

# *University of Virginia*

## *Curriculum Vitae*

### PERSONAL INFORMATION

1. Natoya Hill Haskins  
Home Address 100 Royal Musselburgh, Williamsburg, VA 23188  
Home Phone (804) 240-4192  
[cxs8td@virginia.edu](mailto:cxs8td@virginia.edu)
2. Associate Professor of Counselor Education
3. Licensed Professional Counselor, Virginia 0701008313

### EDUCATION

3. The College of William & Mary  
Ph. D. in Counselor Education, 2008- 2011  
  
Virginia Union University  
M.Div. in Theology, 2005-2008  
  
Virginia Commonwealth University  
M.Ed. in Counselor Education, 2003-2005  
  
James Madison University  
B.S. in Speech Communication, 1997-2001

### POSITIONS

4. University of Virginia – 2022- current  
Associate Professor  
  
The College of William and Mary – 2021- 2022  
Associate Dean and Director of Diversity and Inclusion  
  
The College of William and Mary – 2018- 2022  
Associate Professor, Department of School Psychology and Counselor Education

The College of William and Mary – 2016-2018  
Assistant Professor, Department of School Psychology and Counselor Education

The University of Georgia - 2011-2016  
Assistant Professor, Department of Counseling and Human Development Services

New Horizons Family Counseling Center – 2009-2011  
Family Counseling Intern, The College of William and Mary

The College of William and Mary – 2009  
Instructor, Department of School Psychology and Counselor Education

Tucker High School 2008-2009  
School Counselor, Henrico High School

Thomas Boushall Middle School – 2007-2008  
Chair of School Counseling, Richmond Public Schools

Thomas Boushall Middle School – 2005-2007  
School Counselor, Richmond Public Schools

Wilder Middle School – 2005  
School Counselor, Henrico Public Schools

Virginia Commonwealth University – 2004  
Instructor, University College

#### HONORS, PRIZES AND AWARDS

5. Class of 1955 Associate Professor- The College of William and Mary, 2021  
Association for Counselor Education and Supervision (ACES), Outstanding Leadership Award, 2021  
Womanista Award, Association for Multicultural Counseling & Development, 2021  
Action in Values Award, The College of William and Mary, 2021  
American Counseling Association, ACA Fellow, 2021  
Diversity Champion Award- The College of William and Mary, 2021  
Janet Brown Strafer Award- The College of William and Mary, 2018

Association for Counselor Education and Supervision (ACES), Outstanding Teaching Award, 2014

Lilly Teaching Fellow-The University of Georgia, 2012-2014

ACES Presidential Fellow-Association for Counselor Education and Supervision, 2012-2013

### COURSES TAUGHT

#### 6. Courses taught at the University of Virginia

Fall 2022 EDHS 8310: Intro to School Counseling (3 cr.), 30 students

Courses taught at The College of William and Mary

Fall 2021 EDUC C43: Ethics in Counseling (3 cr.), 16 students  
EDUC 762: PhD Counselor Education Seminar (3 cr.), 9 students

Sum 2021 EDUC 684: Advance Multicultural and Social Justice Theory and Practice (3 cr.), 6 students  
EDUC 624: Theory and Practice of Multicultural Counseling (3 cr.), 16 Students  
EDUC F09: Human Growth and Development (3 cr.), 18

Spring 2021 EDUC 664: Qualitative Research Methods (3 cr.), 5 students

Fall 2020 EDUC 632: Advanced Counseling Theories (3 cr.), 10 students  
EDUC C33: Internship in School Counseling (3 cr.), 6 students

Sum 2020 EDUC 684: Advance Multicultural and Social Justice Theory and Practice (3 cr.), 5 students  
EDUC 624: Theory and Practice of Multicultural Counseling (3 cr.), 14 Students

Spring 2020 EDUC 664: Qualitative Research Methods (3 cr.), 5 students  
EDUC C33: Internship in School Counseling (3 cr.), 9 students

Sum 2019 EDUC 684: Advance Multicultural and Social Justice Theory and Practice (3 cr.), 6 students  
EDUC 624: Theory and Practice of Multicultural Counseling (3 cr.), 12 Students  
EDUC F09: Human Growth and Development (3 cr.), 7

Spring 2019 EDUC 664: Qualitative Research Methods (3cr.), 6 students

- Fall 2018 EDUC C35: Introduction to Professional School Counseling (3 cr.), 6 students
- Spring 2018 EDUC 624: Theory and Practice of Multicultural Counseling (3 cr.), 35 students  
EDUC 664: Qualitative Research Methods (3cr.), 6 students
- Sum 2017 EDUC V63: Advance Multicultural and Social Justice Theory and Practice (3 cr.), 5 students
- Spring 2017 EDUC 624: Theory And Practice Of Multicultural Counseling (3 cr.), 23 students  
EDUC C33: Internship in School Counseling (3 cr.), 9 students
- Fall 2016 EDUC C35: Introduction to Professional School Counseling (3 cr.), 6 students

