

**CURRICULUM VITA
MARY A. HERMANN**

Date of Preparation: August 10, 2022

EDUCATION

Doctor of Philosophy in Counselor Education, 2001 (CACREP-Accredited Program)
University of New Orleans, New Orleans, Louisiana

Master's of Education in Counselor Education, 1998 (CACREP-Accredited Program)
University of New Orleans, New Orleans, Louisiana

Juris Doctor, 1995
Loyola University School of Law, New Orleans, Louisiana

Bachelor of Arts Degree, 1986
Major: Foreign Language Education
University of New Orleans, New Orleans, Louisiana

LICENSES/CERTIFICATIONS

Licensed Professional Counselor, Virginia
License Number 0701005277, June 2012-Present

Licensed Professional Counselor, Mississippi
License Number 0897, February 2002-June 2013

National Certified Counselor
National Board for Certified Counselors, October 1998-Present

Certified School Counselor, Louisiana
License Number 056769, May 1999-Present

Certified Teacher (French), Louisiana
License Number 056769, February 1992-Present

Bar, Louisiana
License Number 24123, April 1996-Present (inactive status - July 1997-Present)

ACADEMIC APPOINTMENTS

Loyola University New Orleans, College of Nursing and Health, New Orleans, Louisiana
Visiting Professor, Counseling Department (August 2022-Present)

Virginia Commonwealth University, School of Education, Richmond, Virginia
Professor, Counselor Education (July 2022-August 2022)

Affiliate Faculty, Institute for Women's Health (February 2021-Present)

Associate Professor, Counselor Education (July 2008-June 2022)

Chair and Program Coordinator, Counselor Education (August 2010-June 2015)

Chair, Foundations of Education (July 2013-June 2014)

Assistant Professor, Counselor Education (August 2006-June 2008)

Mississippi State University, College of Education, Mississippi State, Mississippi
Assistant Professor, Counselor Education (August 2001-June 2006)
Affiliate Faculty, Women's Studies Department (August 2003-June 2006)
University of New Orleans, College of Education, New Orleans, Louisiana
Adjunct Professor, Educational Leadership (August 1998 – July 2001)

BIBLIOGRAPHY

***Denotes Student Co-Author**

Peer-Reviewed Journal Articles

23. *Brookover, D. L., Hermann, M. A., & *Deitz, M. E. (in press). School counseling through a developmental lens: Implications for working with adolescent girls. *Journal of School Counseling*.
22. Eckart, E., Hermann, M. A., & Neale-McFall, C. (2021). Counselors' experience of work and family roles during the COVID-19 pandemic. *Journal of Mental Health Counseling, 43*(4), 301-318.
21. Hermann, M. A., Neale-McFall, C., & *Man, J. (2021). The impact of the COVID-19 pandemic on working mothers: A phenomenological study. *World Journal of Education and Humanities, 3*(2), 15-35.
20. Hermann, M. A., & Neale-McFall, C. (2020). COVID-19, academic mothers, and opportunities for the academy. *Academe, 106*(4), 37-39.
19. Hermann, M. A., Gorlewski, J., *Brookover, D., *Walsh, R. L., *Kozachuk, L., *Deitz, M. E., & Ciminelli, E. (2020). Policy, practice, and parenthood: A study of teacher mothers. *Educational Studies*. <https://doi.org/10.1080/03055698.2020.1834358>
18. Hermann, M. A., Haskins, N., Neale-McFall, C., Ziomek-Daigle, J., & Eckart, E., (2020). Counselor educator mothers: Work-life enrichment and occupational satisfaction. *Adultspan, 19*(2).
17. Neale-McFall, C., Hermann, M. A., & Eckart, E. (2020). Predictive variables of faculty retention in the counselor education field: A gender perspective. *Journal of Education and Training Studies, 8*(10).
16. Hermann, M. A., & Gorlewski, J. (2020, May 29). Endless work, endless love: Teaching and mothering during a pandemic. *Teachers College Record*, <https://www.tcrecord.org> ID Number: 23308.
15. Hermann, M. A., *Walsh, R. L., & *Underwood, J. (2019). Experiences of school counselor mothers: A phenomenological investigation. *Professional School Counseling, 22*(1), 1-11.
14. Hermann, M. A., & Neale-McFall, C. (2018). Experiences of pretenure counseling professor mothers. *NASPA Journal about Women in Higher Education, 11*(3), 265-283.
13. Neale-McFall, C. W., Eckart, E. C., Hermann, M. A., Haskins, N. H., & Ziomek-Daigle, J. (2018). Counselor educator mothers: A quantitative analysis of job satisfaction. *Counselor Education and Supervision, 57*(2), 147-159.
12. Kaplan, D. M., Francis, P. C., Hermann, M. A., Baca, J. F., Goodnough, G. E., Hodges, S., Spurgeon, S. L., & Wade, M. E. (2017). New Concepts in the 2014 Code of Ethics. *Journal of Counseling and Development, 95*(1), 110-120.
(includes reprinted *Counseling Today* interviews)
11. Alexander, Q. R., & Hermann, M. A. (2016). African American women's experiences in

