: A survey of implementation of competency-based education and assessment. *Training and Education in Professional Psychology, 10*, 198-205. <https://doi.org/10.1177/1069072715580417>

Kim, S., Ahn, T., & Fouad, N. (2016). Family influence on Korean students’ career decisions: A social cognitive perspective. *Journal of Career Assessment, 24*, 513-526. <https://doi.org/10.1077/1069072715599403>

Santana, M. C., & Fouad, N. A. (2017). Development and validation of a self-care behavior inventory. *Training and Education in Professional Psychology, 11*(3), 140-145. <https://doi.org/10.1037/tep0000142>

Fouad, N. A. (2016). Reflections on grant writing from a vocational psychologist. *The Counseling Psychologist, 44*, 536-545. <http://dx.doi.org/10.1177/0011000016639147>

Fouad, N. A., Ghosh, A., Chang, W.-h., Figueiredo, C., & Bachhuber, T. (2016). Career exploration among college students. *Journal of College Student Development, 57*, 460464. <http://dx.doi.org/10.1353/csd.2016.0047>

Fouad, N. A. (2016). Editor's introduction. *Journal of Vocational Behavior, 93,* 183-184.

<http://dx.doi.org/10.1016/j.jvb.2016.02.013>

Fouad, N. A., Singh, R., Cappaert, K., Chang, W.-h., & Wan, M. (2016). Comparison of women engineers who persist in or depart from engineering. *Journal of Vocational Behavior, 92,* 79-93. <http://dx.doi.org/10.1016/j.jvb.2015.11.002>

Olle, C. D., & Fouad, N. A. (2015). Parental support, critical consciousness, and agency in career decision making for urban students. *Journal of Career Assessment, 23*(4), 533-544. <http://dx.doi.org/10.1177/1069072714553074>

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Tate, K. A., Fouad, N. A., Marks, L. R., Young, G., Guzman, E., & Williams, E. G. (2015).

Underrepresented first-generation, low-income college students’ pursuit of a graduate education: Investigating the influence of self-efficacy, coping efficacy, and family influence. *Journal of Career Assessment, 23*(3), 427-441.

<http://dx.doi.org/10.1177/1069072714547498>

Byars-Winston, A., Fouad, N., & Wen, Y. (2015). Race/ethnicity and sex in U.S. Occupations,

1970–2010: Implications for research, practice, and policy. *Journal of Vocational Behavior, 87,* 54-70. <http://dx.doi.org/10.1016/j.jvb.2014.12.003>

Hussain, S., Jones, L. K., Fouad, N., Ismail, I. M., Munaf, S., & Khan, M. A. (2014). Adaptation of The Career Key into Urdu. *Pakistan Journal of Psychological Research, 29*(2), 187-201.

Fouad, N. A., Liu, J. P., Cotter, E. W., & Gray-Schmiedlin, I. (2014). The impact of economic perceptions on work-related decisions. *Journal of Career Assessment, 22*(2), 355-370.

<https://doi.org/10.1177/1069072713484559>

Fouad, N. A. (2014). Future of counseling psychology research. *Counselling Psychology Quarterly, 26*, 227-237. <https://doi.org/10.1080/09515070.2013.845081>

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Singh, R., Fouad, N. A., Fitzpatrick, M. E., Liu, J. P., Cappaert, K. J. & Figuereido, C. (2013). Stemming the tide: Predicting women engineers’ intention to leave. *Journal of Vocational Behavior, 83,* 281-294. <https://doi.org/10.1016/j.jvb.2013.05.007>

Schaeffer, J. B., Rodolfa, E. R., Hatcher, R. L. & Fouad, N. A. (2013). Professional psychology competency initiatives: Reflections, contrasts, and recommendations for the next steps. *Training and Education in Professional Psychology, 7*(2)*,* 92-98*.* <https://doi.org/10.1037/a0032038>

Hatcher, R. L., Fouad, N. A., Grus, C.L., Campbell, L., & McCutcheon, S. (2013). Competency benchmarks: Practical steps toward a culture of competence. *Training and Education in Professional Psychology*, *7*(2), 84-91*.* <https://doi.org/10.1037/a0029401>

Cotter, E. W. & Fouad, N. A. (2013). Examining burnout and engagement in layoff survivors: The role of personal strengths. *Journal of Career Development, 40,* 424-444*.* <https://doi.org/10.1177/0894845312466957>

Novakovic, A. & Fouad, N. A. (2013). Background, personal, and environmental influences on the career planning of adolescent girls. *Journal of Career Development, 40,* 223-244.<https://doi.org/10.1177/0894845312466957>

Kantamneni, N., & Fouad, N. A. (2013). Contextual factors and vocational interests in South

Asian Americans’ vocational development. *Journal of Career Assessment, 21*(1), 57-72. <https://doi.org/10.1177/1069072712454699>

Christianson, H. F., Weis, J. M., & Fouad, N. A. (2013). Cognitive adaptation theory and quality of life in late-stage cancer patients. *Journal of Psychosocial Oncology, 31*(3), 266-281.

<https://doi.org/10.1080/07347332.2013.778936>

Chen, Y. L. & Fouad, N. A. (2013). Asian American educational goals: Racial barriers and

cultural factors. *Journal of Career Assessment, 21,* 73-90. <https://doi.org/10.1177/1069072712454700>

Fouad, N. A., Cotter, E. W., Carter, L., Bernfeld, S., Gray, I., & Liu, J. P. (2012). A qualitative study of the dislocated working class. *Journal of Career Development, 39*, 287-310.

<https://doi.org/10.1177/0894845310389466>

Fitzpatrick, M. E., Cotter, E. W., Bernfeld, S. J., Carter, L. M., Kies, A., & Fouad, N. A. (2011). The importance of workplace bullying to vocational psychology: Implications for research and practice. *Journal of Career Development, 38*(6), 479-499.

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Cotter, E. W., & Fouad, N. A. (2011). The relationship between subjective well-being and vocational personality type. *Journal of Career Assessment, 19*(1), 51-60.

<https://doi.org/10.1177/1069072710382614>

Kantamneni, N. & Fouad, N. A. (2011). Structure of vocational interests for diverse groups on the 2005 Strong Interest Inventory. *Journal of Vocational Behavior,* 193-201. <https://doi.org/10.1016/j.jvb.2010.06.003>

Fouad, N. A., Fitzpatrick, M.E., & Liu, J. P. (2011). Persistence of women in engineering: A qualitative study. *Journal of Women in Math, Science and Engineering, 17,* 69-96. <https://doi.org/10.1615/JWomenMinorScienEng.v17.i1.60>

Fouad, N. A., Hackett, G., Smith, P.L., Kantamneni, N., Fitzpatrick, M.E., Haag, S., & Spencer, D. (2010). Barriers and supports for continuing in mathematics and science: Gender and educational level differences. *Journal of Vocational Behavior*, *77*, 361-373. <https://doi.org/10.1016/j.jvb.2010.06.004>

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Multicultural career counseling: A national survey of competencies and practices.

