

CURRICULUM VITAE

PERSONAL INFORMATION

Joseph M. Williams, Ph.D., NCC
Associate Professor
Counselor Education Program
The University of Virginia, School of Education and Human Development
Charlottesville, VA 22904-4267
Office: (434) 924-7086
Email: jmw5dj@virginia.edu

EDUCATIONAL BACKGROUND

- 2011 **Ph.D. Counselor Education and Supervision**
The University of Iowa, Iowa City, IA
Cognate: Social Work
Dissertation Title: Family, school, and community factors that contribute to the educational resilience of African American high school graduates from low-income, urban backgrounds
- 2007 **M.S. Clinical Mental Health Counseling**
Minnesota State University, Mankato, MN
Cognate: Marriage and Family Therapy
- 2005 **B.S. Psychology (*Magna Cum Laude*)**
Minnesota State University, Mankato, MN
Cognate: Ethnic Studies
- 2003 **A.S. Computer Science**
Colby Community College, Colby, KS
- 2003 **A.A. General Studies**
Colby Community College, Colby, KS
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PROFESSIONAL APPOINTMENTS

- 2017- Present **Associate Professor**, The University of Virginia, Counselor Education Program, School of Education and Human Development, Charlottesville, VA.
- 2021 -Present **Faculty Director**, Starr Hill Pathway Program, The University of Virginia, Equity Center, Charlottesville, VA.

2011-2017 **Assistant Professor**, George Mason University, Counseling, and Human Development, College of Education and Human Development, Fairfax, VA.

PROFESSIONAL AFFILIATIONS

Faculty Affiliate, *The Equity Center*, University of Virginia, (2021 – Present)
 Faculty Affiliate, *The Center for Race and Public Education in the South*, University of Virginia, (2017 – Present)
 Faculty Affiliate, *Youth-Nex: The UVa Center to Promote Effective Youth Development*, University of Virginia, (2018 – Present)
 Faculty Affiliate, *Diversity Research and Action Consortium*, George Mason University, (2011 – 2017)

EMPLOYMENT BACKGROUND

2009-2011 **School Counselor**, Grant Wood Elementary School, Iowa City, IA
 2009-2011 **Community Counseling Consultant**, Fas Trac-College Bound Program, Iowa City Community School District, Iowa City, IA
 2009-2011 **Career Counselor**, Project H.O.P.E. (*Healthcare Occupations, Preparation, and Exploration*), Iowa Department of Education
 2008-2010 **Adjunct Instructor**, The University of Iowa, Department of Rehabilitation and Counselor Education, Iowa City, IA
 2008-2009 **Doctoral Intern-School Counselor**, South East Junior High School, Iowa City, IA
 2005-2007 **Clinical Mental Health Counselor**, Adult, Child, and Family Service, Mankato, MN

HONORS AND AWARDS

2009, 2010, 2011 Exceptional Graduate Student Award, The University of Iowa
 2010 Dr. Daya & Mrs. Usha K. Sandhu Multicultural Counseling and Diversity Student Research Award, Association for Multicultural Counseling and Development
 2010 Chi Sigma Iota (Counseling Honor Society)
 2007-2010 Graduate College Diversity Scholar, The University of Iowa
 2006-2007 McNair Scholar, Minnesota State University

PUBLICATIONS

Refereed Journal Articles

Current or former student collaborators are denoted with an *.

Washington A. R., **Williams, J. M.**, & *Byrd, J. A. (in press). Exposing Blindspots and the Hidden Curriculum within Dominant Counselor Supervision Models. *Counselor Education and Supervision*

Greenleaf, A. T., **Williams, J. M.**, Leibsohn, J., Park, J., & Walther, B. (in press). "Put on your Walking Shoes": A Phenomenological Study of Clients' Experience of Walk and Talk Therapy. *Journal of Creativity in Mental Health*

Williams, J. M. & *Chae, N. (in press). Getting In: How High-Achieving, Low-Income Black Students Defy the Odds and Enroll in Highly Selective Colleges. *Journal of Negro Education*

Williams, J. M., *Byrd, J. A., & Washington, A. R. (2021). Challenges in Implementing Anti-racist Pedagogy into Counselor Education Programs: A Collective Self-Study. *Counselor Education and Supervision*, 60, 254 – 273.

*Byrd, J., Washington, A. R., & **Williams, J. M.** (2021). Reading Woke: Exploring How School Counselor May Use Bibliotherapy with Black Adolescent Boys. *Professional School Counseling*, 25, (1c) 1-12.

Griffin, D., **Williams, J. M.**, & Bryan, J. (2021). School-Family-Community Partnerships for Educational Success and Equity for Black Male Students. *Professional School Counseling*, 25, 1-14.

Williams, J. M., *Byrd, J., Smith, C. D., & Dean, A. (2020). Photovoice as an Innovative Approach to Group Work with Black Youth in School Settings. *Journal for Specialists in Group Work*, 45, 213-225.

*Conway-Turner, J., **Williams, J. M.**, & Winsler, A. J. (2020). Does Diversity Matter? School Racial Composition and Academic Achievement of Students in a Diverse Sample. *Urban Education*. <https://doi.org/10.1177/0042085920902257>

Bryan, J., **Williams, J. M.**, & Griffin, D. (2020). Fostering Educational Resilience and Opportunities in Urban Schools through Equity-Focused School-Family-Community Partnerships. *Professional School Counseling*, 23, 1-14.

Greenleaf, A. T., Roessger, K., & **Williams, J. M.**, *Motsenbocker, J. (2019). Effects of a Rites of Passage Ceremony on Veterans' Wellbeing. *Journal of Counseling and Development*, 97, 171 – 182.