Courses taught at the University of Georgia

- Spring 2016 ECHD 9610: Theories of Counseling and Psychotherapy (3 cr.), 5 students  
ECHD 9760: Practice and Professional Ethics (3 cr.), 10 students
- Fall 2015 ECHD 7040: Counseling Theory and Skills (3 cr.), 42 students  
ECHD 9760: Practice and Professional Ethics (3 cr.), 10 students
- Sum 2015 ECHD 8000: Applied Projects in CHDS (3 cr.), 8 students  
ECHD 8100: Developmental Counseling (3 cr.), 22 students  
ECHD 8680: Supervision in Counseling Settings (3cr.), 21 students
- Spring 2015 ECHD 9610: Theories of Counseling and Psychotherapy (3 cr.), 10 students  
ECHD 9760: Practice and Professional Ethics (3 cr.), 5 students
- Fall 2014 ECHD 7040: Counseling Theory and Skills (3 cr.), 36 students  
ECHD 9760: Practice and Professional Ethics (3 cr.), 5 students
- Sum 2014 ECHD 8000: Applied Projects in CHDS (3 cr.), 10 students  
ECHD 8680: Supervision in Counseling Settings (3cr.), 5 students
- Spring 2014 ECHD 9610: Theories of Counseling and Psychotherapy (3 cr.), 6 students  
ECHD 9760: Practice and Professional Ethics (3 cr.), 11 students
- Fall 2013 ECHD 7040: Counseling Theory and Skills (3 cr.), 30 students  
ECHD 9760: Practice and Professional Ethics (3 cr.), 11 students

Sum 2013	ECHD 8000: Applied Projects in CHDS (3 cr.), 8 students
Spring 2013	ECHD 9610: Theories of Counseling and Psychotherapy (3 cr.), 12 students ECHD 9760: Practice and Professional Ethics (3 cr.), 8 students
Fall 2012	ECHD 7040: Counseling Theory and Skills (3 cr.), 24 students ECHD 9760: Practice and Professional Ethics (3 cr.), 8 students
Sum 2012	ECHD 8000: Applied Projects in CHDS (3 cr.), 8 students ECHD 9020: CHDS Interventions (3 cr.), 8 students
Spring 2012	ECHD 9760: Practice and Professional Ethics (3 cr.), 15 students ECHD 8850: Advance Internship in School Counseling (3 cr.), 8 students
Fall 2011	ECHD 8850: Advance Internship in School Counseling (3 cr.), 8 students

## RESEARCH

8.

a) Refereed publications:

### Peer Reviewed Journal Articles

1. **Haskins, N. H.**, Advent Harris, J., Parker, J., Chin, P., & Nambiar, A. (in press). Teaching Antiracist Counseling Theories: Black Liberation Narrative Therapy. (*Counselor Education & Supervision*).
2. Tuttle, M., **Haskins, N.**, Macadon-Mann, M., & Windham, H. (2022). RCT: School Counselor and Latinx Parent Partnerships. (*Journal of Child and Adolescent Counseling*).
3. Robey, N., **Haskins, N.H.**, & Dickter, C. (2022). Disparities in student misconduct in higher education for students from underrepresented racial backgrounds or non-citizen visa students. (*Journal of College and Character*).
4. Hilert, A., **Haskins, N.H.**, Fan, S., Smith, C., Warraich, L., & Gosling, D. (2022). Multicultural and School Justice Training in Doctoral Counseling Programs: A Phenomenological Study. *Journal of Counselor Preparation and Supervision*, 15(2). Retrieved from <https://digitalcommons.sacredheart.edu/jcps/vol15/iss2/10>
5. Parker, J., **Haskins, N.H.**, Lee, A., Rodenbo, A., & O'Brien, E. (2022). School Mental Health Trainees' Perceptions of a Virtual Community-Based Partnership to Support Black Youth, *School Psychology Review*, DOI: 10.1080/2372966X.2021.2015248