# *Career Development Quarterly, 59,* 54-71.<https://doi.org/10.1002/j.2161-0045.2010.tb00130> *\*(*Awarded best paper for National Career Development Association)

Armstrong, P. I., Fouad, N. A., Rounds, J., & Hubert, L. (2010). Quantifying and interpreting group differences in interest profiles. *Journal of Career Assessment*, *18*, 115-132. <https://doi.org/10.1177/1069072709354367>

Hartung, P., Fouad, N. A., Leong, F. T. L., & Hardin, E. (2010) Individualism-collectivism: Links to occupational plans and work values. *Journal of Career Assessment, 18,* 34-45. <https://doi.org/10.1177/1069072709340526>

Fouad, N. A., Cotter, E. W., Fitzpatrick, M.E., Kantamneni, N., Carter, L, & Bernfeld, S. (2010). Development and validation of the Family Influence Scale. *Journal of Career Assessment, 18,* 276-291. <https://doi.org/10.1177/1069072710364793>

Fouad, N. A., & Fitzpatrick, M. E. (2009). Social class and work-related decisions: Measurement, theory, and social mobility. *Journal of Career Assessment*, *17*(3), 266-270. <https://doi.org/10.1177/1069072708330677>

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Fouad, N. A., Grus, C. L., Hatcher, R. L., Kaslow, N. L., Hutchings, P. S., Madson, M., Collins, F. L., Jr., & Crossman, R. E. (2009). Competency benchmarks: A developmental model for understanding and measuring competence in professional psychology. *Training and Education in Professional Psychology*, *3*(4, Suppl), S5-S26. <https://doi.org/10.1037/a0015832>

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Fouad, N. A., Kantamneni, N., Smothers, M., K., Chen, Y. L., Fitzpatrick, M. E., Guillen, A., & Terry, S. (2008). Asian American career development: A qualitative analysis. *Journal of Vocational Behavior, 72,* 43-59. <https://doi.org/10.1016/j.jvb.2007.10.002>

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Fouad, N. A. (2007). Work and vocational psychology: Theory, research and applications. *Annual Review of Psychology, 58,* 543-564. <https://doi.org/10.1146/annurev.psych.58.110405.085713>

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Fouad, N. A., & Guillen, A. (2006). Outcome expectations: Looking to the past and potential future. *Journal of Career Assessment, 14,* 130-142. <https://doi.org/10.1177/1069072705281370>

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## Editorial Experience

Editor *Journal of Vocational Behavior* (2016-2022)

Special Issue Editor, Training and Education in Professional Psychology: Competence (May, 2022)

Editor, *The Counseling Psychologist* (2008-2013)

Associate Editor, *Journal of Vocational Behavior* (1995-1997)

Guest Co-Editor, Special Section on Implementation of the Multicultural Guidelines: *Professional Psychology: Research and Practice* (2005)

Guest Editor, Special Section on Vocational Guidelines for Psychologists: *Professional Psychology: Research and Practice* (2006)

Series Co-Editor, Legacies and Traditions, *The Counseling Psychologist. (*1994-2001)

Editorial Boards:

 *Career Development Quarterly* (1988-1995; 1999-2006)

  *Journal of Vocational Behavior* (1989-present)

  *Journal of Career Assessment,* (1995- present)

  *Journal of Counseling Psychology* (1998-2006)

  *Psychology of Women Quarterly* (1998-2004)

  *The Counseling Psychologist* (1990-1993)

 *Training and Education in Professional Psychology* (2013 -present)

 *Journal of Career Development* (2017- present)

Ad Hoc Reviewer:

 *Measurement and Evaluation in Counseling and Development; Sex Roles,*

*Developmental Psychology, Counseling Psychologist, Child Development, Professional Psychology: Research and Practice, American Psychologist.*

## Books

Swanson, J. L., & Fouad, N. A. (2020). *Career theory and practice: Learning through cases* (4th ed). Thousand Oaks, CA: Sage.

Swanson, J. L., & Fouad, N. A. (2015). *Career theory and practice: Learning through cases* (3rd ed). Thousand Oaks, CA: Sage.

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Swanson, J. L., & Fouad, N. A. (2010). *Career theory and practice: Learning through cases* (2nd ed). Thousand Oaks, CA: Sage.

Hasan, N., Fouad, N. A. & Williams-Nickelson, C. (Eds). (2008). *International Student Resource Book*. American Psychological Association. Washington, D. C..

Toporek, R. L., Gerstein, L., Fouad, N. A., Roysircar, G., & Israel, T. (Eds.) (2006) *Handbook for social justice in counseling psychology: Leadership, vision, and action.* Thousand Oaks, CA: Sage.

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Sue, D. W., Carter, R. T., Casas, J. M., Fouad, N. A., Ivey, A. E., Jensen, M., La Fromboise, T., Manese, J., Ponterotto, J. G., Vasquez, E. N. (1998). *Multicultural counseling competencies: Individual, professional and organizational development.* Thousand Oaks, CA: Sage.

## Chapters in books

Fouad, N. A., & Burrows, S. G. (In press). Gender and racial/ethnic disparities in the workplace. In D. Blustein & L. Y. Flores (Eds.), *Rethinking work: Essays on building a better workplace*. Routledge.

Fouad, N. A., Swanson, J. L., Burrows, S. G., & Hansen, J. C. (In press). Person-environment fit. In W. B. Walsh, L. Flores, P. J. Hartung, F.T. Leong, & M. Savickas (Eds). *Career psychology: Models, concepts, and counseling for meaningful employment.* American Psychological Association.

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Fouad, N. A. & Jackson, M. (2013). Professional issues in Vocational Psychology. In W. B. Walsh & M. L. Savickas (Eds). *Handbook of Vocational Psychology, 3rd ed*., (pp. 305320) Mahweh, NJ: Lawrence Erlbaum.

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Fouad, N. A. & Harmon, L. (1994). Cross-cultural use of the Strong Interest Inventory. In

L. Harmon, J.C. Hansen, F. Borgen, & A. Hammer *Strong Interest Inventory Manual (5th ed*. (pp.255-288). Consulting Psychologists Press: Palo Alto, CA

## Other Publications

Fouad, N. A. & Singh, R. (2011). Stemming the tide: Why women leave engineering. Available at http://studyofwork.com (Supported by the National Science Foundation, award Number 0827553)

Fouad, N. A. (2002). Book review: Women, work, and family: Balancing and weaving by Angela Hattery. *Psychology of Women Quarterly, 26,* 94-95.

Fouad, N. A. (1992). Work values. In L. K. Jones (Ed.), *Encyclopedia of career decisions and work issues.* Phoenix, AZ: Oryx.

Fouad, N. A. Career Education. (1988). In R. A. Gorton and G. Schneider (Eds.) *Encyclopedia of School Administration and Supervision* (pp. 46-47), Phoenix, AZ: Oryx.

Meyer, A. B., Fouad, N. A., & Klein, M. (1986). Vocational inventories. In B. Bolton (Ed.) *Handbook of Measurement and Evaluation in Rehabilitation (2nd Ed.)* (pp. 119-140), Baltimore, MD: Brookes.