- graduate science, technology, engineering, and mathematics education at a predominantly White university. *Diversity in Higher Education*, 9(4), 307-322.
10. Hermann, M. A., Ziomek-Daigle, J., & Dockery, D. J. (2014). Motherhood and Counselor Education: Experiences with Work/Life Balance. *Adultspan*, 13(2), 109-119.
 9. Herlihy, B., Hermann, M. A., & Greden, L. R. (2014). Legal implications of using religious beliefs as a basis for refusing to counsel certain clients. *Journal of Counseling and Development*, 92(2), 148-153.
 8. Dockery, D. J., & Hermann, M. A. (Summer 2012). Social justice advocacy and school counseling. *Virginia Counselors Journal*, 32, 32-38.
 7. Stenhagen, K., Sherman, W. H., Hermann, M. A., Shakeshaft, C., Magill, C., & Clark, H. (2011). Leadership learning contextualized. *Educational Planning*, 20(1), 31-39.
 6. Hermann, M. A., *Leggett, D. G., & Remley, T. P., Jr. (2008). A study of counselor's legal challenges and their perceptions of their ability to respond. *International Journal of Education Policy and Leadership*, 3(5), Retrieved from <http://journals.sfu.ca/ijepl/index.php/ijepl/article/view/70/47>.
 5. Hermann, M. A., & Herlihy, B. R. (2006). Legal and ethical implications of refusing to counsel homosexual clients. *Journal of Counseling and Development*, 84(4), 414-418.
 4. *Foster, L. H., Young, J. S., & Hermann, M. A. (2005). The work activities of professional school counselors: Are the national standards being addressed? *Professional School Counseling*, 8(4), 313-321.
 3. Hermann, M. A. (2002). A study of legal issues encountered by school counselors and perceptions of their preparedness to respond to legal challenges. *Professional School Counseling*, 6(1), 12-19. [Reprinted in Remley, Hermann, & Huey Book – *Ethical and legal issues in school counseling* (2nd ed.)]
 2. Hermann, M. A., & Finn, A. (2002). An ethical and legal perspective on the role of school counselors in preventing violence in schools. *Professional School Counseling*, 6(1), 46-54. [Reprinted in Remley, Hermann, & Huey Book – *Ethical and legal issues in school counseling* (2nd ed.)]
 1. Hermann, M. A., & Remley, T. P., Jr. (2000). Guns, violence and schools: The results of school violence – Litigation against educators and students shedding more constitutional rights at the school house gate. *Loyola Law Review*, 46(2), 389-439.

Invited Journal Articles

1. Hermann, M. A. (2020, February 10). *Gender and Women's Studies: Critical Terrain* (Book Review). *Teachers College Record*. <https://www.tcrecord.org> ID Number 23213

Books

2. Hermann, M. A., Remley, T. P., Jr., & Huey, W. C. (Eds.) (2010). *Ethical and legal issues in school counseling* (3rd ed.). American School Counselor Association.
1. Remley, T. P., Jr., Hermann, M. A., & Huey, W. C. (Eds.) (2003). *Ethical and legal issues in school counseling* (2nd ed.). American School Counselor Association.
(includes original scholarship and two reprinted peer-reviewed journal articles)

Invited and Peer-Reviewed Book Chapters/Contributions and Revisions

22. Hermann, M. A. (in press). Voices from the field: Challenges school counselors encounter pertaining to confidentiality with minors. In G. Corey, M. S. Corey, & C. Corey, *Issues*

- and ethics in the helping professions* (11th ed.). American Counseling Association.
21. Hermann, M. A. (in press). Voices from the field: Duty to protect adolescents at risk for suicide. In G. Corey, M. S. Corey, & C. Corey, *Issues and ethics in the helping professions* (11th ed.). American Counseling Association.
 20. Hermann, M. A. (in press). Legal, ethical, and clinical issues related to teenage pregnancy. In C. Stone (Ed.) *School counseling principles: Ethics and law* (5th ed.). American School Counselor Association. (chapter revision)
 19. Hermann, M. A. (2021). Voices from the field: Challenges in supervising school counselor interns. In G. Corey, R. Haynes, P. Moulton, & M. Muratori, *Clinical supervision in the helping professions: A practical guide*, (3rd ed.). American Counseling Association.
 18. Herlihy, B., & Hermann, M. A. (2019). Gender issues in career counseling. In D. Capuzzi & M. Stauffer (Eds.), *Career counseling: Foundations, perspectives, and applications* (3rd ed.). Routledge.
 17. Hermann, M. A. (2014). The stalled gender revolution: Implications for women leaders. In W. S. Newcomb & K. Mansfield (Eds.), *Women interrupting, disrupting, and revolutionizing educational policy and practice*. Information Age Publishing.
 16. Hermann, M. A. (2014). Legal perspectives on dual relationships. In B. Herlihy & G. Corey (Eds.), *Boundary issues in counseling: Multiple roles and responsibilities* (3rd ed.). American Counseling Association. (chapter revision)
 15. Choate, L. H., Hermann, M. A., & *Pottle L. (2013). Ethical and legal issues in counseling clients with eating disorders. In L. H. Choate (Ed.), *Eating disorders: A counselor's guide to treatment and prevention*. American Counseling Association.
 14. Hermann, M. A. (2013). Legal, ethical, and clinical issues related to teenage pregnancy. In C. Stone (Ed.) *School counseling principles: Ethics and law* (4th ed.). American School Counselor Association. (chapter revision)
 13. Hermann, M. A. (2009). Legal, ethical, and clinical issues related to teenage pregnancy. In C. Stone (Ed.) *School counseling principles: Ethics and law* (3rd ed.). American School Counselor Association. (chapter revision)
 12. Flowers, L. R., & Hermann, M. A. (2007). "This isn't the place for me": School dropout. In D. Capuzzi, & D. R. Gross (Eds.), *Youth at risk: A prevention resource for counselors, teachers, and parents* (5th ed.). American Counseling Association. (chapter revision)
 11. Remley, T. P., Jr., & Hermann, M. (2007). Legal and ethical issues in school counseling. In J. Wittmer & M. A. Clark (Eds.), *Managing your school counseling program: K-12 developmental strategies* (3rd ed.). Educational Media Corporation. (chapter revision)
 10. Hermann, M. A. (2006). Legal perspectives on dual relationships. In B. Herlihy & G. Corey (Eds.), *Boundary issues in counseling: Multiple roles and responsibilities*. American Counseling Association.
 9. Hermann, M. A. (2006). The relationship between law and ethics. In B. Herlihy & G. Corey (Eds.), *ACA ethical standards casebook*. American Counseling Association.
 8. Hermann, M. A. (2005). Legal, ethical, and clinical issues related to teenage pregnancy. In C. Stone (Ed.) *School counseling principles: Ethics and law* (2nd ed.). American School Counselor Association.
 7. Hermann, M. A., Kaplan, D. M., & Hubert, M. (2004). Confidentiality: "Don't tell." In R. Perusse, J. Whitledge, & L. Tyson (Eds.), *Critical incidents in group counseling*. American Counseling Association.
 6. Bergin, J. J., Hatch, T., & Hermann, M. A. (2004). Informed consent for minors: "Why do