6. **Haskins, N. H.**, Finan, R., Johnson, L., Edirmanasinghe, N., & Brant-Rajahn, S. (2022). Asian and Latino students' preparation to counsel White clients: An interpretative phenomenology, (Counselor Education and Supervision) <https://doi.org/10.1002/ceas.12229>
7. Hilert, A., & **Haskins, N.H.** (2022). Teaching mindfulness in prison settings: A grounded theory of strategies to promote engagement and empowerment. *Journal of Offender Rehabilitation*, 61(5), 1-19.
8. Lee, A., & **Haskins, N.H.** (2021). Toward a culturally humble practice: Critical consciousness as an antecedent. *Journal of Counseling & Development*, 100, 104-112.
9. Parker, J., **Haskins, N.H.**, Clemons, A., McClure, E., & Washington, J. (2022). Early career Black women in school-based mental health fields: understanding their experiences of workplace discrimination. *Journal of School Psychology*, 92, 49-65.
10. Advent Harris, J., **Haskins, N.H.**, Parker, J., & Lee, A. (2021). Womanist theology and relational cultural theory: Counseling religious Black women. (*Journal of Creativity in Mental Health*).
11. Parker, J., **Haskins, N.**, Lee, A., Hailemeskei, R., & Adepoju, T. (2021). Black Adolescents' Perceptions of COVID-19: Challenges, Coping, and Connection to Family, Religious, and School Support. *Journal of School Psychology*, 36, 303-312.
12. Fan, S. & **Haskins, N. H.** (2020). Integrated developmental model and culture shock: An integrative model for supervising international counseling students. *Journal of Asia Pacific Counseling*, 10(2), 51-58.
13. Hermann, M., **Haskins, N.H.**, Neale-McFall, C.W., Daigle, J., & Eckart, E. (2020). Counselor educator mothers: Work-life enrichment and occupational satisfaction. *Adultspan*, 19, 77-93.
14. **Haskins, N. H.**, Herman, K., Moore, A., Pignato, L., & Olds, K. (2020). The experiences of masters counseling students engaged in cognitive developmental doctoral supervision. *Journal of Counselor Preparation and Supervision*, 13(2). <http://dx.doi.org/10.7729/42.1331>
15. Crumb, L., **Haskins, N. H.**, & Dean, D. (2020). Illuminating social-class identity: The persistence of working-class African American women doctoral students. *Diversity in Higher Education*, 13, 215-227.
16. **Haskins, N. H.**, Hughes, K., Crumb, L., & Brown, S. (2019). Postmodern Womanism: Dismantling the Imposter Phenomenon for Black American College Students. *The Negro Education Review*, 70, 5-26.
17. Crumb, L., **Haskins, N. H.**, & Brown, S. (2019). Integrating Social Justice Advocacy into Mental Health Counseling in Rural, Impoverished American Communities. *The Professional Counselor*, 9, 20-34.
18. Mullen, P., Newhart, S., **Haskins, N.**, Shapiro, K., & Cassel, K. D. (2019). An Examination of School Counselors' Leadership Self-Efficacy, Programmatic Services, and Social Issue Advocacy. *Journal of Counselor Leadership and Advocacy*, 6, 160-173.

19. Appling, B., **Haskins, N.H.**, & Daigle, J. (2018). The adult developmental experiences of African American doctoral student mothers: Illuminating generativity processes. *Adultspan, 17*, 58-70.
20. Tuttle, M., & **Haskins, N.H.** (2018). "A Different Way": The experiences of Latino/a Parents with School Counselors. *Journal of Social Action in Counseling and Psychology, 9*, 95-111.
21. Neale-McFall, C., Eckart, E., Hermann, M., **Haskins, N. H.**, & Ziomek-Daigle, J. (2018). Counselor Educator Mothers: A Quantitative Analysis of Job Satisfaction. *Counselor Education and Supervision, 57*, 147-159.
22. **Haskins, N.H.** & Singh, A. (2017). Advocacy Competency of School Counselors: An Exploratory Factor Analysis. *Professional School Counseling, 20*, 149-158.
23. Johnson, L., Ziomek-Daigle, J., **Haskins, N. H.**, & Paisley, P. (2017). School counselor self-efficacy contextual differences with English language learners. *Professional School Counseling, 20*(1), 44-55.
24. **Haskins, N.H.** & Crumb, L. (2017). An integrative approach: Relational cultural theory and cognitive behavior therapy in college counseling. *Journal of College Counseling, 20*(3), 263-277.
25. **Haskins, N.** & Appling, B. (2017). RCT and reality therapy: A culturally responsive integrative framework. *Journal of Counseling & Development, 95*, 87-99.
26. **Haskins, N.H.**, Johnson, L., Grimes, L., Norris-Brown, C., & Moore, A.J. (2016). Revisioning narratives: A collaborative approach to support the transition of students of color from alternative school settings. *National Youth At-Risk Journal, 2*(1), 50-60.
27. **Haskins, N.H.**, Daigle, J., Sewell, C., Appling, B., Crumb, L., & Trepal, H. (2016). The intersectionality of African American mothers in counselor education. *Counselor Education and Supervision, 55*, 60-75.
28. **Haskins, N.H.** & Singh, A. (2015). Critical race theory and counselor education pedagogy: Creating equitable training. *Counselor Education and Supervision, 54*, 288-301.
29. Grimes, L., **Haskins, N.**, Tribble, L., & Bergin, J. (2015). School Counselor Candidates' Shared Beliefs and Experiences Regarding the Rural Setting. *ACA Vistas*. Retrieved from <http://www.counseling.org/knowledge-center/vistas>
30. **Haskins, N.H.**, Phelps, R., & Crowell, C. (2015). Critically examining Black students' preparation to counsel White clients. *Journal of Counselor Preparation and Supervision, 7*(3).
31. **Haskins, N.H.**, Whitfield, M., Shillingford, M.A., Singh, A., Moxley, R., & Ufauni, C. (2013). The experiences of Black master's counseling students: A phenomenological inquiry. *Counselor Education and Supervision, 52*, 162-178.
32. Grimes, L., **Haskins, N.H.**, & Paisley, P. (2013). "So I went out there": A Phenomenological study on the experiences of rural school counselor social justice advocates. *Professional School Counseling, 17*, 40-51.

33. **Haskins, N.H.** (2012). School counselor's role with students at-risk for substance abuse. *ACA VISTAS*: Retrieved from [http://www.counselingoutfitters.com/vistas/vistas12/Article\\_59.pdf](http://www.counselingoutfitters.com/vistas/vistas12/Article_59.pdf). American Counseling Association.