## Technical Reports

Whiston, S., Fouad, N. A., Juntenun, C. L. (2016). Task Force Co-Chairs: *Professional Practice Guidelines for Integrating the Role of Work and Career Into Psychological Practice.* A report of the Task Force of the Society for Vocational Psychology, Section of the Society of Counseling Psychology (Division 17). Guidelines approved August, 2016.

*Multicultural Guidelines on Education. Training, Research, Practice, and Organizational Development for Psychologists* (2002, *American Psychologist*, 2003).

*Psychology’s role in the school to work opportunities movement: Report of the School to Work Task Force*, Nadya Fouad, Chair. American Psychological Association.

*Women Psychologists in Academe: Celebrating Successes and confronting challenges.* Report of the Task Force on Women in Academe. Nadya Fouad, chair, American Psychological Association.

Fouad, N. A. *Career Linking.* *An evaluation of Career Linking 1988-1991*. Submitted to the Edna McConnell Clark Foundation, December 1991.

Fouad, N. A. *Career Linking. Final Report*. Submitted to Carnegie Foundation, 1989.

Fouad, N. A. *Career Connections: Interim Report: 1990.* Submitted to the National Science Foundation.

Fouad, N. A. *Career Connections: Interim Report: 1991*. Submitted to the National Science Foundation.

Fouad, N. A. *Career Connections: Final Report: 1994* Submitted to the National Science Foundation.

## Grants received or in preparation

Fouad, N. A., & Burrows, S. G. (2021). *Validating the Perceptions of Possibilities scale: Application to individuals from racially/ethnically diverse backgrounds*. University of Wisconsin-Milwaukee Research Assistance Fund. $4000.00. Funded.

Fouad, N. A., Singh, R., Levitas, E. (Co-Principal Investigator). Role of Gender and Race in Fostering Innovation in Engineering Teams: What works? Submitted September 2017 to the National Science Foundation ($475, 000)

Fouad, N. A. (Co-Principal), "*ADVANCE BUILD,"* Sponsored by National Science Foundation, ,

$3,656,798.00. (submitted November, 2013) Not funded

*Gender Differences in Retention/Turnover of Engineers.* (2012-2014) National Science Foundation. $522,000. Funded. Co-principal investigator with Romila Singh.

*Women in Engineering Career: Persistence or Not*? (2008-2011) National Science Foundation. $499, 000. Funded. Co-principal investigator with Romila Singh. Funded

*Barriers for Women in STEM Careers (2007).* Principal Investigator. Research Growth Initiative at the University of Wisconsin-Milwaukee. $76,000. Funded

*Barriers to entry: Women in engineering environments.* (2004-6) Co-Principal Investigator with P. Smith, G. Hackett (Arizona State). National Science Foundation Gender in Science and Engineering, $499,000

*Culturally competent Counseling psychologists: community linkages*. (2003; not funded)

Principal Investigator. Graduate Psychology in Education Program, Department of Health and Human Services ($92,000)

*African American males in special education.* (1998) Principal investigator (1999) Helen Bader Foundation $70000.

*Mentoring of junior faculty women.* (1994) Coordinator/author, UW System and UW-Milwaukee, $16,500.

*Career connections.* Principal investigator/author. (1989-1992). National Science Foundation, $352,435.

*Wisdot composite.* Co-principal investigator/co-author (1987). Funded by Wisconsin Department of Transportation, $30,000.

*Career linking: A model for middle school intervention* (1988). Principal author/investigator.

Awarded by Carnegie Foundation. $20,000.

Refereed and Invited Papers presented at professional meetings.

Burrows, S. G., & Fouad, N. A. (2022, August). *COVID-19 as a career shock* [Poster presentation]. 129th Annual American Psychological Association Conference, Minneapolis, MN.

Burrows, S. G., Fouad, N. A., Kantamneni, N., & Kim, S. (2022, August). *Validation of the perceptions of possibilities scale with racial/ethnic minorities* [Poster presentation]. 129th Annual American Psychological Association Conference, Minneapolis, MN.

Fouad, N. A., Burrows, S. G., & Avery, C. A. (2022, August). *Occupational reinforcer patterns of U.S. workers after the onset of the COVID-19 pandemic* [Poster presentation]. 129th Annual American Psychological Association Conference, Minneapolis, MN.

Fouad, N. A., Weber, K., Reiland, M., & Burrows, S. G. (2022, August). *Development and initial validation of the perceptions of possibilities scale* [Poster presentation]. 129th Annual American Psychological Association Conference, Minneapolis, MN.

Burrows, S. G., & Fouad, N. A. (2021, August). *Measurement of career decision self-efficacy in establishment stage individuals* [Poster presentation]. 128th Annual American Psychological Association Conference, Virtual.

Fouad, N. A., (Chair, 2019). Symposium: Why aren’t we there yet? Research on the career development of women. August 8, 2019. Annual conference of the American Psychological Association, Chicago, IL.

Carbonelli, M. M., Kessler, M.J., Reiland., M.E. & Fouad, N. A. (2019) Traumatic Life Experiences and Access to Decent Work: A Psychology of Working Theory Perspective. August 8, 2019. Annual conference of the American Psychological Association, Chicago, IL.

Fouad, N. A. (Participant). Competent Supervision and the Reflective practice competency for students with difficulties. In Janet Thomas (Chair) Symposium: Difficult Conversations With Supervisees—Providing Constructive Feedback While Managing Legal Risk, August 8, 2019. Annual conference of the American Psychological Association, Chicago, IL.

Fouad, N. A. (Discussant) In David Blustein (Chair) Symposium New Directions in STEM Career Development-Interrogating Assumptions. August 10, 2019. Annual conference of the American Psychological Association, Chicago, IL.

Fouad, N. A. (Participant) Social Cognitive Career Theory and Agency. In Robert Lent (Chair) Symposium: Social Cognitive Career Theory at 25- Agency, Equity, and Well Being. . August 10, 2019. Annual conference of the American Psychological Association, Chicago, IL.

Fouad, N. A. (2018). Leona Tyler Address, "Three Strands, One Braid: My life in Counseling Psychology," American Psychological Association, San Francisco, CA.

Fouad, N. A. (2017) Stem Trained women in the workforce. Symposium conducted at the American Psychological Association, Washington, DC.

Fouad, N. A. (2017) Ask the editor’s panel. Symposium conducted at the American Psychological Association, Washington, DC.

Fouad, N. A. (2017) Discussant: Symposium on Precarious Work: Widening the Circle of Vocational Psychology, Symposium conducted at the American Psychological Association, Washington, DC.

Fouad, N. A. (2017) President’s Initiative, Difficult Dialogue on Master’s Training. Symposium conducted at the American Psychological Association, Washington, DC.