- you have my son in therapy?” In R. Perusse, J. Whitlege, & L. Tyson (Eds.), *Critical incidents in group counseling*. American Counseling Association.
5. Hermann, M. A. (2004). Tarasoff v. Board of Regents of California. In T. S. Watson, & C. H. Skinner (Eds.), *Encyclopedia of school psychology*. New York: Kluwer Academic/Plenum Publishers.
 4. Hermann, M. A. (2004). School threats: Legal Aspects. In T. S. Watson, & C. H. Skinner (Eds.), *Encyclopedia of school psychology*. New York: Kluwer Academic/Plenum Publishers.
 3. Hermann, M. A. (2003). Theodore P. Remley, Jr. In J. D. West, C. J. Osborn, & D. L. Bubenzer (Eds.), *Leaders and Legacies: Contributions to the Profession of Counseling*. Brunner-Routledge.
 2. Hermann, M. A. (2003). “This isn’t the place for me”: School dropout. In D. Capuzzi, & D. R. Gross (Eds.), *Youth at risk: A prevention resource for counselors, teachers, and parents* (4th ed.) American Counseling Association.
 1. Remley, T. P., Jr., & Hermann, M. A. (2000). Legal and ethical issues in school counseling. In J. Wittmer (Ed.), *Managing your school counseling program: K-12 developmental strategies* (2nd ed.). Educational Media Corporation.

Invited and Peer-Reviewed Practitioner-Focused Publications

18. Peed, T., Allen, C., Hermann, M. A., Joe, J. R., & Viviani, A. M. (2022, May 5). Counseling girls and women in the current cultural climate. *Counseling Today, Online Exclusives*. <https://ct.counseling.org/2022/05/counseling-girls-and-women-in-the-current-cultural-climate/>
17. Sherperis, D. S., Ordway, A., Kocet, M., & Hermann, M. (2020, September 2). Ethics in the time of COVID: Contact tracing. *Counseling Today, Online Exclusives*. <https://ct.counseling.org/2020/09/ethics-in-the-time-of-covid-contact-tracing/>
16. Author (2018, July/August). New Standards for School Counselor Educators. *ASCA School Counselor*, 55(6), 58-59.
15. Hermann, M. A. (2015, Summer). Revising the SACES By-laws. *SACES Newsletter*, 11(1), 2.
14. Hermann, M. A. (2015, Spring). From the SACES President. *SACES Newsletter*, 10(4), 1.
13. Hermann, M. A. (2014, Fall). From the SACES President. *SACES Newsletter*, 10(3), 1.
12. Hermann, M. A. (2014, Summer). From the SACES President. *SACES Newsletter*, 9(5), 1.
11. Rollins, J., et al. (2014, January). Turning Points. *Counseling Today*, 56(7), 30-45.
10. Stone, C., Hermann, M. A., & Williams, R. (2012). Asked & Answered [Legal and ethical issues]. *ASCA School Counselor*, 49(5), 6-13.
9. Hermann, M. A. (2011, Winter). Protect yourself, protect your students: Use this model to determine your legal responsibilities in a school setting. *VSCA Voice*, 9-10.
8. Hermann, M. A., & Dockery, D. J. (2010, Back to School Issue). ASCA revises ethical standards for school counselors. *VSCA Voice*, 21-22.
7. Hermann, M. A., & Remley, T.P., Jr. (2008, January/February). Legal and ethical issues in counseling children of divorce. *ASCA School Counselor*, 46(4), 40-47.
6. Hermann, M. A. (2008, April). Thomas Walsh Hosie. *Counseling Today*, 28.
5. Romano, D. M., & Hermann, M. A. (2007, July/August). Special education laws: What school counselors need to know. *ASCA School Counselor*, 44(6), 86-89.
4. Hermann, M. A., & Robinson-Kurpius, S. (2006, December). New guidelines for dual

- relationships. *Counseling Today*, 8-9.
3. Hermann, M. A. (2005, Winter/Spring). ASCA revises ethical standards. *The School Counselor: Mississippi School Counselor Association Newsletter*.
 2. Hermann, M. A. (2003, Summer). New developments in ethics and professional affairs. *Mississippi Counseling Association Newsletter*.
 1. Hermann, M. A. (2002, Summer). The grass is always greener on the other side of the ivory tower. *SACES Newsletter*.

Instructional Materials

3. Gray, N., Austin, C., Blanchard, V., Hermann, M., Gaffney, M., Ashton, L., & Coleman, W. (2006). *Instructor's manual for ethical, legal, and professional issues in counseling* by Remley & Herlihy. Merrill. (revision)
2. Hermann, M. A. (2004). *Companion Website for Ethical, Legal, and Professional Issues in Counseling*, 2nd ed. www.prenhall.com/remley.
1. Gray, N., Austin, C., Blanchard, V., Hermann, M., Gaffney, M., Ashton, L., & Coleman, W. (2000). *Instructor's manual for ethical, legal, and professional issues in counseling* by Remley & Herlihy. Merrill.

National/International Blogs

9. Hermann, M. A., & Neale-McFall, C. (2021, June 28). Post-pandemic working motherhood: The end of the superwoman era. *Thrive Global*. Retrieved from <https://thriveglobal.com/stories/post-pandemic-working-motherhood/>
8. Hermann, M. A. (2020, October 30). A pandemic of nonstop work for academic women. *Academe Blog*. Retrieved from <https://academeblog.org/2020/10/30/a-pandemic-of-nonstop-work-for-academic-women/>
7. Hermann, M. A. (2020, June 9). Why it's harder to be a mother today than it was 30 years ago: And how the COVID-19 crisis is creating new challenges and opportunities. *Thrive Global*. <https://thriveglobal.com/stories/why-its-harder-to-be-a-mother-today-than-it-was-30-years-ago/>
6. Khidekel, M., . . . Hermann, M. A., Young, J. (2020, May 4). Listen to these uplifting songs to stay optimistic and positive right now: In challenging times, music can hold the power to trigger joy, spark nostalgia, and even relieve stress and anxiety. *Thrive Global*. <https://thriveglobal.com/stories/uplifting-songs-aspire-optimism-positivity-stress-relief-music/>
5. Khidekel, M., Bergeron, M., Hoberman, J., Senft, M., Gogan, C., Thomas, S., Gurwitz, K., Hermann, M. A., . . . Baltazzi, M. (2019, April 22). 15 motivation tips that will make you want to work out regularly: Here's how to become a person who looks forward to exercise. *Thrive Global*. https://thriveglobal.com/stories/motivational-tips-consistent-exercise-work-out/?utm_source=Newsletter_General&utm_medium=Thrive
4. Hermann, M. A., & Neale-McFall, C. (2019, April 15). Behind the scenes: Experiences of pretenure counseling professor mothers. [Journal of Women and Gender in Higher Education website]. Retrieved from <https://www.naspa.org/publications/journals/posts/behind-the-scenes-experiences-of-pretenture-counseling-professor-mothers>
3. Hermann, M. A. (2017, November 15). Creating a more joyful holiday season. *Thrive Global*. <https://www.thriveglobal.com/stories/16313-creating-a-more-joyful-holiday-season>