#### Peer Reviewed Book Chapters

34. Parker, J.S., Warraich, L., & **Haskins, N.** (in press). Understanding religious and spiritual diversity in school psychology. In C. Malone and L. Parris (Eds.), *The Oxford Handbook of Social Justice in School Psychology*. Oxford University Press.
35. **Haskins, N.**, Walker, U., Lee, A., & Lomi, L. (2022). Maybe I can change this. In C. Barrio Minton & J. Swank. *Critical Incidents in Counselor Education: Teaching, Supervision, Research, and Leadership and Advocacy*.
36. **Haskins, N.**, Parker, J., Hughes, K.L., & Walker, U. (2021). In S. Flynn. *Research Design for the Behavioral Sciences: An Applied Approach. Phenomenology Research* (pp. 299-324).
37. Rodriquez, J., & **Haskins, N.** (2020). Fellows Program: Training the next generation of EDI researchers. In S. L. Burrell Storms, S. K. Donovan & T. P. Williams. *Breaking down silos for equity, diversity, and inclusion (EDI)*.
38. **Haskins, N.** & Olds, K. (2018). African American males' academic preparation in K-12 settings for highly selective universities. In L. Castenell, T. Grantham, & B. Hawkins. *Recruiting, retaining, and engaging African American males at select prestigious research universities: Challenges and opportunities in academics and sports* (pp. 41-58).
39. **Haskins, N.** & Mingo, M. (2017). Counseling theories specific to counseling children and adolescents. In J. Daigle. *Counseling children and adolescents in school and clinical mental health settings* (pp. 77-121). SAGE: Thousand Oaks, CA.
40. **Haskins, N.** (2015). Facilitation skills and classroom management. In J. Daigle. *Classroom guidance for prevention, accountability and outcome* (pp. 180-218). Sage: Thousand Oaks, CA.
41. **Haskins, N.** & Appling, B. (2015). PWIs and the African American Experience. In J. Curry & M.A. Shillingford. *African American students' career and college readiness: The journey unraveled* (pp. 227-258). Lexington Books, University Press of America: New York, NY.

#### j) Non-refereed publications

42. Grimes, L., & **Haskins, N.** (2014). My career goals: What will my new role look like: A narrative-based technique. In R. Schumacher & K. Keefe (Eds.). *School counselors share their favorite group activities: A guide to planning, conducting, and processing, Vol. 2*. Alexandria, VA: Association for Specialists in Group Work.
43. **Haskins, N.**, & Singh, A. (2012). Exploring Whiteness and microaggressions in the counseling relationship. In J. Glass., & K. Dotson-



Blake (Eds.), *Online group activities to enhance counselor education* (pp. 44-48). Alexandria, VA: Association for Specialists in Group Work.

n) Work submitted:

Gonzalez, E., **Haskins, N.**, & Foster, V. (revise and resubmit). Salud Mental: Mental Health among Undocumented Mexican Immigrants. (*Journal of Multicultural Counseling & Development*).

Mason, N., Warraich, L., & Haskins, N. (revise and resubmit). Can You Relate to Me? A New Approach for Working with LGB African American Clients. (*Journal of LGBT Issues in Counseling*).

Lee, A. & **Haskins, N.** (under review). Applying Cultural Humility to Intergenerational Trauma in the Black Community. (*Journal of Marital and Family Therapy*).

Work in process:

**Haskins, N.H.** (In process). An affinity group framework: An womanist approach to supporting African American women at a predominately White educational setting. (*Journal of Specialists in Group Work*).

**Haskins, N.**, Johnson, L., Pignato, L., & White, S. (data analysis). A grounded Theory exploration of an antiracist womanist affinity group and factors of African American women's success in counselor education. (*Counselor Education and Supervision*).

**Haskins, N.** (In process). Womanism frameworks to support the mental health of African American girls in k-12 academic settings (*Professional School Counselor*).

**Haskins, N. H.**, Advent Harris, J., Parker, J., Chin, P., & Nambiar, A. (under review). Teaching Antiracist Counseling Theories: Black Liberation Narrative Therapy. (*Counselor Education & Supervision*).

**Haskins, N. H.** (data analysis). Race and Gender Disparities in Counselor Education Programs. A quantitative examination. (*Counselor Education and Supervision*).

**Haskins, N.H.**, Parker, J., Mize, J., Liu, J., & O'Neal, T. (data collection). Antiracist post-secondary curriculum: An exploratory factor analysis. (*Diverse Issues in Education*).