Fouad, N. A. (2016) Discussant: Latino/as in engineering programs. Symposium conducted at the American Psychological Association, Denver, CO

Fouad, N. A. (2016) An intervention on outcome expectations for academic persistence. Poster session, American Psychological Association, Denver, CO

Fouad, N. A. (2015). Integrating career counseling and psychotherapy with different populations. Symposium conducted at the American Psychological Association, Toronto Canada

Fouad, N. A., Santana, M., Ramos, E. (2015). Bilingual counseling and supervision: Multicultural competence and culture. Symposium conducted at the American Psychological Association, Toronto Canada

Fouad, N. A. & Swanson, J.L. (2015). Career transitions in midlife. Symposium conducted at the American Psychological Association, Toronto Canada

Cheng, W. & Fouad, N. A. (2014). International Students' Acculturation Experience With Career Decision Making and Transition, poster presented at the American Psychological Association, Washington, DC.

Fouad, N. A. (2014) Where are we heading? Gaining wisdom from counseling psychology changemakers. Symposium conducted at the American Psychological Association, Washington, DC.

Fouad, N. A. (2014) Leaning in but getting pushed back (and out). Invited plenary presented at the American Psychological Association Annual Conference, Washington, DC.

Fouad, N. A. (2014). Future of counseling psychology research. Symposium conducted at the American Psychological Association, Washington, DC.

Fouad, N. A. & Singh, R. (2013) Stemming the Tide: Why women leave engineering and what we can do about it. Symposium presented to the Committee on Women in Science, Engineering and Medicine, National Academies of Science and Engineering, Washington, DC.

Kies, A. & Fouad, N. A. (2012). *Forty years after Title IX: The Insidious effects of sexism on athletic leadership and a call for change.* Poster session presented at the American Psychological Association Annual Conference, Orlando, FL

Ghosh, A. & Fouad, N. A. (2012). *Factors Influencing the Career Choices of Student Veterans* Poster session presented at the American Psychological Association Annual Conference, Orlando, FL

Fouad, N. A., (2012). Discussant, Symposium: *Does It Work For Us---Ethnic Minority*

*Psychological Associations Comment on the APA Ethics Code*. Presented at the American Psychological Association Annual Conference, Orlando, FL

Fouad, N. A. (2012). Participant, Symposium: Ethics Hot Topics. presented at the American Psychological Association Annual Conference, Orlando, FL

Fouad, N. A., Kies, A., Parisot, M. (2012). *Consultation and Implementation of Social Justice With a Community-Based Organization* Conversation hour presented at the American

Psychological Association Annual Conference, Orlando, FL

Hatcher, R. L., Fouad, N. A., Grus, C.L., Campbell, L., & McCutcheon, S. (2012). *Competencies Benchmarks for Everyday Use by Supervisors and Faculty* Symposium conducted at the American Psychological Association, Orlando, FL.

Fouad, N A. (2011). *Contextual Factors in Unemployment* Symposium conducted at the American Psychological Association, San Diego, CA.

Fouad, N. A. (2011). Participant, Symposium: Ethics Hot Topics. presented at the American Psychological Association Annual Conference, San Diego, CA

Fouad, N A.; Singh, R. Fitzpatrick, M.; Liu, J.P.; Parisot, M.; Figueiredo, C. M. . *Women's persistence in engineering careers* Symposium conducted at the American Psychological Association, San Diego, CA.

Kantamneni, N & Fouad, N. A. (2010). *Vocational Interests and Contextual Influences in South Asians' Vocational* Development. Poster session presented at the American Psychological Association Annual Conference, San Diego, CA.

Fouad, N. A. (2010). Unemployment and mental health. Presented at the Education Leadership Conference, Washington DC.

Fouad, N. A. (2010). Participant, Symposium: Ethics Hot Topics. presented at the American Psychological Association Annual Conference, Washington, DC.

Fouad, N. A. (2010). *Science and Math Careers: Gender and Grade Level Differences in Barriers and Supports*, University of Minnesota Lecture Series, Minneapolis, MN

Fouad, N. A., Kies, A., Thomas, R., Liu, J., Fitzpatrick, M. E. (2010). *Perceptions of Career Transitions Among Division I Collegiate Student-Athletes.* Poster session presented at the American Psychological Association Annual Conference, San Diego, CA

Fouad, N. A., Liu, J., Gray, I., Fitzpatrick, M. E. (2010). *Perceptions of economy and work related decisions.* Poster session presented at the American Psychological Association Annual Conference, San Diego, CA

Gray, I., Boswell, T., & Fouad, N. (2009, August). *Contextual factors predicting career choice traditionality for African Americans.* Poster session presented at the American Psychological Association Annual Conference, Toronto, Canada.

Christianson, H., Weiss, J., & Fouad, N. A. (2009, August). *Cognitive adaptation theory and quality of life in late-stage cancer patients*. Poster session presented at the American Psychological Association Annual Conference, Toronto, Canada.

Gray, I., Boswell, T., & Fouad, N. (2009). *The effects of stereotype threat on the career choice traditionality of African Americans*. Poster session presented at the winter Roundtable Conference, Teacher’s College, New York, NY.

Boswell, T., Gray, I., Fouad, N., (2009) *The Effects of Racial Identity Attitudes on the Career choice/Interest Congruency of African Americans*, Poster session presented at the Winter Roundtable Conference, Teacher’s College, New York, NY.

Gray, I., Boswell, T., Fouad, N., (2009) *Practical Application of a Culturally Appropriate Career Counseling Model*, Round Table Discussion, at the Great Lakes Regional Counseling Psychology Conference, Ball State University, Muncie IN.

Cotter, E. W. & Fouad, N. A. (2009, August). Subjective well-being and vocational personality type. Poster presented at the American Psychological Association Annual Convention in Toronto, Ontario.

Fouad, N. A., Cotter, E. W., Bernfeld, S. J., Carter, L., Gray, I. & Liu, J. P. (2009, August). Voices of the dislocated worker: How socioeconomic status may influence work decisions. Poster presented at the American Psychological Association Annual Convention in Toronto, Ontario.

Fouad, N. A., Liu, J., Gray, I., & Cotter, E. W. (2009, June). Perceptions of the Economy and Individual Work Decisions. Poster presented at the Society for Vocational Psychology Biennial Conference in St. Louis, MO.

Fitzpatrick, M. E., Cotter, E. W., Bernfeld, S., Carter, L., Kies, A., and Fouad, N. A. (2009, June). Importance of Workplace Bullying to Vocational Psychology: A Research Agenda. Poster presented at the Society for Vocational Psychology Biennial Conference in St. Louis, MO.

Fouad, N. A. (2009) Contextual influences on work and career decisions. Invited presentation to Wisconsin Consortium of College Career Counselors.

Fouad, N. A. (2009). Math and science barriers and supports. Invited presentation to Milwaukee School of Engineering.

Fouad, N. A. (2009). Math and science barriers and supports. Invited presentation to School of Education, Lehman College, New York.

Fouad, N. A. (2009) Multicultural Guidelines. Invited presentation, Diversity Scholar, University of Missouri-Columbia.

Fouad, N. A. (2009) Mentoring for multicultural competencies, Invited presentation, Diversity Scholar, University of Missouri- Columbia.