- Williams, J. M.,** Greenleaf, A. T., Barnes, E. F., & *Scott, T. (2018). High Achieving, Low-income Students' Perspective of How Schools Can Promote the Academic Achievement of Students Living in Poverty. *Improving Schools Journal*. Retrieved from <https://doi.org/10.1177/1365480218821501>
- Bryan, J., **Williams, J. M.,** Jungnam, K., Morrison, S. S., & Caldwell, C. H. (2018). Perceived Teacher Discrimination and Academic Achievement among Urban Caribbean and African-American Adolescents: School Bonding and Family Support as Protective Factors. *Urban Education*. <https://doi.org/10.1177/0042085918806959>
- Chung, R. C-Y, Bemak, F., Talleyrand, R. M., **Williams, J. M.** (2018). Challenges in Promoting Race Dialogues in Psychology Training: Race and Gender Perspectives. *Counseling Psychologist*, 2, 1-28.
- Williams, J. M.,** Bryan, J., Morrison, S., & * Scott, T. (2017). Protective Factors and Processes Contributing to the Academic Success of Students Living in Poverty: Implications for Counselors. *Journal of Multicultural Counseling and Development*, 45, 183-200.
- Barnes E. F., **Williams, J. M.,** * Hill, C., & Boston, Q. (2016). Re-conceptualizing Client Assistance Programs Using Culturally Sensitive Logic Models. *Journal of Rehabilitation Administration*, 39, 3-14.
- Williams, J. M.,** Greenleaf, A. T., Barnes, E. F., & *Owens, T. (2016). Photovoice as a Teaching Tool for Client/Student Advocacy. *Journal of Counselor Leadership and Advocacy*, 1-13. Retrieved from: <http://dx.doi.org/10.1080/2326716X.2015.1124816>
- Williams, J. M.,** Steen, S., Albert, T.,* Dely, B.,* Irick, A. K.,* Jacobs, B.,* & Nagel, C.* (2015). Academically Resilient, Low-Income Students' Perspective of How School Counselors Can Meet Their Academic Needs. *Professional School Counseling*, 19, 155-165.
- Greenleaf, A. T., **Williams, J. M.,** & Roessger, K. (2015). The Health Outcomes of Connecting With Nature: Evidence to Guide Counselor Education. *Sable Journal of Health and Human Development*, 1, 63-78
- Greenleaf, A. T., **Williams, J. M.,** & Duys, D. K. (2015). Awareness of Counselor Trainees on Client's Social Barriers. *Journal of Counseling Practice*, 6, 22-32.
- Williams, J. M.,** McMahon, G., & Goodman, R. (2015). Eco-Webbing: A Teaching Strategy to Promote Critical Consciousness and Agency. *Counselor Education and Supervision*, 54, 82-97.
- Bemak, F., **Williams, J. M.,** & Chung, R. C-Y. (2014). Four Critical Domains of Accountability for School Counselors. *Professional School Counseling*, 18, 100-110.

- Williams, J. M.,** Greenleaf, A. T., *Albert, T., & Barnes, E. F. (2014). Promoting Educational Resilience among African American Students at Risk of School Failure: The Role of School Counselors. *Journal of School Counseling*, 12 (9). Retrieved from <http://www.jsc.montana.edu/articles/v12n9.pdf>
- Barnes, E. F., **Williams, J. M.,** & *Barnes, F. R. (2014). Assessing and Exploring Racial Identity Development in Therapy: Strategies to Use with Black Consumers. *Journal of Applied Rehabilitation Counseling*, 4, 11-17.
- Williams, J. M.,** & Portman, T. A. A. (2014). "No One Ever Asked Me": Urban African American Students' Perceptions of Educational Resilience. *Journal of Multicultural Counseling and Development*, 42, 13-30.
- Williams, J. M.,** Greenleaf, A. T., & Duys, D. K. (2013). Who's to blame? Client Problems and the Causal Attributions Made by Counselors-in-training. *Journal of Counselor Preparation and Supervision*, 5, Article 1.
- Williams, J. M.** (2013). Moving from Words to Action: Reflections of a First Year Counselor Educator for Social Justice. *Journal for Social Action in Counseling and Psychology*, [Special Issue], 5, 79-87.
- Williams, J. M.,** & Bryan, J. (2013). Overcoming Adversity: High-achieving African American Youth's Perspectives on Educational Resilience. *Journal of Counseling and Development*, 91, 291-300.
- Williams, J. M.,** & Greenleaf, A. T. (2012). Ecological Psychology: Potential Contributions to Social Justice and Advocacy in School Settings. *Journal of Educational and Psychological Consultation [Special Issue]*, 22, 141-157.
- Greenleaf, A. T., & **Williams, J. M.** (2009). Supporting Social Justice Advocacy: A Paradigm Shift Towards an Ecological Perspective. *Journal for Social Action in Counseling and Psychology*, 2, 1-14.
- Refereed Manuscripts Under Review
- Leticq, B. L., Vesely, C. K., **Williams, J. M.,** & Lee, J. S. (revise and resubmit). Publicly-Housed Black Mothers' Experiences of Structural Racism: The Role of Street-level Bureaucrats. *Journal of Marriage and Family*
- *Accavitti, M. R., **Williams, J. M.** & Williford, A. P., & (under review). Identifying Soft Exclusionary Discipline Practices in Early Childhood Education Settings. *Journal of School Psychology*
- Washington, A. R., *Byrd, J. A., & **Williams, J. M.** (under review). Using an Anti-Racist Lens in School Counseling Research. *Professional School Counseling*.

Manuscripts in Preparation

Williams, J. M. & Cholewa, B. (in prep). Helping High-Achieving, Low-Income, Black Students Gain Admission into America's Elite Colleges: Students Perspectives. *Gifted Child Quarterly*

Williams, J. M., & Cholewa, B. (in prep). Addressing the Racial Elephant in the Classroom: Race-Related Consultation with Teachers. *Professional School Counseling*.

Williams, J. M. (in prep). Addressing Racist and Prejudicial Comments Expressed by K-12 Students in Counseling Sessions. *Professional School Counseling*.