2. Hermann, M. A. (2017, August 15). What I learned about productivity by earning a law degree and a Ph.D. as a single working mother. *Thrive Global*. <https://www.thriveglobal.com/stories/10926-what-i-learned-about-productivity-by-earning-a-law-degree-and-ph-d-as-a-single-working-mother>
1. Hermann, M. A. (2017, June 14). Opting out of the frantic pace of life. *Thrive Global*. <https://www.thriveglobal.com/stories/9241-opting-out-of-the-frantic-pace-of-life>

Manuscripts in Progress

- Hermann, M. A., *Waters, J., *Man, J., *Duyile, B., *Currie, L., *Beland, J., & *Langan, A. (in progress). Daughters of the gender revolution: A lifespan development study. [Status: analyzing data and completing literature review]
- Hermann, M. A., Eckart, E., & Neale-McFall, C. (in progress). Counselors' work and family roles during the COVID-19 pandemic. [Status: preparing final manuscript]
- Hermann, M. A., Eckart, E., & Neale-McFall, C. (in progress). Faculty fathers: A qualitative study. [Status: collecting data]

PROFESSIONAL PRESENTATIONS

***Denotes Student Co-Presenter**

Keynote Addresses

8. Hermann, M. A. (2022, February). *Update on Legal Cases Involving Counselors*. Session presented at the Law and Ethics in Counseling Conference, New Orleans, LA.
7. Hermann, M. A. (2020, February). *Update on Legal Cases Involving Counselors: What Every Practitioner, Supervisor, and Counselor Educator Needs to Know*. Session presented at the Law and Ethics in Counseling Conference, New Orleans, LA.
6. Hermann, M. A. (2019, February). *Update on Legal Cases Involving Counselors: What Every Practitioner, Supervisor, and Counselor Educator Needs to Know*. Session presented at the Law and Ethics in Counseling Conference, New Orleans, LA.
5. Hermann, M. A. (2018, January). *Counselors and the Law: What Every Practitioner, Supervisor, and Counselor Educator Needs to Know*. Session presented at the Law and Ethics in Counseling Conference, New Orleans, LA.
4. Hermann, M. A. (2016, April). *When Law and Ethics Collide: Navigating Legal and Ethical Responsibilities*. Session presented at the Law and Ethics in Counseling Conference, New Orleans, LA.
3. Hermann, M. A. (2014, November). *Collaboration and Women's Empowerment*. Session presented at the Pennsylvania Counseling Association Conference, State College, PA.
2. Hermann, M. A. (2005, April). *Legal and Ethical Issues in Counseling Minors*. Session presented at the Delta State University 24th Annual F. E. Woodall Spring Conference, Cleveland, MS.
1. Hermann, M. A. (1999, August). *The Legal Responsibility to Protect Students from Harm*. Session presented at the Peace Education Conference, Bloomington, IN.

Refereed Presentations

National/International Presentations

62. Hermann, M. A., St. Germain-Sehr, N., Perjessy, C., Wilson, N., Neale-McFall, C. (2021, October). *Women in Counselor Education: A Panel Discussion*. Session presented at the

- Association for Counselor Education and Supervision Conference, Atlanta, GA.
61. *Brookover, D. L., Hermann, M. A., & *Deitz, M. E. (2021, July). *The Early Adult Transition of College Women: What Counselors Need to Know*. Session presented at the Association for Adult Development and Aging Conference.
*Research team member and co-author of presentation. Did not attend conference.
 60. Duggan, J., Hermann, M. A., Wade, M. (2021, March). *Ethical Considerations for School and College Counselors Working in Virtual Environments*. Session presented at the Law and Ethics in Counseling Virtual Conference.
 59. Philipsen, M., & Hermann, M. A., (2021, January). *Paid Family Leave in Academe: Overcoming Immunities to Change*. Session presented at the Work and Family Researchers Network Online Conference (originally accepted to be presented in New York City).
 58. *Brookover, D. L., Hermann, M. A., & *Deitz, M. E. (2020, April). *Wellness Counseling with Adolescent Females: A Qualitative Study of Student Experiences with School Counselor Led Wellness Programs*. Session accepted for the canceled American Counseling Association Conference, San Diego, CA, and presented on-line through Chi Sigma Iota.
 57. Hermann, M. A., & Philipsen, M. (2019, November). *Support for Faculty Mothers: Changing the Culture of Academe*. Session presented at the Research on Women and Education (American Educational Research Association SIG) 45th Annual Fall Conference, Nashville, TN.
 56. Hermann, M. A., Ebrahim, C., Eckart, E., Iarussi, M., Perjessy, C., & St. Germain-Sehr, N. (2019, October). *Women Counselor Educators: Strategies for Success in Academia*. Session presented at the Association for Counselor Education and Supervision Conference, Seattle, WA.
 55. Neale-McFall, C., & Hermann, M. A. (2019, April). *Job Satisfaction, Enrichment, and Institutional Policy: Listening to Faculty Mothers*. Session presented at the Motherhood Initiative for Research and Community Involvement 2019 Conference, Toronto, Canada.
 54. Hermann, M. A., Gorlewski, J., & *Walsh, R. (2019, April). *Policy, Practice, and Parenthood: A Study of Teacher Mothers*. Paper presented at American Educational Research Association Annual Meeting, Toronto, Canada.
*Research team chair and co-author of paper. Did not attend conference.
 53. Hermann, M. A., & Gorlewski, J. (2018, October). *Policy, Practice, and Parenthood: A Study of Teacher Mothers*. Session presented at the Research on Women and Education (American Educational Research Association SIG) 44th Annual Fall Conference, San Antonio, TX.
 52. Hermann, M. A., Davis, T., & Dickstein-Fischer, L. (2018, July). *ASCA Ethical Standards for School Counselor Education*. Session presented at the American School Counselor Association Annual Conference, Los Angeles, CA.
 51. Neale-McFall, C., Hermann, M. A., Eckart, E., Haskins, N., & Daigle, J. (2017, October). *An Investigation of Work-Life Enrichment and Job Satisfaction of Counselor Educator Mothers*. Session presented at the Association for Counselor Education & Supervision Conference, Chicago, IL.
 50. Hermann, M. A., Eckart, E., Indelicato, N., & Haskins, N., Iarussi, M., St. Germain-Sehr, N., & Ebrahim, C. (2017, October). *Making Invisible Work Visible: Overcoming Gender Norms to Facilitate Women's Self-Promotion*. Session presented at the Association for