Nambiar, A., & **Haskins, N.** (In process). The effects of colorism on women of

color: Womanist strategies for mental health. (Journal of Creativity in Mental Health)

o) Other scholarly activity:

Conference Presentations

1. Lee., A., Williams, B., & **Haskins, N.** (2021). *The Experiences of African American Women in a Writing Retreat*. Presented at the Association for Counselor Educators and Supervisors Conference, Atlanta, Georgia.
2. St. Germain-Sehr, N., Hermann, M., Perjessey, C., **Haskins, N.**, Wilson, N., & Wright, G. (2021). *Women in Counselor Education: A Panel Discussion*. Presented at the Association for Counselor Educators and Supervisors Conference, Atlanta, Georgia.
3. Hughes, K., & **Haskins, N.** (2021). *Womanism Experiences in Leadership*. Presented at the American Counseling Association Conference, Virtual.
4. Chin, P., Lee, A., & **Haskins, N.** (2021). *Having "The Talk": The Shared Historical Trauma Between Client and Counselor*. Presented at the American Counseling Association Conference, Virtual.
5. **Haskins, N.** (2019). *ACES Leadership: Diverse Voices rfrom the Past, Current, and Future Trailblazers*. Presented at the American Counseling Association Conference, New Orleans, LA.
6. Olds, K & **Haskins, N.** (2019). *Using Restorative Practices to Address Socioemotional Needs and Transform School Climate*. Presented at the American Counseling Association Conference, New Orleans, LA.
7. **Haskins, N.** & Crumb, L. (2019). *Navigating the Tenure Process at Research Institutions in Counselor Education: A Womanist Perspective*. Presented at the American Association of Blacks in Higher Education, Indianapolis, IN.
8. Dickter, C., **Haskins, N.**, & Charity Hudley, A. (2018). *Supporting Faculty-Student Undergraduate research for underrepresented students*. Presented at the Council for Undergraduate research Conference, Washington, D.C.
9. **Haskins, N.**, Johnson, L., & Pignato, L. (2018). *An exploration of a campus-based affinity group for African American women*. Presented at the American Counseling Association Conference, Atlanta, GA.
10. Mullen, P., Newhart, S., & **Haskins, N.** (2018). *An Examination of School Counselors' Leadership Self-Efficacy, Programmatic Services, and Social Issue Advocacy*. Presented at the American Counseling Association Conference, Atlanta, GA.
11. **Haskins, N.**, Hughes, K. L., Smith, A. (2017). *African American women faculty experiences at research institutions*. Presented at the Association of Counselor Education and Supervision Conference, Chicago, IL.
12. **Haskins, N.**, Whitfield-Williams, M., Hale, J., Olds, K. (2017). *Constructing a Quality World by Promoting Social Justice and Advocacy*. Presented at the Association of Counselor Education and Supervision, Chicago, IL.

13. **Haskins, N.** (2017, July). *The influence of Black liberation theology: The faith and social justice journey of a counselor educator*. Presented at the Association for Spiritual, Ethical, and Religious Values in Counseling Conference, Richmond, Virginia.
14. **Haskins, N.** & Johnson, L. (2017, April). *A grounded theory exploration of the experiences of African American women in a campus based affinity group*. Presented at the Faculty Women of Color in the Academy National Conference, Blacksburg, Virginia.
15. **Haskins, N.** & Johnson, L. (2017, February). *Asian and Latino students' preparation to counsel White clients: A critical perspective*. Presented at the Cross-Cultural Counseling and Education Conference for Research, Action, and Change, Savannah, Georgia.
16. **Haskins, N.** (2016, October). *Centering the Margins: Applying culturally responsive pedagogy across the curriculum to support students of color in counseling programs*. Presented at the Southern Association of Counselor Education and Supervision, New Orleans, Louisiana.
17. **Haskins, N.**, Hughes, K., Smith, A. R., & Brown, S. (2016, October). *African American female faculty experiences at research institutions*. Presented at the Southern Association of Counselor Education and Supervision, New Orleans, Louisiana.
18. Finan, R., **Haskins, N.**, Brant-Rajahn, S., Edirmanasinghe, N., Huguelet, A., & McKie-Voerste, T. (2016, October). *Using the Multicultural and Social Justice Counseling Competencies in the Application of Theory*. Presented at the Southern Association of Counselor Education and Supervision, New Orleans, Louisiana.
19. Daigle, J., **Haskins, N.**, Eckart, E.C., Hermann, M. A., & Neale-McFall, C. W. (2016, October). *Work Life Enrichment and Job Satisfaction of Counselor Educators who are Mothers*. Presented at the Southern Association of Counselor Education and Supervision, New Orleans, Louisiana.
20. **Haskins, N.** (2016, March). *Relational Cultural Theory in an Affinity Group Framework to support Students of Color: Implications for Counselors and Counselor Educators*. Presented at the American Counseling Association, Montreal Canada.
21. **Haskins, N. H.** (2016, February). *RCT Affinity Groups to Empower African American Female Students: Secondary and Postsecondary Applications*. Presented at Innovations in School Counseling, Athens, Georgia
22. **Haskins, N.**, Grimes, L., & Johnson, L. (2016, February). *A Narrative Approach to Support Students of Color Transitioning from Alternative School Settings*. Presented at the National Youth At-Risk Conference, Savannah, Georgia
23. **Haskins, N.** (2015, October). *Relational Cultural Therapy within the Scope of Affinity Groups: An Intervention to Support Students of Color*. Presented at the Georgia School Counseling Association Conference, Savannah, Georgia
24. **Haskins, N.**, Daigle, J., Sewell, C., Crumb, L., Appling, B., & Trepal, H. (2015, October). *The Experiences of African American Mother Counselor Educators*.