*Accavitti, M. R., **Williams, J. M.** & Williford, A. P. (in prep). Soft Exclusionary Discipline in Preschool: Examining Associations with Child Race, Teacher-Child Race Match, and Child Engagement. *Journal of School Psychology*

Williams, J. M. (in prep). Factors Influencing STEM Career Aspirations of High-Achieving, Low-Income, Black High School Students. *Career Development Quarterly*

Williams, J. M. (in prep). Micro-Resist: Exploring the Usability of a Mobile App to Measure Resistance to Racism in K-16 Settings. *The Journal of Higher Education*

Williams, J. M. (in prep). Rethinking Readiness for College: High-Achieving, Low-Income, Black Students' Perspectives. *Journal of College Access*

*Byrd, J. A., **Williams, J. M.**, & Washington A. R. (in prep). Becoming a Critically Reflective School Counselor. *Counselor Education and Supervision*

*Burke, J., *Tavassolie, T., **Williams, J. M.**, & Winsler, A. J. (in prep). The Impact of Elementary School Suspension on Attendance, Academic Performance, Retention, and School Leaving. *Journal of Educational Psychology*

Refereed Chapters in Edited Books

Cholewa, B., Laundry, K. C., & **Williams, J. M.** (in press). School Counselors Consulting and Collaborating Within MTSS. In E. Goodman-Scott, J. Betters-Bubon, & P. Donahue (Eds.) *The School Counselor's Guide to Multi-Tiered Systems of Support* (2nd ed., pp. 222-245). New York City: Routledge.

Harris, P. C., **Williams, J. M.**, Smith, C., *Seward, M. D., *Wengert, E., *Elopre, L., & Rauguth, J. (2022). Black Student-Athletes: Readiness vs. Eligibility. In E. Hines (Ed.), *Equity-Based Career Development and Postsecondary Transitions: An American Imperative*.

Washington, A. R., *Byrd, J. A., & **Williams, J. M.** (2021). Decolonizing the Counseling Canon. In C. Holcomb-McCoy (Ed.), *Antiracist Counseling in Schools and Communities*. (pp.17-

31).

Goodman, R. D., **Williams, J. M.**, Chung, R. C-Y., Talleyrand, R., Douglass, A., McMahon, G., & Bemak, F. (2015). Decolonizing the practice of educating counselors and psychologists. In R. D. Goodman & P. Gorksi (Eds.), *Decolonizing "multicultural" counseling and psychology: Visions for social justice theory and practice*. New York, NY: Springer.

Bryan, J., **Williams, J. M.**, & Griffin, D. (2015). Closing Opportunity Gaps for Black Male Students through School-Family-Community Partnerships. In M. Henfield & A. R. Washington (Eds.), *Black Male Student Success in 21st Century Urban Schools: School Counseling for Equity, Access and Achievement*. Charlotte, NC: Information Age Publishing.

Referred National Reports

Letiecq, B. L., **Williams, J. M.**, Vesely, C. K., & Smith-Lee, J. (2021). Racialized Housing Segregation and the Structural Oppression of Black Families: Understanding the Mechanisms at Play. *NCFR Report*. National Council on Family Relations: Minneapolis, MN.

GRANT ACTIVITIES

Allen, B., **Williams, J. M.**, Jones-Lewis, S., & Montalvo, L. (2022). Starr Hill Pathways. The Jefferson Trust Fund. Co-Principal Investigator, **Funded \$150,000.00**.

Williams, J. M., Letiecq, B., & Goodman, R. (2016). African American Children, Youth, and their Families in Alexandria, Virginia: Documenting Community Strengths, Resources, and Unmet Needs. Bruhn Morris Family Foundation. Co-Principal Investigator, **Funded \$72,180**

Williams, J. M. (2016). Academic Resilience and College Readiness of Low-Income Students. George Mason University Summer Research Funding. Principal Investigator, **Funded \$5,000**

Williams, J. M. & Bemak, F. (2013). Dialogues on Race, Auxillary Enterprise Management Council. Principal Investigator, **Funded \$7,300**

Williams, J. M. (2013). Young Scholars Program Evaluation. Jack Kent Cooke Foundation. Principal Investigator, **Funded \$2,500**

Clark, K., & **Williams, J. M.** (2012). Pathways to STEM for Traditionally Underserved Youth. Dell Giving Grant. Co-Principal Investigator, **Funded \$40,000**

Clark, K., & **Williams, J. M.** (2012). Game Design @ Mason Afterschool Program. Microsoft Grant. Co-Principal Investigator, **Funded \$18, 800 (plus software)**

Williams, J. M. (2012). Educational Resilience of Middle School Students from Low SES Backgrounds. Seed Grant Funding Program, College of Education and Human Development, George Mason University. Principal Investigator, **Funded \$3,500**

Williams, J. M. & Bemak, F. (2012). Difficult Dialogues on Race, Auxiliary Enterprise Management Council. Principal Investigator, **Funded \$1,000**

Grants Under Review

Williams, J. M., Allen, B., & Keiser, D. (under review). Bridging Institutions to Close Youth Opportunity Gaps. William T. Grant Foundation Institutional Challenge Grant. Co-Principal Investigator, **Requesting \$649,956.00**

Shockley, E. T., Spicer, D., **Williams, J. M.**, et al. (under review). Addressing Racial and Ethnic Inequities in Learning: The District Role in Catalyzing Equity-grounded Improvement Science. William T. Grant Foundation. Researcher, **Requested \$499,995.00**

Grants In Preparation

Williams, J. M. (in prep). Micro-Resist: Development of a Mobile App to Measure Resistance to Racism in K-16 Settings. The Jefferson Trust Fund. Principal Investigator, **Requesting \$50,000.00**

Williams, J. M., Radakovic, N., & Allen, B. (in prep). Partnering to Strengthening the College and Career Readiness of Marginalized Youth. Wallace Foundation. Principal Investigator, **Requesting \$200,000.00**

Williams, J. M., Radakovic, N., & Allen, B. (in prep). School-Community-University Partnerships to Promote College and Career Readiness. Spencer Foundation Research-Practice Partnership Grant. Principal Investigator, **Requesting \$400,000.00**

Grants Not Funded

Williams, J. M., Pierre, Z., S., & Allen, B. (2022). Addressing Racial Equity in K-12 Education: Starr Hill Pathways. NewSchools Venture Fund. Principal Investigator, **Requested \$150,000.00 – Not Funded**

Williams, J. M., Deutsch, N., Harris-Ward, J., etc. (2021). Racial Equity through Transformative Design: Bringing Developmental Science to Middle Schools to Build Anti-Racist Educational Systems. Spencer Foundation. Racial Equity Special Research Grants. Principal Investigator, **Requested \$75,000.00 – Not Funded**