- Counselor Education & Supervision Conference, Chicago, IL.
49. Hermann, M. A., Goodnough, G., Dockery, D., Dickstein-Fischer, L., Guillot-Miller, L., Davis, T., & Stone, C. (2017, October). *Ethical Guidelines for Counselor Educators in School Counselor Training Programs*. Session presented at the Association for Counselor Education & Supervision Conference, Chicago, IL.
 48. Hermann, M. A., Goodnough, G., Dockery, D., Dickstein-Fischer, L., Guillot-Miller, L., Davis, T., & Stone, C. (2017, July). *Ethical Standards for School Counselor Educators*. Session presented at the American School Counselor Association Annual Conference, Denver, CO.
 47. Hermann, M. A., Dailey, S., Evans, M. P., Lee, C. C., Logan, C., Pope, M., & O'Bryant, B. J. (2017, March). *Roads Traveled: ACA Past-Presidents Reflect on Leadership and Diversity within the Counseling Profession*. Session presented at the American Counseling Association Conference, San Francisco, CA.
 46. Hermann, M. A., & Francis, P. C. (2017, February). *The History of the ACA Code of Ethics*. Session presented at the Law and Ethics in Counseling Conference, New Orleans, LA.
 45. Hermann, M. A. (2015, October). *Teaching Lifespan Development Through a Gender Lens*. Session presented at the Association for Counselor Education and Supervision Conference, Philadelphia, PA.
 44. Hermann, M. A., Armstrong, A. J., & Dockery, D. J. (2015, October). *Leadership Training in Counselor Education*. Session presented at the Association for Counselor Education and Supervision Conference, Philadelphia, PA.
 43. Francis, P. C., Goodnough, G., Hermann, M. A., Spurgeon, S., & Kaplan, D. (2014, March). *Hot off the Press – The New 2014 ACA Code of Ethics: An In-Depth Review of Critical Changes*. Preconference session presented at the American Counseling Association Conference, Honolulu, Hawaii, HI.
 42. Francis, P. C., Baca, J., Disney, J., Goodnough, G., Hermann, M. A., Hodges, S., Linde, L., Shaw, L., Spurgeon, S., Watts, R., Wade, M., Kaplan, D., & Martz, E. (2014, March). *A Town Hall Meeting on the New 2014 Code of Ethics: What You Need to Know*. Session presented at the American Counseling Association Conference, Honolulu, HI.
 41. Hermann, M. A. (2014, March). *What Graduate Students and New Professionals Need to Know About the New 2014 ACA Code of Ethics*. Session presented at the American Counseling Association Conference, Honolulu, HI.
 40. Kaplan, D., & Hermann, M. A., (2014, February). *Ward v. Wilbanks & Keeton V. Anderson -Wiley: Can Professional Counselors Use Religious Beliefs as the Basis for Refusing to See LGBTQ Clients?* Session presented at the Time To Thrive, Human Rights Campaign Foundation Conference, Las Vegas, NV.
 39. Hermann, M. A., Daigle, J., & *Tajlili, M. (2013, October). *The Stalled Gender Revolution: Implications for Counselor Educators*. Session presented at the Association for Counselor Education and Supervision Conference, Denver, CO.
 38. Daigle, J., Hermann, M. A., Dockery, D. J., & Haskins, N. (2013, October). *Motherhood and Counselor Education: Experiences with Work/Life Balance*. Session presented at the Association for Counselor Education and Supervision Conference, Denver, CO
 37. Hobson, R. S., Jong, C., Dockery, D. J., Hermann, M. A., & Carter, T. J. (2013, June). *Pilot Study: An Exploration of the Experiences that Influence Women's Interest, Pursuit, and Continued Involvement in STEM Careers*. Paper presented at the American Society for Engineering Education Conference, Atlanta, GA.