Presented at the Association of Counselor Education and Supervision, Philadelphia, Pennsylvania

25. Roseboro, A.H., **Haskins, N. H.**, Curry, N., & Upshaw, S. (2015, October). *Social Media Technology Use and Mental Health in African American Professional Women*. Presented at the Social Media Technology Conference, Washington, D.C.
26. Paisley, P., **Haskins, N.**, & Singh, A. (2014, October). *Personal Faith Journeys: How Our Spiritual Beliefs Inform Our Social Justice Commitment*. Presented at the Southern Association of Counselor Education and Supervision, Birmingham, Alabama.
27. **Haskins, N.** (2014, January). *Enhancing your Social Justice + Counseling Orientation IQ*. Diversity Gwinnett Conference, Lawrenceville, Georgia.
28. Paisley, P., **Haskins, N.**, & Singh, A. (2013, October). *Personal Faith Journeys: How Our Spiritual Beliefs Inform Our Social Justice Commitment*. Presented at the Association of Counselor Education and Supervision, Denver, Colorado.
29. **Haskins, N.**, Paisley, P., & Samdahl, D. (2013, October). *Assessing your Experiences in the Emerging Leaders Workshop*. Presented to the Association of Counselor Education and Supervision, Denver, Colorado.
30. **Haskins, N.**, Moxley, R., & Ofuani, C. (2013, July). *A Look at Multicultural Competence in Counseling Psychologists Post Graduation*. Presented at the American Psychological Association Convention, Honolulu, Hawaii.
31. **Haskins, N.**, Crowell, C., & Hubbard, A. (2013, March). *Critically Examining the Function of Whiteness in Cross-Cultural Counseling Dyads*. Presented at the Southern Psychological Association Conference, Atlanta, Georgia.
32. **Haskins, N.** (2012, September). *Preliminary Results: The School Counselor Advocacy Assessment*. Presented at the Association for Assessment in Counseling and Education, Orlando, Florida.
33. **Haskins, N.** (2012, September). *A Critical Look at Students of Color's Preparation to Counsel White Clients*. Presented at the Southern Association of Counselor Education and Supervision, Savannah, Georgia.
34. **Haskins, N.** & Whitfield-Williams, M. (2011, October). *The experience of Black Counselor Education Students in Predominately White Programs*. Presented at Association for Counselor Education and Supervision, Nashville, Tennessee.
35. **Haskins, N.H.**, & Heyward, K. (2011, October). *The Other Side of Multiculturalism*. Presented at the Association for Counselor Education and Supervision, Nashville, Tennessee.
36. **Haskins, N.**, Reichel, M., & Ridley, E. (2011, March). *VSCA Mentorship Initiative: Mentoring Strategies for Mentors and Mentees*. Presented at Virginia School Counselor's Association Conference. Richmond, Virginia
37. **Haskins, N.H.** (2011, March). *Measuring School Counselor Advocacy Efforts: Instrument Development*. Presented at American Counseling Association Conference, New Orleans, Louisiana.

38. **Haskins, N.H.**, & Heyward, K. (2011, February). *The Other Side of Multiculturalism*. Presented at the Southeastern Conference on Cross Cultural Issues in Counseling and Education, Savannah, Georgia.
39. Hermann, K., **Haskins, N.**, & Rodwell, A. (2010, October), *Doctoral Supervision: What Does It Mean to the Supervisee?*, Presented at Southern Association of Counselor Education and Supervision Conference, Williamsburg, Virginia.
40. **Haskins, N.**, & Heyward, K. (2010, November). *Minority Student Preparedness to Counsel White Clients*. Presented at Virginia Counselors Association Conference, Williamsburg, Virginia.
41. Hermann, K., **Haskins, N.**, Rodwell, A. (2010, June). *Doctoral Supervision: What Does It Mean to the Supervisee?*, Presented at the International Interdisciplinary Conference on Clinical Supervision, Adelphi University, Garden City, New York.
42. **Haskins, N.H.** (2010, March). *Accountability in Practicum: A Cognitive Developmental Perspective*. Presented at Virginia School Counselor Association Conference, Richmond, Virginia.
43. **Haskins, N.H.** (2010, February). *Advocacy: School Counselor's Role in Test Bias with Regards to Minority Students*. Presented at Virginia Association of Counselor Education and Supervision Graduate Student Conference, Williamsburg, Virginia.
44. Hermann, K., Holmes, C., **Haskins, N.**, Myers, L., & Dunlap, C. (2009, October). *Supervision is a Monumental Task: An Integrated Supervision Model*. Presented at Association of Counselor Education and Supervision Conference, San Diego, California.
45. **Haskins, N.H.** (2009, September). *Advocacy: Instrument Development for School Counselor Accountability*. Presented at the Association for Assessment in Counseling and Education Conference, Norfolk, Virginia.
46. **Haskins, N.H.** (2009, November). *Actualizing Advocacy Competencies to Guide School Counselor Comprehensive Guidance Programs*. Presented at Virginia Counseling Association Conference, Williamsburg, Virginia.
47. **Haskins, N.H.** (2009, March). *Using a Social Constructionism Perspective with K-12 students to Promote Cultural Sensitivity*. Presented at Virginia School Counselor Association Conference, Newport News, Virginia.
48. **Haskins, N.H.** (2009, February). *Multicultural Competence: A Social Constructionism Perspective*. Presented at Virginia Association of Counselor Education and Supervision Graduate Student Conference, Williamsburg, Virginia.