Deutsch, N., Harris-Ward, J., **Williams, J. M.**, Aldridge, D., & Bradshaw, C. (2021). Educating for Democracy: Developmentally Appropriate C3 Inquiries for Middle School Students. Institute of Education Sciences. Co-Principal Investigator, **Requested \$1,689,516.00 – Not Funded**

Gest, S., Serdiouk, M., Elreda, L., **Williams, J. M.**, & Bradshaw, C. (2021). Developing an Elementary Teacher Professional Development Program on Classroom Peer Ecologies. Institute of Education Sciences (IES). Co-Investigator, **Requested \$ 1,899,999.00 – Not Funded**

Spicer, D., **Williams, J. M.**, et al. (2020). Short-cycle Inquiry Processes in Schools: The District Role in Equity-grounded Organizational Learning and Continuous School Improvement. Spencer Foundation. Researcher, **Requested \$499,999.00 – Not Funded**

Griffin, D., **Williams, J. M.**, & Bryan, J. (2020). Improving Mental Health Care in Schools in the Aftermath of COVID-19: A Resiliency Based Approach. Russell Sage Foundation. Co-Principal Investigator, **Requested \$175,000.00 – Not Funded**

Gest, S., **Williams, J. M.**, Serdiouk, M., Elreda, L., & Bradshaw, C. (2019). Developing an Elementary Teacher Professional Development Program on Classroom Peer Ecologies. Institute of Education Sciences (IES). Co-Investigator, **Requested \$ 1,399,866.00 – Not Funded**

Harris, P., **Williams, J. M.**, Scott, J., Chang-Bacon, C., White, T. (2019). Black Student-Athlete Wellness at Predominately White Institutions. President and Provost's Fund for Institutional Related Research. The University of Virginia. Co-Investigator, **Requested \$200,000.00 – Not Funded**

Clark, K., **Williams, J. M.**, Cronin, M. (2012). Strategies: STEM PowerAid. National Science Foundation. Co-Principal Investigator, **Requested 1,899,000.00 – Not Funded**

Forrest, L. E., Clark, K., & **Williams, J. M.** (2012). Intentional Strategies for the Persistence and Graduation of Young Men of Color: Early Identification Program. Robert Wood Johnson FWP Grant. Co-Principal Investigator, **Requested \$500,000.00 – Not Funded**

PRESENTATIONS

Referred National Conference Presentations

Current or former student collaborators are denoted with an *.

Williams, J. M. & Blaire C. (2022, July). Race-Related Consultation with Teachers. Paper presented at the American School Counseling Association Conference. Austin, TX.

Letiecq, B. L., Vesely, C. K., **Williams, J. M.**, & Lee, J. S. (2022, April). "You Don't Listen to Me": Black Mothers' Educational Experiences as Students and Parents. Paper presented at the American Education Research Association Conference. San Diego, CA.

Washington, A. R., *Byrd, J. A., & **Williams, J. M.** (2022, March). Using an Anti-racist Lens in School Counseling Research. Paper presented at the Evidence-Based School Counseling Conference. Online.

Williams J. M. (2020 April). Photovoice as a Teaching Tool for Student Advocacy and Collaboration. Paper presented at the American Educational Research Association Conference. San Francisco, CA.

*Chae, N., & **Williams, J. M.** (2019 October). How High-Achieving, Low-Income Black Students Defy the Odds and Earn Admission to Selective Universities: Implications for Training. Paper presented at the Association for Counselor Education and Supervision Conference. Seattle, WA.

Chung, R. C-Y, Talleyrand, R. M., Bemak, F., **Williams, J. M.** (2019, March). Skills and Strategies in Combating Xenophobia through Race Dialogues. Paper presented at the American Counseling Association Conference. New Orleans, LA.

Williams J. M. (2018, April). Ecological School Counseling in Action: Understanding Context to Create Healthier Educational Systems. Paper presented at the American Educational Research Association Conference. New York City, NY.

Chung, R. C-Y, Talleyrand, R. M., Bemak, F., **Williams, J. M.** (2017, October). Challenges in Promoting Race Dialogues in Psychology Training: Race and Gender Perspectives. Paper presented at the Association for Counselor Education and Supervision Conference. Chicago, IL.

Williams, J. M., & Washington, A. R. (2017, March). Social Justice Counseling and the #BlackLivesMatter Movement. Paper presented at the American Counseling Association Conference. San Francisco, CA

Bryan, J., **Williams, J. M.**, Morrison, S. S., Henry, L. M., Griffin, D., Kim, J., & D. M. Griffin. (2016, April). Caribbean and African-American adolescents' academic achievement: Examining school bonding and family support as protective factors. Paper presented at the American Educational Research Association Conference, Washington, D.C.

Williams, J. M., (2015, October). Photovoice as a Teaching Tool for Client/Student Advocacy. Paper presented at the Association for Counselor Education and Supervision Conference. Philadelphia, PA.

Chung, R. C-Y, Talleyrand, R. M., Bemak, F., **Williams, J. M.** (2015, October). Promoting Difficult Race Dialogues in Counselor Training: Challenges and Recommendations. Paper presented at the Association for Counselor Education and Supervision Conference. Philadelphia, PA.

Williams, J. M., (2014 March). Educational Resilience, Agency, and Cultural Assets. Paper presented at the American Educational Research Association Conference. Philadelphia, PA.

Williams, J. M., & *Owens, T. (2013, October). A Snapshot of Justice: Photovoice as a Teaching Tool for Advocacy. Paper presented at the Association for Counselor Education and Supervision Conference, Denver, CO.

Williams, J. M., McMahon, H. G., Goodman, R. (2013, October). Using Ecological Mapping to Promote Social Justice in Counselor Education. Paper presented at the Association for Counselor

Education and Supervision Conference, Denver, CO.

McMahon, H. G., & **Williams, J. M.** (2013, June). Promoting Student Success using an Ecological Perspective in your School Counseling Program. Paper presented at the American School Counseling Association Conference. Philadelphia, PA.

Williams, J. M. (2013, April). Overcoming Adversity: High-achieving African American Youth's Perspectives on Educational Resilience. Paper presented at the American Education Research Association Conference, San Francisco, CA.

Jungersen, T., **Williams, J. M.**, Goldsmith, S., Walker, Q., Greenleaf, A., & Coker, A. (2013, March). Deconstructing Mental Health Disparities and Social Justice in Action: A Nexus of Counseling Professionals. Paper presented at the American Counseling Association Conference. Cincinnati, OH.