- *Research team member and co-author of paper. Did not attend conference.
36. Francis, P. C., Baca, J., Disney, J., Goodnough, G., Hermann, M. A., Hodges, S., Linde, L., Shaw, L., Spurgeon, S., Watts, R., Wade, M., Kaplan, D., & Martz, E. (2013, March). *A Town Hall Meeting on the ACA Code of Ethics Revision*. Session presented at the American Counseling Association Conference, Cincinnati, OH.
 35. Choate, L., Hermann, M. A., Hurst, K., Tallyrand, R., & Trepal, H. (2013, March). *Eating Disorders and Obesity: Assessment, Prevention, and Treatment Essentials*. Session presented at the American Counseling Association Conference, Cincinnati, OH.
 34. Francis, P. C., Baca, J., Disney, J., Goodnough, G., Hermann, M. A., Hodges, S., Linde, L., Shaw, L., Spurgeon, S., Watts, R., Wade, M., Kaplan, D., & Martz, E. (2012, March). *A Town Hall Meeting on Revising the ACA Code of Ethics*. Session presented at the American Counseling Association Annual Conference, San Francisco, CA.
 33. Dockery, D., J., & Hermann, M. A. (2012, March). *College Students' Perceptions of School Counselors*. Session presented at the American Counseling Association Annual Conference, San Francisco, CA.
 32. Hermann, M. A. (2011, October). *Legal and Ethical Issues in Counselor Education and Supervision*. Session presented at the Association for Counselor Education and Supervision Conference, Nashville, TN.
 31. Hermann, M. A., Kocet, M., Herlihy, B., & Kaplan, D. (2011, October). *Ward vs. Wilbanks et al.: Can Counselors Use Religious Beliefs as the Basis for Refusing to See a Homosexual Client?* Session presented at the Association for Counselor Education and Supervision Conference, Nashville, TN.
 30. Hermann, M. A. (2011, June). *Law, Ethics, and Confidentiality*. Session presented at the American School Counselor Association Annual Conference, Seattle, WA.
 29. Herlihy, B., Hermann, M. A., Kaplan, D., & Kocet, M. (2011, March). *Ward vs. Wilbanks et al.: Can Counselors Use Religious Beliefs as the Basis for Refusing to See a Homosexual Client?* Session presented at the American Counseling Association Annual Conference, New Orleans, LA.
 28. Dockery, D. J., & Hermann, M. A. (2011, March). *Using the ASCA National Model to Enhance Understanding of Our Role as School Counselors*. Session presented at the American Counseling Association Annual Conference, New Orleans, LA.
 27. Hermann, M. A., & Dockery, D. J. (2010, May). *Social Justice and School Counseling*. Paper presented at the American Educational Research Association Annual Meeting, Denver, CO.
 26. Kocet, M., & Hermann, M. A. (2009, October). *A Counseling Ethics Audit: A Tool for Self-Monitoring and Reflection*. Session presented at the Association for Counselor Education and Supervision Conference, San Diego, CA.
 25. Hermann, M. A., Dockery, D. J., & Sherman, W. H. (2009, October). *School Administrators and Counselors: A Collaborative Training Model*. Session presented at the Association for Counselor Education and Supervision Conference, San Diego, CA.
 24. Warren, B., Davis, M., Shakeshaft, C., Clark, H. T., McGill, C., Hermann, M. A., & Sherman, W. (2009, February). *Initiating a Professional Doctorate: The VCU Story*. Session presented at the Annual Meeting of AACTE, Chicago, IL.
*Co-authored presentation. Did not attend conference.
 23. Romano, D. M., & Hermann, M. A. (2007, October). *School Counselors' Advocacy Role with Special Needs Students*. Session presented at the Association for Counselor

- Education and Supervision Conference, Columbus, OH.
22. Remley, T. P., Grothe, T., Weintraub, J., Puglia, B., & Hermann, M. A. (2007, October). *Limiting the Counselor Educator's Liability as a Supervisor of Internship Students*. Session presented at the Association for Counselor Education and Supervision Conference, Columbus, OH.
 21. Hermann, M. A., & Remley, T. P. (2007, June). *Legal and Ethical Issues in School Counseling*. Pre-Conference Workshop presented at the American School Counselor Association Conference, Denver, CO.
 20. Hermann, M. A., & Remley, T. P. (2007, June). *Legal and Ethical Issues in Counseling Children of Divorce*. Session presented at the American School Counselor Association Conference, Denver, CO.
 19. Hermann, M. A., Young, J. S., Looby, E. J., & Elder, A. D. (2005, October). *Teaching Tolerance in Counselor Education*. Session presented at the Association for Counselor Education and Supervision Conference, Pittsburgh, PA.
 18. Hermann, M. A., & Remley, T. P. (2004, June). *Legal Issues in School Counseling*. Session presented at the American School Counselor Association Conference, Reno, NV.
 17. Remley, T. P., *Fonseca, T., Guillot-Miller, L., & Hermann, M. A. (2004, June). *School Counseling Records: Legal and Ethical Challenges*. Session presented at the American School Counselor Association Conference, Reno, NV.
 16. Hermann, M. A. (2003, March). *Legal and Ethical Dimensions of School Violence*. Session presented at the American Counseling Association Conference, Anaheim, CA.
 15. Remley, T. P., Hulse-Killacky, D., Christensen, T., Hermann, M. A., Gibbs, K., Miller, J., Guillot-Miller, L., Shaefer, P., & Tanigoshi, H. (2002, October). *Dismissing Graduate Students for Non-Academic Reasons*. Session presented at the Association for Counselor Education and Supervision Conference, Park City, UT.
 14. Hermann, M. A. (2002, October). *How To Be an Effective Teacher*. Session presented at the Association for Counselor Education and Supervision Conference, Park City, UT.
 13. Hermann, M. A., & Remley, T. P. (2001, March). *School Counselor Liability for Violent and Suicidal Students*. Session presented at the American Counseling Association Conference, San Antonio, TX.
 12. Herlihy, B., Deroche, M., & Hermann, M. A. (2001, March). *Legal and Ethical Implications of Web Counseling*. Session presented at the American Counseling Association Conference, San Antonio, TX.
 11. Remley, T. P., Hermann, M. A., Fazio-Griffith, L., Alexander, A., Gray, N., Miller, J., Austin, C., Guillot-Miller, L., Thornton, M., Warner, B., & Frazier, K. (2001, March). *I'm Proud to be a Counselor! Are You?* Session presented at the American Counseling Association Conference, San Antonio, TX.
 10. Hermann, M. A., Remley, T. P., Fazio-Griffith, L., Alexander, A., Gray, N., Miller, J., Austin, C., Guillot-Miller, L., Thornton, M., Warner, B., & Frazier, K. (2001, March). *Counselor Supervisors: 10 Steps to Limit Legal Liability*. Session presented at the American Counseling Association Conference, San Antonio, TX.
 9. Hermann, M. A., & Remley, T. P. (2000, June). *Legal Issues in School Counseling*. Pre-Conference Workshop presented at the American School Counselor Association Conference, Cherry Hill, NJ.
 8. Hermann, M. A., & Remley, T. P. (2000, March). *Limiting Legal Liability When Counseling Suicidal Students*. Session presented at the American Counseling Association Conference

Washington, D.C.