Fouad, N. A. (2009) Mentoring for multicultural and advocacy competencies. Invited presentation for Helms Award, Cross-cultural Roundtable, Teachers College, New York.

Fouad, N. A., Chen, Y. L., Altman, B. A., Bernfeld, S., Carter, L. M., Cotter, E.W., Fitzpatrick, M. E., Gray, I., Kantamneni, N., Liu, J.P. (2008, August). Family influence on career decision making: Instrument validation. Symposium conducted at the American Psychological Association, Boston, MA.

Fitzpatrick, M. E., Fouad, N. A., & Liu, J.P. (2008, August). Accomplishments and challenges for women in STEM careers. Symposium conducted at the American Psychological Association, Boston, MA.

Fouad, N. A., Hackett, G., Smith, P., Kantamneni, N., Fitzpatrick, M., Haag, S. (2007, August). Career Choice Barriers: Differences at Three Developmental Stages. Symposium conducted at the American Psychological Association, San Francisco, CA.

Fouad, N. A., Fitzpatrick, M. E., Vespia, K., Kantamneni, N., Chen, Y.P., & Terry, S. (2007, August). Multicultural Career Counseling Competencies: The Current State of Practice. Poster session presented at the meeting of the American Psychological Association, San Francisco, CA.

Fouad, N. A. (2007, August). Women Supporting Women---Mentoring Between APAGS and Eminent Psychologists. Symposium conducted at the American Psychological Association, San Francisco, CA.

Fouad, N. A. (2007, March). Multicultural Challenges and Practices in Therapy. Presentation to the New Jersey Psychological Association Executive Board.

Fouad, N. A., Hackett, G., Kantamneni, N., Fitzpatrick, M. (2006, August). Career choice barriers: Environmental influences on women’s STEM career choices. Symposium conducted at the American Psychological Association, Washington, D.C.

Wester, S. R., Fowell, H., Fouad, N. A., Santiago-Rivera, A. (2006, August). Information processing model for faculty dealing with problematic students. Symposium conducted at the American Psychological Association, Washington, D.C.

Fouad, N. A., Kantamneni, N., Smothers, M.K., Chen, Y. L., Guillen, A., & Terry, S., (2006, August). Asian-American Career Development: A qualitative analysis. Poster session presented at the meeting of the American Psychological Association, Washington,

Fouad, N. A. (April, 2006). Multicultural Guidelines: Practices and challenges in Therapy. Keynote address to the Wisconsin Psychological Association.

Fouad, N. A. (2005, August). Discussant in R. W. Lent (Chair), *Work--family conflict: Exploring the role of self-efficacy*. Symposium conducted at the American Psychological Association, Washington, D.C.

Fouad, N. A. (2005, August). Discussant in D. L. Blustein (Chair), A*dolescents' constructions of work and school: An international perspective.* Symposium conducted at the American Psychological Association, Washington, D.C.

Fouad, N. A., Guillen, A., Harris-Hodge, E., Henry, C., Novakovic, A. & Terry, S. (2005, August). *Need, awareness, and use of career services for college students.* Poster session presented at the meeting of the American Psychological Association, Washington, D.C.

Metz, A.J., Fouad, N. A., Ihle-Helledy, K. (2005, August). *Career aspirations and expectations of college students: Demographic and labor market influences.* Poster session presented at the meeting of the American Psychological Association, Washington, D.C.

Fouad, N. A., Chen, Y. L., Guillen, A., Henry, C., Kantamneni, N., Novakovic, A., & Terry, S. (2005, August) *Role induction in career counseling.* Poster session presented at the meeting of the American Psychological Association, Washington, D.C.

Fouad, N. A. (2005, June). *Incorporating cultural context into career counseling: What we know to be more effective.* Invited paper presented at the meeting of the National Career Development Association, Orlando, FL.

Fouad, N. A. (2005, April). *The scientifically-minded Psychologist and the role of work in psychological health: Core and specific competencies for counseling psychologists.* Invited paper presented at the meeting of the Great Lakes Regional Counseling Psychology conference, Bloomington, IN.

Fouad, N. A. (2005, April). *APA Guidelines on Multicultural Education, Training, Research, Practice and Organizational Change.* Invited paper presented to the meeting of the Wisconsin Psychological Association, Madison, WI.

Fouad, N. A. & Blustein, D. L. (2005, February). *The role of work in psychological health.* Invited paper presented at the meeting of the Council of Counseling Psychology Training Programs, Palm Springs, CA.

Fouad, N. A. (2005, January). *Incorporating cultural context into career counseling.* Invited paper presented at the meeting of the Wisconsin Careers Association.

Fouad, N. A. (2004, July). Multicultural guidelines: Implementation in an urban counseling psychology program. In P. Arredondo (Chair), *Implementation of the multicultural guidelines*. Symposium conducted at the American Psychological Association, Honolulu, HI.

Fouad, N. A. (2004, July). Training Counseling Psychologists in 2004: Issues and Challenges in Enhancing Distinctiveness. In W.B. Walsh (Chair), *Enhancing the distinctiveness of counseling psychology*. Symposium conducted at the American Psychological Association, Honolulu, HI.

Fouad, N. A. (2004, June). *Connecting to school to work.* Presentation to teachers as part of NSF-funded project, Oregon State University, Portland, OR.

Fouad, N. A.(2004, April). *Invited Keynote Address. Vocational Interests: Gender and Race Differences and Implications for Career Counseling*. Paper presented to the University of Illinois Symposium on Race. Champaign, IL.

Fouad, N.A (2004 March). *Invited Address: Multicultural Guidelines.* Seton Hall University,

Fouad, N. A. (2003, August) *Discussant, Symposium: Counseling psychology in 2025*. American Psychological Association, Toronto, Canada.

Fouad, N. A. (2003, July) *Keynote address: Involuntary transitions. A culture-centered approach.* Paper presented to the meeting of the Society for Vocational Psychology, 6th biannual conference, Coimbra, Portugal.

Fouad, N. A (2003, August). *Multicultural Counseling Competencies- what have we done and where do we go from here?* Paper presented to the meeting of the American Psychological Association, Toronto, Canada.

Fouad, N. A. (2003, February). *Multicultural Guidelines: Best Practices for Counseling Psychology Training*. Invited address presented to the meeting of the Council of Counseling Psychology Training Programs Conference, Tampa, FL.

Fouad, N. A. (2003, January). *Multicultural guidelines: Implications for educators, researchers and practitioners*. Invited Address to School of Education, University of Missouri-Kansas City.

Fouad, N. A. (2002, November). *Landscape issues*. Invited address to Association for Predoctoral and Postdoctoral Internship Centers (APPIC) Competencies Conference, Phoenix, AZ.

Fouad, N. A. (2002, August). Discussant, *Values for the future of counseling psychology*. W. B. Walsh (Chair), Symposium conducted at the meeting of the American Psychological Association, Chicago, IL.

Hartung, P. J., Fouad, N. A., Leong, F. T. L. & Hardin, E. (2002, August). *Cultural value orientation, family expectations, and career development.* Poster presented at the meeting of the American Psychological Association, Chicago, IL.