*Brown, S. A., **Williams, J. M.**, Brown, S. P., & Goodman, R. D. (2013, March). Creating, Developing, and Producing the AMCD/CSJ Day of Service. Paper presented at the American Counseling Association Conference, Cincinnati, OH.

Williams, J. M., Dean, A., Parker, M., & Stoner-Harris, T. (2011, October). *Project HOPE (Healthcare, Occupations, Preparation, and Exploration): Building a Pipeline to Healthcare Professions for Iowa's Underserved Youth*. Paper presented at the Association for Counselor Education and Supervision Conference, Nashville, TN.

Cigrand, D., Goldsmith, S., **Williams, J. M.**, et al. (2011, October). *Leading Today and Tomorrow: First Year Faculty Development and Indoctrination*. Paper presented at the Association for Counselor Education and Supervision Conference, Nashville, TN.

Goodman, R., Talleyrand, R., Chung, R., Bemak, F., **Williams, J. M.**, McMahon, G. (2011, October). *Developing Social Justice/Multicultural Counselors: Data from Student Exit Surveys and Implications for Counselor Education*. Paper presented at the Association for Counselor Education and Supervision Conference, Nashville, TN.

Ali, S. R., **Williams, J. M.**, Lee, S., Gibbons, S., Hoffman, T., & Dean, A. (invited presentation, 2011, August). *Health Science Career Education Programming: A Collaborative Preventative Approach*. Paper presented at the 119 American Psychological Association Annual Convention, Washington, DC

Williams, J. M. (2011, March). *Unraveling the Factors that Generate Academic Success Among African American Youth from Low-income, Single-parent Households*. Paper presented at the American Counseling Association Conference, New Orleans, LA.

Williams, J. M. (2010, March). *Social Justice Counseling and Therapy: Philosophy and Theory in Action*. Paper presented at the American Counseling Association Conference,

Pittsburgh, PA.

Williams, J. M., & Greenleaf, A. T., Dean, A. A. (2009, October). *Balancing the Imbalance: Reframing the Medical Model from an Ecological Perspective*. Paper presented at the Association for Counselor Education and Supervision Conference, San Diego, CA.

Greenleaf, A. T., & **Williams, J. M.** (2009, October). *Wellness Counseling: Targeting Transformative Societal Change*. Paper presented at the Association for Counselor Education and Supervision Conference, San Diego, CA.

Portman, T., Carlson, L., Bartlett, J., & **Williams, J. M.** (2009, October). *It's About Relationships! Recruitment and Retention of Male Students*. Paper presented at the Association for Counselor Education and Supervision Conference, San Diego, CA.

Henfield, M.S., Witherspoon, S., Bacon, L.C., Carter, S.S., Dye, L.T., Lewis, D.Y., Mu'min, A., Steele, J., Steele, D. C., **Williams, J. M.** (2007, October). *On the outside looking in: First-hand accounts of African American doctoral students navigating the system*. Paper presented at the Association for Counselor Education and Supervision Conference, Columbus, Ohio.

Referred State and Regional Conference Presentations

Blaire C., & **Williams, J. M.** (2022, October). *Race-Related Consultation: Tips for Working with Teachers*. Paper presented at the Virginia School Counseling Association Conference, Hampton, VA.

Williams, J. M., Albert, T.,* Griggs, A.,* Dely, B.,* Jacobs, B.,* Irick, K. A.,* & Nagel, C.* (2014, March). *Promoting Educational Resilience among Middle School Students from Low Socioeconomic Backgrounds: The Role of School Counselors*. Paper presented at Virginia School Counseling Association Conference, Richmond, VA.

Williams, J. M. (2010, October). *Promoting Career Development with Underserved Youth through Social Justice Advocacy*. Paper presented at the North Central Association for Counselor Education and Supervision Conference, Itasca, IL.

Greenleaf, A. T., & **Williams, J. M.** (2010, October). *Ecological Psychology: Promoting Social Justice and Advocacy in School Settings*. Paper presented at the North Central Association for Counselor Education and Supervision Conference, Itasca, IL.

Greenleaf, A. T., & **Williams, J. M.** (2010, September). *Ecological Psychology: Potential Contributions to Social Justice and Advocacy in School Settings*. Paper presented at the North Atlantic Region Association for Counselor Education & Supervision Conference, New Brunswick, NJ.

Williams, J. M., Yi-Chun, L., & Getachew, A. (2008, October). *What are minority supervisees' really saying: Intercultural communication challenges*. Paper presented at the North Central

Association for Counselor Education and Supervision Conference, Indianapolis, IN.

Greenleaf, A. T., **Williams, J. M.**, Dean, A. A. (2008, October). *Wellness counseling of African American adolescents*. Paper presented at the North Central Association for Counselor Education and Supervision Conference, Indianapolis, IN.

Stoner-Harris, T., Bacon, L.C., **Williams, J. M.**, Viviani, A., Dean, A., Greenleaf, A., Lin, Y., Washington, A. (2008, October). *A Response to the Challenge: A doctoral student's adjustment from community counseling to school counseling*. Paper presented at the North Central Association for Counselor Education and Supervision Conference, Indianapolis, IN.

Lewis, J., Smith, W, Stewart, T, & **Williams, J. M.** (2008, October). *Multicultural counseling and supervision: Strategies to retain professionals of color*. Paper presented at the North Central Association for Counselor Education and Supervision, Indianapolis, IN.

Dean, A. A., Greenleaf, A. T., & **Williams, J. M.** (2008, October). *There's nothing new under the sun: Understanding acedia*. Paper presented at the North Central Association for Counselor Education and Supervision Conference, Indianapolis, IN.

Coursol, D., Lewis, J., **Williams, J. M.**, & Smith, W. (2006, October). *Thinking outside the box: Advocating for students of color in counseling education programs*. Paper presented at the North Central Association of Counselor Education and Supervision Conference, Kansas City, MO.

SELECT (Invited) TRAINING WORKSHOPS

Williams, J. M. (2022, September). *Implicit Institutional Bias at School: Evidence and Opportunities – Part II (Institutional Strategies)*. Charlottesville City Public Schools.