7. Hermann, M. A. et al. (2000, March). *Enhancing Collaboration Between Counselors and Other Client Support Systems*. Session presented at the American Counseling Association Conference, Washington, D.C.
6. Hermann, M. A. et al. (2000, March). *Mandated Clients: Strategies for Success*. Session presented at the American Counseling Association Conference, Washington, D.C.
5. Hermann, M. A. et al. (2000, March). *Group Work with Youth Affected by Trauma*. Session presented at the American Counseling Association Conference, Washington, D.C.
4. Remley, T. P., & Hermann, M. A. (2000, January). *Complaint Preliminary Decision Making*. Session presented at the American Association of State Counseling Boards Conference, Denver, CO.
3. Remley, T. P., & Hermann, M. A. (1999, November). *Limiting Legal Liability When Responding to Student Suicide*. Session presented at the Association for Counselor Education and Supervision Conference, New Orleans, LA.
2. Remley, T. P., Gray, N., & Hermann, M. A. (1999, August). *Bullying Prevention: A Proposed Model*. Session presented at the Peace Education and Violence Prevention Conference, Bloomington, IN.
1. Hermann, M. A. (1999, June). *Limiting Legal Liability for Student Suicides in Schools*. Session presented at the American School Counselor Association Conference, Phoenix, AZ.

Regional Presentations

25. Hermann, M. A., Indelicato, N., Iarussi, M., Eckart, E., & Perjessy, C. (2018, October). *Women Counselor Educators: Strategies for Success in Academia*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Myrtle Beach, S.C.
24. Hermann, M. A., & Dockery, D. J. (2018, October). *Ethical Guidelines for Counselor Educators in School Counseling Training Programs*. Pre-Conference Session presented at the Southern Association for Counselor Education and Supervision Conference, Myrtle Beach, S.C.
23. Hermann, M. A., Roland, C., Linde, L., Hawkins, H., Herlihy, B., & Jackson, D. (2016, October). *Ethics and Advocacy Surrounding New State Discrimination Laws*. Pre-Conference Session presented at the Southern Association for Counselor Education and Supervision Conference, New Orleans, LA.
22. Neale-McFall, C., Eckart, E., Daigle, J., Haskins, N., & Hermann, M. A., (2016, October). *Work Life Enrichment and Job Satisfaction of Counselor Educators Who are Mothers*. Session presented at the Southern Association for Counselor Education and Supervision Conference, New Orleans, LA.
21. Hermann, M. A., & Neale-McFall, C. (2016, October). *Pre-Tenure Counselor Educator Mothers Vulnerability and Resilience*. Session presented at the Southern Association for Counselor Education and Supervision Conference, New Orleans, LA.
20. Hermann, M. A., Eckert, E., Haskins, N., Gibbs, K., Oliva, V., St. Germain, N., & Iarussi, M. (2016, October). *Counselor Educator Mothers: A Panel Discussion*. Session presented at the Southern Association for Counselor Education and Supervision Conference, New Orleans, LA.
19. Hermann, M. A., Spurgeon, S., & Watts, R. (2014, October). *2014 ACA Code of Ethics:*

- Implications for Counselor Educators and Supervisors*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Birmingham, AL.
18. Hermann, M. A., & Hulse, D. (2014, October). *Women, Promotion, and Tenure: Still Trying to Beat the Odds*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Birmingham, AL.
 17. Hermann, M. A., Dockery, D. J., Collier, N., Daigle, J., Gibbs, K., & Ebrahim, C. (2012, September). *Motherhood and Academia: Experiences with Work/Life Balance*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Savannah, GA.
 16. Hermann, M. A., Dockery, D. J., *Tajlili, M., Riechel, M., & Neale-McFall, C. (2012, September). *Women Counselor Educators' Work-Life Balance*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Savannah, GA.
 15. Hermann, M. A., & Dockery, D. J. (2010, October). *School Administrators and Counselors: A Collaborative Training Model*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Williamsburg, VA.
 14. Herlihy, B., & Hermann, M. A. (2010, October). *Ethical and Legal Decision-Making: Models for Counselor Education and Supervision*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Williamsburg, VA.
 13. Remley, T. P., & Hermann, M. A. (2010, October). *Ethical and Legal Issues in Supervision*. Pre-Conference Workshop presented at the Southern Association for Counselor Education and Supervision Conference, Williamsburg, VA.
 12. Hermann, M. A., Gressard, C. F., & Cannon, E. (2008, October). *Ethical and Legal Issues When Working with Adolescents*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Houston, TX.
 11. Remley, T. P., Hermann, M. A., Healey, A., Knight, J., & Richeson, B. (2008, October). *Gatekeeping: What the Literature and the Courts Tell Us*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Houston, TX.
 10. Hermann, M. A., Cooker, P., & Buckley, M. (2006, September). *The Internship Experience: Innovative Ideas and Current Visions*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Orlando, FL.
 9. Romano, D., Hermann, M. A., & *Fonseca, T. (2006, September). *School Counselor Preparation in Specialty Areas*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Orlando, FL.
 8. Jackson, D., & Hermann, M. A. (2004, September). *Healthy Children, Families, and Communities Consortium: Counselor Educator Roles*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Athens, GA.
 7. Hermann, M. A., Young, J. S., & Looby, E. J. (2003, September). *Teaching Tolerance in Counselor Education*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Chattanooga, TN.
 6. Hermann, M. A., & Remley, T. P. (2003, September). *Legal Issues in Counseling: Implications for Training Programs*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Chattanooga, TN.
 5. Remley, T. P., Chauvin, I., Dupre, Y., Tanigoshi, H., Waterman, D., & Hermann, M. A. (2001, October). *Supervising Counselors with Suicidal Clients*. Session presented at the

- Southern Association for Counselor Education and Supervision Conference, Athens, GA.
4. Hulse-Killacky, D., Fazio-Griffith, L., & Hermann, M. A. (2001, October). *Process Observation in the Classroom: A Tool for Counselor Educators*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Athens, GA.
 3. Remley, T. P., Christensen, T., Fazio-Griffith, L., & Hermann, M. A. (2000, October). *Counselor Supervisors: 10 Steps to Limit Legal Liability*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Greensboro, NC.
 2. Hermann, M. A., & Remley, T. P. (2000, October). *School Counselor Liability for Violent and Suicidal Students*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Greensboro, NC.
 1. Fazio-Griffith, L., & Hermann, M. A. (2000, October). *Legal and Clinical Issues in Supervision*. Session presented at the Southern Association for Counselor Education and Supervision Conference, Greensboro, NC.