Fouad, N. A. (2002, August). (Discussant) *Differential status identity: Construct, measurement, and initial validation.* American Psychological Association, Chicago, IL.

Fouad, N. A. (2002, August). (Discussant) *Bridging the multicultural counseling competencies gap-suggestions for addressing diversity issues*. Symposium presented at the meeting of the American Psychological Association, Chicago, IL.

Fouad, N. A. (2002, February). *Multicultural guidelines.* Invited presentation to the meeting of the Council of Counseling Psychology Training Programs, Phoenix, AZ,

Fouad, N. A. (2002, May). *Keynote address*, School of Education Research Conference, University of Denver, Denver, CO.

Fouad, N. A. (2001, August). (Co-chair symposium). *National conference—hopes dreams, and opportunities*. Paper presented at the meeting of the American Psychological Association, San Francisco, CA,

Fouad, N. A. & Swanson, J. L. (2001, August). *Expanding the sex and culture relevance of interest inventory items*. Paper presented at the meeting of the American Psychological Association, San Francisco, CA,

Spokane, A. R., Fouad, N. A., & Swanson, J. L. (2001, August). *Culture centered career intervention*. Paper presented at the meeting of the American Psychological Association, San Francisco, CA.

Helledy, K. I., Zytowski, D. & Fouad, N. A. (2001, August). *Kuder Career Search: Consequential validity and test-retest reliability.* Poster presented at the meeting of the American Psychological Association, San Francisco, CA.

Stead, G., Els, C., & Fouad, N. A. (2001, August). *Perceived career barriers and interventions in South Africa.* Poster presented at the meeting of the American Psychological Association, San Francisco, CA.

Fouad, N. A. (2001, August). *Alternative futures for vocational psychology: SWOT analysis.* M. L. Savickas (Chair), Symposium conducted at the meeting of the American Psychological Association, San Francisco, CA.

Fouad, N. A. (2001, August). *Dreams of 2010: Making a Difference Division 17 2001 Presidential Address*. American Psychological Association, San Francisco, CA.

Gibson, P. W., Fouad, N. A., Anders, K. A., Harris-Hodge, E., Helledy, K. I. (2001, August). *Differential status identity: operational definition and measurement.* Poster presented at the meeting of the American Psychological Association, San Francisco, CA,

Fouad, N. A. & Zao, K. E. (2000, August). *Meeting the revolution: Future trends in vocational assessment*. W. B. Walsh (Chair). Symposium conducted at the meeting of the American Psychological Association, Washington, D.C.

Gibson, P. W., Fouad, N. A. & Smith, P. L (2000, August). *Family influences on women’s career goals in math and science.* Poster presented at the meeting of the American Psychological Association, Washington, D.C.

Fouad, N. A. (2000, August). (Co-chair). *Creating* *successful strategies for promoting diversity in APA Divisions and state and provincial associations.* Symposium conducted at the meeting of the American Psychological Association, Washington, D.C.

Fouad, N. A. (2000, August). (Chair). *Roundtable discussion: Applying theoretical innovations in vocational psychology.* American Psychological Association, Washington, D.C.

Fouad, N. A. (2000, August). (Chair). *Building the next stage of career development-new theoretical innovations.* Symposium conducted at the meeting of the American Psychological Association, Washington, D.C,.

Byars, A. M. & Fouad, N. A. (2000, August). *Math and science-related social cognitive variables in college students.* Poster presented at the meeting of the American Psychological Association, Washington, D.C,

Fouad, N. A. (1999, August). Methodological diversity in vocational psychology. In G. Hackett & J. Lichtenburg (Chairs). *Issues related to methodological diversity in counseling psychology research.* Symposium conducted at the meeting of the American Psychological Association, Boston, MA,

Fouad, N. A. (1999, August). (Chair). *Critical issues for women in the new millennium: Women in academe.* Symposium conducted at the meeting of the American Psychological Association, Boston, MA,

Fouad, N. A. (1999, August). (Chair). *Roundtable: Legacy of Frank Parsons-social advocacy.* American Psychological Association, Boston, MA,

Fouad, N. A. (1999, August). (Chair). *Symposium: Frank Parsons-contributions to vocational psychology 90 years later.* Symposium conducted at the meeting of the American Psychological Association, Boston, MA,

Fouad, N. A. (1999, August). *Discussion: Report of the findings of the multidivisional school-to work task force-determinations of psychology’s role in the school to work effort.* Session conducted at the meeting of the American Psychological Association, Boston, MA.

Fouad, N. A. Stark, R., Harris-Hodge, E. & Smith, P. (1999, August). *Parental role modeling among Black college students.* Poster presented at the meeting of the American Psychological Association, Boston, MA.

Fouad, N. A., Zao, K., & Smith, P. (1999, August). *Prestige and parental influence on aspired career choice*. Poster presented at the meeting of the American Psychological Association, Boston, MA.

Fouad, N. A., Stead, G., & Els, C. (1999, August). *Perceived barriers questionnaire: Construct validity among South African students.* Poster presented at the meeting of the American Psychological Association, Boston, MA.

Fouad, N. A., & Stead, G. (1999, August). *School to work transition: Barriers and interventions among disadvantaged students.* Poster presented at the meeting of the American Psychological Association, Boston, MA.

Chartrand, J., Fouad, N. A. & Prince, J. (1998, August). *Interest measurement and assessment: Multicultural diversity and the Strong Interest Inventory.* Poster presented at the meeting of the American Counseling Association, Indianapolis, IN.

Fouad, N. A., Stark, R., & Zukerman, D. (1998, August). *Career counseling with racial/ethnic minority clients: Applying the Culturally Appropriate Career Counseling Model.* Paper presented at the meeting of the Great Lakes Regional Conference, Bloomington, IN.

Fouad, N. A. & Westefeld, J. W. (1998, August). *The relationship between career indecision, depression and suicidal risk among college students: An exploratory study.* Poster presented at the meeting of the American Psychological Association, San Francisco, CA.

Fouad, N. A. (1998, August). (Chair) *Sections of Division 17 Mentoring Roundtables.* Presented at the meeting of the American Psychological Association, San Francisco, CA.

Fouad, N. A. (1998, August). (Discussant). *Present and Future of Career Assessment: Validating models and measures.* Symposium conducted at the meeting of the American Psychological Association, San Francisco, CA.

Ferry, T. R., Fouad, N. A., & Smith, P. L. (1998, August). *Women's career development: A math and science social cognitive model.* Poster presented at the meeting of the American Psychological Association, San Francisco, CA,

Fouad, N. A. (1997, August).*Misshapen polygons.* Symposium conducted at the meeting of the American Psychological Association, Chicago, IL.

Spreda, S., Fouad, N. A., & Rhyner, P.A. (1997, August). *Effectiveness of a university mentoring program.* Poster presented at the meeting of the American Psychological Association, Chicago, IL.

Tang, M. & Fouad, N. A. (1997, August). *Asian Americans Career choice: a path model.* Poster presented at the meeting of the American Psychological Association, Chicago, IL.