Williams, J. M. (2022, August). *Implicit Racial Bias at Work: Evidence and Opportunities – Part I (Individual Strategies)*. Charlottesville City Public Schools.

Williams, J. M. (2022, August). *Recognizing and Responding to Racial Microaggressions at School*. Charlottesville City Public Schools.

Williams, J. M. (2022, August). *Talking to Elementary School-Aged Kids about Race, Racism*. Albemarle County Public Schools.

Williams, J. M. (2021, July). *The Impact of Everyday Racism on Mental Health: Evidence and Opportunities*. Loudon County Public Schools.

Williams, J. M. (2021, June). *How to Talk to High School Students about Race and Racism*. Charlottesville City Public Schools

- Williams, J. M.** (2021, June). *Addressing Racial Prejudice in Counseling/Therapy Sessions*. Virginia Department of Behavioral Health and Developmental Services. Richmond, VA
- Williams, J. M.** (2021, May). *Applying Advocacy Strategies for Student/Client and Community Empowerment*. Virginia Department of Behavioral Health and Developmental Services. Richmond, VA
- Williams, J. M.** (2021, May). *Addressing Students/Clients' Experiences of Race-Based Stress and Trauma*. Virginia Department of Behavioral Health and Developmental Services. Richmond, VA
- Williams, J. M.** (2021, February). *How to Talk to High School Students about Race and Racism*. Charlottesville City Public Schools
- Williams, J. M.** (2020, February). *Solving the Opportunity Gap through Equity, Not Equality*. Albemarle County Public Schools Leadership Team.
- Williams, J. M.** (2020, May). *Leading Courageous Conversations about Diversity, Equity, and Inclusion at Work*. Council of Engineering and Scientific Society Executives. Detroit, MI
- Williams, J. M.** (2020, January). *The Psychology of Facilitating Successful Workshops on Race, Power, or Privilege*. American Psychological Association. Washington D.C.
- Williams, J. M.** (2019, December). *Check Your Bias at the Career Center Door*. The University of Virginia Career Center. Charlottesville, VA.
- Williams, J. M.** (2019, November). *School-Based Equity Teams: Identifying and Locating Inequities*. Charlottesville City Public Schools.
- Williams, J. M.** (2019, October). *Recognizing and Overcoming Implicit Bias and Microaggressions*. Virginia School Consortium for Learning
- Williams, J. M.** (2019, September). *Implicit Bias in Schools: Evidence and Opportunities – Part I (Individual Strategies)*. Falls Church City Public Schools.
- Williams, J. M.** (2019, August). *Implicit Bias in Policing: Evidence and Opportunities*. Northern Virginia Criminal Justice Training Academy, Ashburn, VA
- Williams, J. M.** (2019, August). *Implicit Bias in Schools: Evidence and Opportunities – Part I (Individual Strategies)*. Charlottesville City Public Schools.
- Williams, J. M.** (2019, July). *Institutional Bias in Schools: Evidence and Opportunities – Part II (Institutional Strategies)*. Charlottesville City Public Schools.
- Williams, J. M.** (2019, June). *Addressing Racial Microaggressions in the Workplace*. Society for

Scholarly Publishing. San Diego, CA.

Williams, J. M. (2019, March). *Talking to Kids about Race, Racism*. Falls Church City Public Schools.

Williams, J. M. (2019, February). *Identifying and Responding to Racial Microaggressions at School*. Falls Church City Public Schools.

Williams, J. M. (2019, January). *Identifying and Responding to Racial Microaggressions at the Office*. American Association of Physics Teachers. Houston, TX

Williams, J. M. (2019, January). *Uprooting Implicit Bias in STEM Fields*. American Association of Physics Teachers. Houston, TX

Williams, J. M. (2018, November). *Identifying and Responding to Racial Microaggressions in the Classroom*. Orange County Public Schools.

Williams, J. M. (2016, October). *Connecting the Dots: Cultural Competence, Counseling, and College and Career Readiness*. 5th National White House & Reach Higher Convening. Washington, D.C.

Williams, J. M. (2015, October). *Promoting Academic Resiliency among Marginalized Students Populations*. Arlington Public Schools, Office of Minority Achievement. Arlington, VA.

Williams, J. M. (2014, June). *Promoting Academic Success among High-Achieving, Low-Income Students*. Jack Kent Cooke Foundation. Lansdowne, VA.

Williams, J. M. (2014, April). *The Evolution of Racism*. Presentation at the Smithsonian National Museum of African Art. Washington, D.C.

WEBINARS

*Holcomb-McCoy, C., **Williams, J. M.**, Gonzalez, I. A., & Francis, D. (2022, May). *Developing a School Counselor Identity as a Counselor Educator*. Association for Counselor Education and Supervision. Webinar

***Williams, J. M.** (2020, April). *Implicit Institutional Bias in Schools: Evidence and Opportunities*. UVA K-12 Advisory Council. Webinar.

***Williams, J. M.** (2019, May). *Recognizing Implicit Bias in the Boardroom*. Society for Scholarly Publishing. Webinar.

***Williams, J. M.** & Washington, A. R. (2017, March). *Social Justice Counseling and the #BlackLivesMatter Movement*. Counselors for Social Justice (CSJ) division of the American Counseling Association (ACA). Webinar.

***Williams, J. M.** (2015, June). *Overcoming Stereotypes in Law Enforcement*. Center for Evidence-Based Crime Policy. Webinar. Retrieved at: <https://youtu.be/4X05J4tVW50> (Part1) <https://youtu.be/eTtMsMSEVw0> (Part 2). Webinars.

***Williams, J. M.** (2014, February). *Identifying and Addressing Micro-inequities*. American Society of Civil Engineers. Webinar.

***Williams, J. M.** & McMahon, H. G. (2014, April). *Promoting Student Success Using the Ecological Model of Professional School Counseling*. American School Counseling Association. Webinar.