#### Invited Scholarly Papers and Talks

1. Haskins, N. (2021, October). *Centering the Margins in Higher Education*. Invited speaker for the Higher Education Student Association, Williamsburg, Virginia.

2. Haskins, N. (2021, September). *Women in Academia Journeys through the Professoriate*. Invited panelist Office of University Advancement, Williamsburg, Virginia.
3. Haskins, N. (2021, May). *A Critical Look at Minoritized Counselors' Experiences with White Clients*. Invited Webinar Speaker for AMCD.
4. Haskins, N. (2021, March). *Womanism in Action*. Invited Speaker for George Washington University CSI Webinar.
5. Haskins, N. (2021, April). *Supports Minoritized Students in PhD Programs*. Invited speaker to James Madison University Preparing Future Faculty Program.
6. Haskins, N. (2021, April). *The School Counselor's Role and Substance Use*. Invited speaker to University of San Diego, School Counseling Program.
7. Haskins, N., Parker, J., Lee, A., & Walker, U. *Talking about Race*. (2021, February). Invited speaker for Williamsburg James City County Schools, Williamsburg, Virginia.
8. Haskins, N. (2020, November). *Moving Forward- post Election Conversation on Racial Equity*. Invited moderator for county leadership and citizens.
9. Haskins, N. (2020, November). *Being an African American Woman Leader in Counselor Education*. Invited speaker for students, North Carolina A & T University.
10. Haskins, N. (2020, October). *Implicit Bias and Microaggressions for Educators*. Invited panelist for Williamsburg James City County Schools, Williamsburg, Virginia.
11. Haskins, N. (2020, October). *SACES Emerging Leaders Session*. Invited panelist for SACES.
12. Haskins, N. (2020, October). *Talking to your Children about Race*. Invited panelist for Williamsburg James City County Schools, Williamsburg, Virginia.
13. Haskins, N. (2020, February). *Racism and Stereotypes*. Invited speaker for students, Williamsburg, Virginia.
14. Haskins, N., & Sudarsky Gleiser, C. (2018, November). *Resilience and Mental Health*, Williamsburg, Virginia.
15. Haskins, N. (2017, March, April). *Complexities in Cross-Cultural Counseling*. Invited workshop to Chi Sigma Iota William and Mary chapter Diversity Brown Bag Series, Williamsburg, Virginia.
16. Haskins, N. (2017, April). *Illuminating Implicit Bias in Pedagogy across the Curriculum to Support Students of Color in Counseling Programs*. Invited speaker for the Black Law Student Symposium, Williamsburg, Virginia.
17. Haskins, N. (2017, April). *Using Womanism to Confront and Manage Marginalization*. Invited speaker for William and Mary students, faculty, and staff, Williamsburg, Virginia.
18. Haskins, N. (2016, October). *Underrepresented Scholars in the Academy*. Invited speaker for WMSURE workshop, Williamsburg, Virginia.
19. Haskins, N. (2016, August). *RAMP Overview*. Invited professional development for Williamsburg James City County Elementary School Counselors, Williamsburg, Virginia.

20. Haskins, N. (2016, April). *Asian and Latino Students Preparation to Counsel White Clients: A Critical Perspective*. Invited to speaker for University of Georgia School of Education Dean's Council on Diversity Speaker, Athens, Georgia.
21. Haskins, N. & Singh, A. (2016, February). "I am the only one here": *Experiences of Faculty of Color*. Invited speaker to Counseling and Human Development Services, Athens, Georgia.
22. Haskins, N. & Appling, B. (2015, March). *Women in Academia: Work/Life Balance*. Invited to speaker for University of Georgia School of Education Dean's Council on Diversity Speaker, Athens, Georgia.
23. Haskins, N. & Daigle, J. (2014, April). *African American Faculty in Counselor Education*. Invited to speaker for University of Georgia School of Education Dean's Council on Diversity Speaker, Athens, Georgia.
24. Haskins, N., & Maddox, C. (2013, September). *Microaggressions and Bullying*. Invited speaker to Diversity Professional Development Day at the University of Georgia, Athens, Georgia

Grant Activity:

*Funded*

Parker, J., & Haskins, N., "Success of Students (SOS) Virtual Tutoring Program," Sponsored by William and Mary, The College of William and Mary, \$3,000. (May 2021-2022)

Haskins, N. H., & Rodriguez, J. "Social Justice and Diversity Graduate Research Fellows Program," Sponsored by IDEA Grant: Office of Diversity and Inclusion, \$1500.00. (January 2018 - June 2018).

Mullen, P. R. (Principal), Haskins, N. H. (Co-Principal), Newhart, S. (Supporting), "Excellence in Counseling Research Grant," Sponsored by Chi Sigma Iota, Other, \$12,000.00. (2017).