Fouad, N. A. (1996, August). *Culturally Appropriate Career Counseling Model applied to Hispanics,* Symposium conducted at the meeting of the American Psychological Association, Toronto, Canada.

Betsworth, D. & Fouad, N. A. (1996, August). Vocational Interests: a glance at 70 years. Symposium conducted at the meeting of the American Psychological Association, Toronto, Canada.

Fouad, N. A. (1995, August). *Multicultural career counseling. Cross-cultural roundtable,* Presented at the meeting of the American Psychological Association,New York.

Fouad, N. A. & Spreda, S. L. (1995, August). *Career self-efficacy of middle school students.*

Poster presented at the meeting of the American Psychological Association, New York.

Fouad, N. A. & Tang, M. (1995, August). *Path model for Asian American career choices.* Poster presented at the meeting of the American Psychological Association, New York.

Fouad, N. A. (1995, August). *Special groups and the beneficial use of interest inventories.* Symposium conducted at the American Psychological Association, New York.

Fouad, N. A. (1994, August). *Reflections on cultural contexts (Fellows Symposium).* N. E. Betz (Chair), Symposium conducted at the meeting of the American Psychological Association, Los Angeles, CA.

Fouad, N. A., Davis, J. D., & Post, P. (1994, August). *Personal growth activities for counselors in training.* Symposium conducted at the meeting of the American Counseling Association, Minneapolis, MN.

Leitheiser, R. L. & Fouad, N. A. (1993, December). *Cultural determinants in requirements determination.* Paper presented at the meeting of the International Conference on Information Systems, Orlando, FL.

Fouad, N. A. (1994, January). *Career assessment and intervention with Hispanics.* Paper presented at the meeting of the National Career Development Association, Albuquerque, NM,

Fouad, N. A. (1994, August). *Career assessment with Latinos/Hispanics*. Paper presented at the meeting of the American Psychological Association, Los Angeles, CA,

Fouad, N. A., & Ellmann, S. (1993, August). *Career connections.* Paper presented at the meeting of the American Psychological Association, Toronto, CA,

Dancer, L. S. & Fouad, N. A. (1993, June). *Homogeneity of interests*. Paper presented at the meeting of the American Psychological Society. Chicago, IL,

Fouad, N. A. (1992, August). *Cross-cultural vocational assessment.* Paper presented at the meeting of the American Psychological Association, Washington, DC,

Fouad, N. A. (1992, August)..*Curricular approaches to training in multicultural counseling.* Paper presented at the meeting of the American Psychological Association. Washington, DC,

Fouad, N. A. (1991, August). *Multicultural career counseling.* Paper presented at the meeting of the American Psychological Association, Montreal, Canada.

Fouad, N. A. (1991, March). *Career linking.* Paper presented at the meeting of the American Association for Counseling and Development. Reno, Nevada.

Fouad, N. A., & Puzia, M. (1990, May). Career connections. Paper presented at the meeting of the National Association for Partnerships in Education. Washington, DC,

Fouad, N. A. (1990, August). *Challenges of vocational psychology.* Paper presented at the meeting of the American Psychological Association. Boston, MA.

Fouad, N. A. (1990, August). Discussant. *Towards a model of multicultural career development.* Paper presented at the meeting of the American Psychological Association. Boston, MA.

Fouad, N. A. (1989, August). Chair and discussant, *Cross-cultural research.* Symposium conducted at the meeting of the American Psychological Association, New Orleans, LA.

Fouad, N. A., & Chartrand, J. (1989, Symposium). *Balancing work and family in career development.* Paper presented at the meeting of the American Psychological Association, New Orleans, LA,

Fouad, N. A., Hains, A., & Davis, J. L. (1989, March). Counseling students' perceived need for therapy. Paper presented at the meeting of the American Association of Counseling and Development, Boston, MA,

Fouad, N. A. (1989, July). *Invited participant: Cross-cultural interest measurement.* Symposium on the Strong-Campbell Interest Inventory, Palo Alto, CA,

Fouad, N. A. (1988, August). .Invited participant: Symposium: *New professionals in counseling psychology: Gender, racial, and ethnic issues*. Paper presented at the meeting of the American Psychological Association, Atlanta, GA.

Fouad, N. A., Ellickson, J., Griffin-Pierson, S., (1988, May). What do we need as women professionals? Paper presented at the meeting of the APA Division 17 Central Midwestern Regional Conference, Allterton, IL,

Fouad, N. A. (1987, August). Cross-cultural similarity of vocational interests of professional engineers. J. C. Hansen (Chair), Symposium *Interest Measurement: New Perspectives* conducted at the American Psychological Association, New York.

Fouad, N. A. (1987, April). *Impact of relationships on the career development of women.* Paper presented at the meeting of the American Association of Counseling and Development, New Orleans,

Fouad, N. A. (1986, August). *Construct of career maturity in U.S. and Israel*. Poster presented at the meeting of the American Psychological Association, Washington, DC.

Fouad, N. A. (1986, August). Discussant, *Measuring vocational interests: New findings for research and practice.* American Psychological Association, Washington, DC.

Fouad, N. A. & Post-Kammer, P. (1986, April). *Work values and sex-role orientation of women*. Paper presented at the meeting of the American Association for Counseling and Development; Los Angeles, CA.

Fouad, N. A. & Bracken, B. (1985, November). *Cross-cultural translation and validation of the BBCS.* Paper presented at the meeting of the 2nd Conference on Minority Assessment; Tucson, AZ,

Fouad, N. A. & Bracken, B. (1985, June). Cross-cultural translation and validation of two U.S. psychoeducational assessment instrument. Paper presented at the XX Interamerican Congress of Psychology; Caracas, Venezuela..

Fouad, N. A. (1984, August). *Cross-cultural differences in predictive accuracy of the Strong-Campbell Interest Inventory.* Paper presented at the meeting of the American Psychological Association, Toronto, Canada.

Fouad, N. A., Stewart, E., & Konrads, S. (1984, August). *Use of the flexibility construct in counseling prediction*. Poster presented at the meeting of the American Psychological Association; Toronto, Canada.

Fouad, N. A. (1983, August). Comparison of the structure of interests for Hispanic bilingual high school students. J. C. Hansen, (Chair), Symposium conducted at the meeting of the American Psychological Association; Anahiem, CA.

Fouad, N. A. (1982, August). *Cross-cultural interest measurement: Preliminary findings*. J. C. Hansen, (Chair), Symposium conducted at the meeting of the American Psychological Association; Washington D.C.