PROFESSIONAL MEMBERSHIPS, AFFILIATIONS, AND CERTIFICATIONS

American Counseling Association (ACA)
American School Counseling Association (ASCA)
Association for Counselor Education and Supervision (ACES)
American Education Research Association (AERA)
Association for Multicultural Counseling and Development (AMCD)
Counselors for Social Justice (CSJ)
Society for Research in Child Development (SRCD)

National Certified Counselor: National Board of Certified Counselors (2007 – Present)
Certification # 224785

TEACHING, MENTORING, AND ADVISING

Courses Taught

The University of Virginia

EDHS 8390	School Counseling Internship
EDHS 8350	School Counseling Leadership, Advocacy, & Consultation
EDHS 3060	Building Resilience in Youth

George Mason University

EDCD 606	Counseling Children and Adolescents
EDCD 611	Ethical and Legal Issues in School Counseling
EDCD 525	Advance Human Growth and Development
EDUC 897	Independent Research Study
EDCD 755	Practicum in School Counseling
EDCD 791	Internship in School Counseling
EDCD 797	Resiliency-Based Counseling
EDCD 797	Advance Solution Focused-Brief Therapy

The University of Iowa

07C:199	Counseling for Related Professions
07E:102	Technology in the Classroom
07C:278	Applied Micro-Counseling
07C:300	Practicum in School Counseling
07C:321	Internship in School Counseling

Courses Developed

The University of Virginia

EDHS 3060	Building Resilience in Youth
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George Mason University

EDCD 797	Resiliency-Based Counseling
EDCD 797	Advance Solution Focused-Brief Therapy
EDCD 620	Family, School, and Community Collaboration
EDCD 613	Introduction to School Counseling
EDCD 615	School-Based Mental Health

Advising (Other than Research Direction)

The University of Virginia

Fall 2018 – Spring 2019	2 master's students
Fall 2019 – Spring 2020	5 master's students
Fall 2020 – Spring 2021	7 master's students
Fall 2021 – Spring 2022	10 master's students
Fall 2022 – Spring 2023	14 master's students

George Mason University

Fall 2011 – Spring 2012	26 master's students
Fall 2012 – Spring 2013	16 master's students
Fall 2013 – Spring 2014	27 master's students
Fall 2014 – Spring 2015	23 master's students
Fall 2015 – Spring 2016	21 master's students
Fall 2016 – Spring 2017	24 master's students

Advising (Research Directions)***Doctoral Dissertation***

The University of Virginia

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|---|---------------------------------|
| 1. Michelle Liverpool-Green, Committee Member, 2019 | (University of the West Indies) |
| 2. Maria Accavitti, Committee Member, 2020 | Clinical and School Psychology |
| 3. Sydney Simmons, Committee Member, 2021 | Clinical and School Psychology |

George Mason University

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| 1. Jayne Smith, Committee Member, 2013 | (Old Dominion University) |
| 2. Nicole Woodard, Committee Member, 2014 | Specialization in Counseling |
| 3. Tracey Albert, Committee Member, 2016 | Specialization in Counseling |
| 4. Jameela Conway-Turner, Committee Member, 2016 | Applied Developmental Psychology |
| 5. Amy Carroll, Committee Member, 2017 | Specialization in Counseling |
| 6. Andre Marseille, Committee Member, 2018 | Specialization in Counseling |

Ph.D. in Education Portfolio Committee

George Mason University

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| 1. Blake Johnson, Committee Member, 2012 | Specialization in Interdisciplinary |
| 2. Trent W. McLaurin, Committee Member, 2014 | Specialization in Special Education |
| 3. Amy Carroll, Committee Member, 2014 | Specialization in Counseling |
| 4. Tracey Albert, Committee Member, 2014 | Specialization in Counseling |
| 5. Matthew Boyce, Committee Member, 2017 | Specialization in Higher Education |

Master's Papers/Theses/Research Equivalency

George Mason University

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|---|----------------------------------|
| 1. Tanya Tavassolie, Committee Member, 2015 | Applied Developmental Psychology |
| 2. David Mathew, Committee Member, 2015 | Psychology Honors Program |
| 3. LaDesha Batten, Committee Chair, 2016 | Psychology Honors Program |
| 4. Justine Burke, Committee Member, 2016 | Psychology Honors Program |

SCHOLARLY AND PROFESSIONAL SERVICE ACTIVITIES

Editorships, Editorial Boards, and Reviewing Activities

Editorship (Refereed Journals)

Associate Editor, Journal of Counseling and Development, 2018 – Present

Ad Hoc Reviewer (Referred Journal Articles)

Ad Hoc Reviewer, Prevention Science, 2022
Ad Hoc Reviewer, Journal of Educational Research for Policy and Practice, 2022
Ad Hoc Reviewer, Journal of Adolescent Research, 2021
Ad Hoc Reviewer, Professional School Counseling Journal, 2019, 2021
Ad Hoc Reviewer, Journal of Children, Youth and Environments, 2018
Ad Hoc Reviewer, Journal for Social Action in Counseling and Psychology, 2015, 2016
Ad Hoc Reviewer, Journal of Educational and Psychological Consultation, 2013
Ad Hoc Reviewer, American Educational Research Journal, 2012, 2013, 2014, 2021

Grant Review Panels

Ad Hoc Reviewer, William T Grant Foundation, Reducing Inequality Program, 2022
Principal Member, U.S. Department of Education, Institute of Education Sciences' Social and Behavioral Education Research Grant Peer Review Panel, 2021-2026
Panel Reviewer, U.S. Department of Education, Institute of Education Sciences' Social and Behavioral Education Research Grant Peer Review Panel, 2021

Promotion/Tenure External Reviewer

John Hopkins University, 2022
Indiana University-Purdue University
Indianapolis, 2022
Cleveland State University, 2021
George Mason University, 2021

National Association Reviewer

Conference Proposal Reviewer AERA SIG #27 (Critical Examination of Race, Ethnicity, Class, and Gender in Education) 2021
Dissertation of the Year Award Reviewer AERA SIG #27 (Critical Examination of Race, Ethnicity, Class, and Gender in Education) 2022

Positions in Professional Associations

National Counselor Representative Counselors for Social Justice (CSJ), 2015-2017
National Awards Committee Chair Counselors for Social Justice (CSJ), 2014-2017
Co-Coordinator, Pre-Conference Service Day Counselors for Social Justice (CSJ), 2012-2013
National Awards Committee Member Association of Multicultural Counseling and Development, 2009-2010
National Student Representative Association of Multicultural Counseling and Development, 2007-2008