Haskins, N. H., "Pre-Tenure W&M Faculty Research Grant," Sponsored by William and Mary, The College of William and Mary, \$4,000.00. (May 2017 - August 2017).

Haskins, N. H., "Social Justice and Diversity Graduate Research Fellows Program," Sponsored by IDEA Grant: Office of Diversity and Inclusion, \$650.00. (January 2017 - June 2017).

Pignato, L. (Principal), Haskins, N. H. (Co-Principal), "Equity of Student Development Through Campus-Based Affinity Groups," Sponsored by Counselors for Social Justice, Other, \$250.00. (March 2017 - March 2018).

*Not Funded*

Haskins, N. (PI), & Parker, J. (Co-PI). Increasing the Social Capital of Black High School First Generation College Students and Black Graduate Students. Sponsored by William T. Grant Foundation, \$49,996 (2020).

Haskins, N. (PI), & Parker, J. (Co-PI). Addressing Disparities through a Social-Emotional Learning College Preparation Intervention for First-Generation College Students in the Aftermath of COVID-19. Sponsored by the Spencer Foundation, \$47,340 (2020).

Cross, J. (PI), Cross, T. (Co-PI), & Haskins, N. (Co-PI). School Counselors' Perspectives on and Experiences with Suicidal Behavior Among Students with Gifts and Talents," Sponsored by Esther Katz Rosen Fund, \$50,000 (2018).

Gutierrez, D. (PI), Haskins, N. (Co-PI). The rural and integrated care counselor (RICC) scholars program," Sponsored by Department of Health and Human Service, \$672,084. (2017).

Haskins, N. H., "The Development and Implementation of a Family Based Clinic to Support Culturally Marginalized Populations," Sponsored by Robert Wood Johnson Foundation, Private, \$60,000.00. (2015).

Haskins, N. H. (Principal), "The Development of the First African American Woman Faculty Workshop at UGA: Outcomes and Experiences," Sponsored by The University of Georgia, \$5,000.00. (2015).

Haskins, N. H., "The Experiences of African American Women Living with Hidradenitis Suppurativa," Sponsored by The University of Georgia, Other, \$5,000.00. (2015).

Haskins, N. H., "Counselor Educators' Cultural Sensitivity, Diversity Awareness, and Multicultural Competence," Sponsored by Association of Counselor Education and Supervision, Other, \$5,000.00. (2013).

## PROFESSIONAL SERVICE

9.

a) College committee service

The College of William and Mary  
Faculty Senate, 2020-2021  
WMSURE, co-director, 2017-2020  
College-Wide: Diversity Committee, 2017-2019  
Social Justice and Diversity Graduate Research Fellows, founder and  
co-director, 2016-2022  
College-Wide: Social Justice Campus Committee, 2016-2018



School of Education: Diversity Committee, 2016-2018  
School of Education: Search Committee, 2016-2020  
School of Education: Faculty Evaluation Committee, 2020-2022  
School of Education: Faculty Executive Committee, 2019-2020

UGA College of Education:

Campus-wide: Diversity Support Program, chair, 2015  
Counselor Education Affinity Group, founder and facilitator, 2012-2016  
College of Education: Dean's Council on Diversity, 2012-2016  
Departmental: Search Committee, School Counseling Master's Program, 2013-2014  
Department: Research Committee, 2013-2016

b) Other professional service

Association for Counselor Education and Supervision (ACES)

ACES President, 2021-present  
ACES Diversity Leadership Pipeline Taskforce, 2020  
ACES Leadership Development Taskforce, 2016- 2019  
ACES Diversity Ad Hoc Committee, 2018-2019

Association of Multicultural Counseling and Development

AMCD Treasurer, 2020-2021  
AMCD Writing Consortium Task Force, 2012-2020

Southern Association for Counselor Education and Supervision (SACES)

Diversity Scholarship Ad Hoc Committee, Chair, 2019  
Executive Board, Past President, 2019-2020  
Executive Board, President, 2018-2019  
Executive Board, Secretary, 2015-2016  
SACES Grant Review Committee, 2013, 2016  
Emerging Leaders Committee, Co-chair, 2012- 2014, member, 2016  
Journal Exploration Committee, Co-chair, 2011- 2013

Consultant service:

Chesterfield Schools (Meadowbrook High School)

RAMP Planning and Implementation Consultant, 2020-2021

WJCC Schools

Equity Consultant, 2020-2021  
RAMP Planning and Implementation Consultant, 2017-2019

Athens-Clarke County Schools

RAMP Planning and Implementation Committee, 2013-2015

Classic City Counselors' Collaborative, 2011-2016

External service/reviews:

American School Counseling Association (ASCA) National Model Reviewer 2015-2021

Journal of School-Based Counseling Policy and Evaluation, Editorial Board, 2021-  
present

Counseling Outcome Research and Evaluation, Journal Reviewer, 2012 – 2020

Journal of Negro Education, Journal Reviewer, 2012 – 2018

Journal of Humanistic Counseling, Reviewer, 2011-2012