# Teaching: Courses Taught

**Master’s Program:**

Ed Psy 720 Techniques of Educational and Psychological Measurement

Couns 710 Counseling: Theories and Issues

Couns 711 Foundations of Career Development

Couns 714 Essentials of Counseling Practice

Couns 715 Multicultural Counseling

Couns 775/970 Supervised Practicum 1/2 in Community Counseling

**Doctoral Program:**

Educ 901 Advanced Seminar in Urban Education

803 Vocational Psychology. 3 cr. G. (\* Taught similar course at Colorado State University)

841 Proseminar 4: Vocational Psychology; Social Justice. 3 cr. G.

1. Professional, Ethical and Legal Issues in Counseling Psychology
2. Advanced Multicultural Counseling. 3 cr. G.

819 Group Assessment for Adults. 3 cr. G.

# Professional Service

## American Psychological Association

Fellow - Divisions 17, 35 and 45

Member, Committee on Psychological Testing and Assessment (2020-present)

Co-Chair, Summit on the Future of Practice and Education, 2020-2021 (Assembly in January, Summit in October)

Chair, Masters in Counseling Accreditation Council (2016-19)

Board Member, Masters in Counseling Accreditation Council (2014-)

Board Member Masters in Counseling and Psychology Accreditation Council (2015-)

Member, Master’s Guidelines Task Force (2014)

Co-chair, Multicultural Guidelines Revision Task Group 2012- 2015

Member, 2010, APA Ethics Committee, Vice Chair, 2011 and Chair 2012

Competency Benchmarks Workgroup (2006-2014).

Chair, Board of Educational Affairs, American Psychological Association (2006- 2007)

Member, Assessment Portfolio Task Group, (2007-present)

Member, Board of Educational Affairs, American Psychological Association (2004-2007) BEA liaison to Council of Chairs of Training Councils

Member, Special Task Force on Implementation of the Multicultural Guidelines, American Psychological Association (2006- 2009).

Member, Committee on Division- APA Relations, American Psychological Association, (1999-2001) Co-Chair, 2000-2001

Co-chair, Multicultural Guidelines Writing Team (Joint Divisions 17 & 45) (Culminated in Multicultural Guidelines adopted as APA Policy, August, 2002)

Chair, Task Force on Women in Academe, American Psychological Association (1999-2000)

Chair, Task Force on School to Work Transition, American Psychological Association (1999-2000)

Advisory Board Member, Center for Psychology in the Schools and Education, American Psychological Association (1998-2001)

Site Visitor, American Psychological Association Accreditation Team (1993-present: not conducting visits while member of BEA)

Member- Division 35: Psychology of Women

 Division 45: Psychology Study of Ethnic Minority Psychology

## Society of Counseling Psychology

Member, Vocational Psychology Section, Section Advancement for Women

Co-Vice President Communications (with Jean Carter) (2006-2007)

Past President’s Advisory Council (2001-present)

Social Justice Award Special Task Group (2005)

Communications Special Task Group (2005-present)

Chair, Biennial Special Task Group (2005- present)

President, Division 17, American Psychological Association (2000-2001)

 Past President, (2001-2002)

Cluster Representative, Division 17, (2002-2003) Chair, Cluster E

Vice President, Diversity and Public Interest, Division 17, American Psychological Association (1996- 1999)

Chair, Society for Vocational Psychology, (1996-1998), Chair-elect (1994-1996), Past Chair (1998-2000)

Newsletter editor (1993-1996)

Member, Steering Committee, Regional Conference (1988)

Standing Committee on Ethnic and Cultural Diversity (1990-1993)

Member, Award and Recognition Committee, (1995-1997)

Chair, Special Interest Group for Cross-cultural Counseling (1987-1989)

Member, Program Committee, (1991-1993)

Member, Committee on Women, 1991-1993

## Council of Counseling Psychology Training Programs

Chair (2005-2006) (Term 2003-2007),

Member, Executive Council, (1996-1999- Survey Coordinator), 2021-2024 (CE Coordinator)

## Other Professional Service

Member, National Academy of Engineering Work group on Engineering Career Pathways (2014-present)

Member, Master’s in Counseling Accrediting Council Executive Board (2014-present)

Member, Board of Directors, Family Services of Milwaukee (2006-2007)

Member, Exemplary Cultural Counseling Practices Task Force, American Counseling Association

Chair, Strong Research Advisory Board (1996-1999).

Member, Strong Research Advisory Board (1992-1999).

Member, American Association for Counseling and Development Committee on International Relations

Chair, Committee on Multicultural Assessment, Association for Measurement and Evaluation in Counseling and Development (1989-1991)

Executive Council (1990-91), Exhibit Chair (1988), Association for Measurement and Evaluation in Counseling

Member, National Career Development Association

# University Service

## University-wide

Committee Member, Training Director Search, University Counseling Services (2022)

Committee Member, Campus CARES Committee. (January-August, 2019)

Committee Chair, Conflict Resolution and Ombuds Council (2014-present)

Chair, Distinguished Professors Committee (2021-present)

Vice Chair, Dean Search, Graduate School (2013)

Member, Director Search, Career Development Center

Chancellor’s Advisory Committee on Mental Health

Chair, Campus Resources Subcommittee of Chancellor’s Advisory Committee on Mental Health

Member, Provost’s Committee on Retention

Divisional Committee (Chair, Subcommittee of Full Professors) (2011-12) (Substitute, 2013-present)

Chair, Dean Search, College of Health Sciences 2009

Ombuds Council Faculty Member (2007-)

Chair, Graduate Faculty Council (2006-7)

Member, Graduate Faculty Council (2003-7)

Chair, Research Grants Committee (2006-7)

Member, Academic Planning and Budget Committee (2006-7)

Chair, Graduate Curriculum Committee (2005-6)

Member, Graduate Curriculum Committee

UWM Mentoring Program Advisory Board (1996-2001)

Chair, Library and Technology Center Planning Committee (1999- )

Wisconsin Women in Higher Education Leadership Institutional Representative, and member of the Steering Committee (1998-2002)

Chair, Task Force on Climate for Women (2001-2002 and following activities)

Career counseling, Career Development Center, UWM (spend 3-4 hours a week, seeing clients at CDC and consulting with staff and interns) (2002-2005)

Chair, Milwaukee Committee Advisory Panel (2003-4)

Co-chair, Faculty Appeals and Grievances Committee (1993-1996)

Member, Graduate School Committee on Reviews (1987-1989)

Chair, Mentoring Program (1993-1996)

Member, Graduate School Research Committee (1993-1996)

Task Force on Gender Equity (1992-1994)

## School of Education

Chair, Associate Deans’ Searches, May 2012

Member, Urban Education Doctoral Program Committee (1991-2004)

Member, Academic Planning and Budget Committee (served 3 terms since 1984)

Vice Chair, School of Education Dean Search (1994)

Member, Task Force on Future of School of Education (1984-1987; 1992-4)

Member, Faculty Assembly (served 4 terms since 1984)

Out of State Travel (served 2 times since 1984)

Member, Scholastic Appeals (1986-1988)

Department of Educational Psychology

Chair, Counseling Area, Department of Educational Psychology (1993-1996; 2002-2006; 2021-present)

Training Director, Counseling Psychology program (2019-present)

Chair (2010-2018)

Co-chair (2009)

Search committee chair (served on 12 search committees since 1985)

Personnel Committee (served 4 times since 1989)

Training Director, Counseling Psychology Doctoral Program (1990- present)

Administrative Committee, Department of Educational Psychology (1993-1996; 2002-2006)