UNIVERSITY SERVICE

The University of Virginia

Department Level

Department of Human Services Diversity, Equity, and Inclusion Workgroup, 2019-2022, *Chair*

College Level

CEHD Pre-Tenure Review Committee, Tenure Track Faculty, 2022, *Member*
EDHS Counselor Ed Search Committee, Assistant or Assoc Professor (TT), 2021-2022, *Co-Chair*

CEHD Candidate Solicited Reviewer, Tenure Track Faculty, 2021
CEHD Internal Review Committee, Tenure Track Faculty, 2021-2022, *Member*
CEHD Inclusive Excellence Team, 2021, *Member*
Curriculum, Instruction & Special Education Search Committee, Assistant Professor (TT), 2020-2021, *Member*
Educational Equity Conference Steering Committee, Tom Tom Festival, 2019-2020, *Member*
Communication Sciences and Disorders Search Committee, Associate Professor (TT), 2019-2020, *Member*
Communication Sciences and Disorders Search Committee, Assistant Professor (TT), 2019-2020, *Member*
CEHD Internal Review Committee, General Faculty, 2019, *Member*
CEHD Internal Review Committee, Tenure Track Faculty, 2018-2019, *Member*
Department of Human Services Search Committee, Department Chair, 2018, *Member*
CRPES Research Symposium Committee, 2018, *Co-Chair*

University Level

UVA Equity Center Search Committee, Education Equity Data Scientist, 2021, *Member*
UVA Equity Center Search Committee, Starr Hill Program Director, 2021, *Member*
Office of Graduate and Postdoctoral Affairs, Mentoring Institute, 2018-2019, *Diversity Mentor*

George Mason University

Department Level

CACREP Accreditation Committee, 2015-2017, *Member*
Counseling and Human Development Search Committee, Tenure Track Faculty, 2014, 2016, *Member*
Internship Coordinator, School Counseling Program, 2013-2014, *Chair*
NCATE Assessment Committee, School Counseling Program, 2013-2014, *Member*
Doctoral Development Committee, Counseling, and Human Development, 2012-2014, *Member*
Counseling and Human Development Search Committee, Clinical Faculty, 2012, 2014, *Member*

College Level

CEHD Educator Preparation Council, 2016-2017, *Member*
CEHD Office of Accreditation and Program Improvement Committee, 2015-2017, *Member*
STEM Career Development Workshops, Center for Digital Media Innovation and Diversity, 2013, *Director*

University Level

Difficult Dialogues on Race Series, 2013-2015, *Director*

COMMUNITY SERVICE

Consultancies

- Region Four Community Services Board, Henrico County, VA (2022)
- American Geophysical Union (2022 – Present)
- City of Charlottesville Department of Social Services (2022)
- Loudoun County Public School, VA (2021 – Present)
- American Chemical Society (2021 – Present)
- Manassas City Public School, VA (2021)
- Loudoun County Mental Health, Substance Abuse, and Developmental Services (2021)
- National Council of Teachers of Mathematics (2021)
- The Campagna Center, Alexandria, VA (2021)
- The University of Virginia School of Medicine (2021)
- West Virginia University (2021)
- Virginia Association of Community Services Boards (2021)
- Griffith Foods Inc. (2021)
- ReadyKids Non-Profit, Charlottesville, VA (2021 – Present)
- Region Ten Community Services Board, VA (2020 – Present)
- The Department of Community and Human Services, Alexandria, VA (2020 – Present)
- The Department of Social Services, Henrico County, VA (2020 – Present)
- Virginia Department of Behavioral Health and Developmental Services (2020 – Present)
- American Speech-Language-Hearing Association (2020 – Present)
- Henrico County, VA Mental Health & Developmental Services (2020 – Present)
- Arlington County Government (2020 – Present)
- Council on Undergraduate Research (2020 – Present)
- Fluvanna County Public Schools (2020 – Present)
- American Psychological Association Publishing (2019 – Present)
- United Way of Greater Charlottesville (2019 – Present)
- Virginia School Consortium for Learning (2019)
- Virginia Institute of Autism (2019)
- The University of Virginia Career Center (2019)
- Charlottesville City School Equity Committee (2018 – Present)
- Charlottesville City Public Schools, VA (2018 – Present)
- Society for Scholarly Publishing (2018 - Present)
- Albemarle County Public Schools, VA (2017 – Present)
- Falls Church City Public Schools, VA (2017 – Present)
- Ron Brown Scholars Program (2017 – Present)
- Fairfax County Public Schools, VA (2014 – Present)
- Northern Virginia Criminal Justice Training Academy, Ashburn, VA (2015 – 2020)
- American Association of Physics Teachers (2019)
- Council of Engineering and Scientific Society Executives (2018)
- Orange County Public Schools (2018)
- American Society of Civil Engineers, Reston, VA (2016)
- Center for Evidence-Based Crime Policy (2015 – 2017)
- Kellogg's, Battle Creek Michigan, (2015)
- South County Youth Network, Alexandria, VA (2014 – 2017)
- Jack Kent Cooke Foundation, Lansdowne, VA (2014)

- Fairfax County Police Department—Youth Division (2013 – 2015)
 - Arlington Public Schools, Office of Minority Achievement (2012 – 2015)
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NEWS MEDIA/VIDEO DOCUMENTARIES

- <https://www.cvilletomorrow.org/articles/curry-professor-sheds-light-on-resilient>
- <https://www.cbs19news.com/story/41550996/uva-professor-holds-free-implicit-bias-workshop>
- <https://vpm.org/news/articles/22193/efforts-to-end-child-poverty-intensify-locally-nationally>
- [Faculty Spotlight: How Hoops Was a Sanctuary for This UVA Professor | UVA Today \(virginia.edu\)](#)
- [More to the Story | Give to UVA \(virginia.edu\)](#)
- [Back-to-School in 2021: The School Counselor's Role | UVA Today \(virginia.edu\)](#)
- [Youngkin administration rescinds equity initiatives | VPM](#)
- [Joseph Williams | NewsRadio WINA](#)
- <https://soundcloud.com/user-648419957/understanding-academic-resilience>.
- <https://vimeo.com/694973432/c2f8b3fc4c>
- <https://vimeo.com/686321764/609f6eef74>