State Presentations

28. *Brookover, D., Hermann, M. A., & Johnson, K. (2020, October). *Collaborative Relationships Between School Counselors and Stakeholders to Support Student Mental Health*. Session presented at the Metropolitan Educational Research Consortium Conference, Richmond, VA.
*Co-authored presentation. Did not attend conference.
27. Neale-McFall, C., & Hermann, M. A. (2015, November). *A Juggling Act: Experiences of Pre-tenure Counselor Educator Mothers*. Session presented at the Pennsylvania Counseling Association Conference, State College, PA.
*Co-authored presentation. Did not attend conference.
26. Hermann, M. A., & Kaplan, D. (2014, November). *The 2014 ACA Code of Ethics: What Counselors Need to Know*. Session presented at the Virginia Counselors Association Conference, Williamsburg, VA.
25. Hermann, M. A. (2010, November). *An Ethics Update for Counselors: What To Do in Ethical Dilemmas*. Post-Conference Session presented at the Virginia Counselors Association Annual Convention, Williamsburg, VA.
24. Remley, T. P., Hermann, M. A., Fariss, R., Sikes, A., & Smith, B. (2008, November). *Legal and Ethical Challenges in Counseling Children of Divorce*. Session presented at the Virginia Counselors Association Annual Convention, Roanoke, VA.
23. Cannon, E., Hermann, M. A., & Gressard, C. F. (2008, November). *Legal and Ethical Guidelines for Counselors Working with Youth in Various Settings*. Session presented at the Virginia Counselors Association Annual Convention, Roanoke, VA.
22. Remley, T. P., Hermann, M. A., Sykes, A., DeLehman, J., & Ganderson, M. (2007, November). *Ethical and Legal Challenges in School Counseling*. Pre-Conference Workshop presented at the Virginia Counselors Association Annual Convention, Portsmouth, VA.
21. Cannon, E. P., Gressard, C. F., & Hermann, M. A. (2007, November). *Ethical and Legal Issues When Working with Adolescents: Concerns for School, Family, and Agency Counselors*. Session presented at the Virginia Counselors Association Annual Convention, Portsmouth, VA.
20. Hermann, M. A. (2007, March). *Ethical and Legal Issues in School Counseling*. Session

- presented at the Virginia School Counselor Association Conference, Richmond, VA.
19. Burruss, J., Hughes, A. M., Leone, S. D., & Hermann, M. A. (2006, November). *Clinical Counseling Training: Improving Internship/Externship Settings for Counselor Education Students*. Session presented at the Virginia Counselors Association Annual Convention, Williamsburg, VA.
 18. Hermann, M. A., Cooker, P., Garrett, M., & Buckley, M. (2006, April). *Trends in Counselor Education*. Session presented at the Mississippi Counseling Association Conference, Tunica, MS.
 17. Hermann, M. A., Cooker, P., Wells, D., & Carr, D. (2006, April). *Legal and Ethical Issues in Counseling*. Session presented at the Mississippi Counseling Association Conference, Tunica, MS.
 16. Hermann, M. A., Cooker, P., Carr, D., & Wells, D. (2004, November). *Legal and Ethical Issues in Child Abuse Cases*. Session presented at the Mississippi Counseling Association Conference, Biloxi, MS.
 15. Hermann, M. A., & Wells, D. (2004, November). *A Review of Prevalent Ethical Complaints*. Session presented at the Mississippi Counseling Association Conference, Biloxi, MS.
 14. *Robertson-Smith, M., *Barefoot, D., Hermann, M. A., & Sheperis, C. (2004, November). *So You Want to Get a Ph.D.* Session presented at the Mississippi Counseling Association Conference, Biloxi, MS.
 13. Hermann, M. A., Wells, D., K., & Buckley, M. R. (2003, November). *A Review of Prevalent Ethical Complaints*. Session presented at the Mississippi Counseling Association Conference, Choctaw, MS.
 12. Cooker, P., Carr, D. L., & Hermann, M. A. (2003, November). *Legal and Ethical Update for Professional Counselors*. Session presented at the Mississippi Counseling Association Conference, Choctaw, MS.
 11. Hermann, M. A. (2002, November). *Ethics for Mississippi School Counselors*. Session presented at the Mississippi Counseling Association Conference, Biloxi, MS.
 10. Hermann, M. A., & *Hall, K. (2002, November). *School Counselors' Legal Liability for Violent Students*. Session presented at the Mississippi Counseling Association Conference, Biloxi, MS.
 9. Hermann, M. A., & Underwood, J. R. (2001, November). *Legal and Ethical Dimensions of Crisis Response for School Counselors*. Session presented at the Mississippi Counseling Association Conference, Biloxi, MS.
 8. Hermann, M. A., Fazio-Griffith, L., Oprea, L., & Smith, J. (2000, October). *Empowering Women by Redefining the Term 'Superwoman'*. Session presented at the Louisiana Counseling Association Conference, Alexandria, LA.
 7. Hermann, M. A., & Remley, T. P. (2000, October). *School Counselor Liability for Violent and Suicidal Students*. Session presented at the Louisiana Counseling Association Conference, Alexandria, LA.
 6. Hermann, M. A., & Fazio-Griffith, L. (2000, October). *Legal and Clinical Issues in Supervision*. Session presented at the Louisiana Counseling Association Conference, Alexandria, LA.
 5. Remley, T. P., & Hermann, M. A. (1999, October). *Legal Issues in Counseling Children*. Session presented at the Louisiana Counseling Association Conference, Baton Rouge, LA.
 4. Hermann, M. A. (1999, October). *Maximizing Teacher Contributions in School Counseling*

- Programs*. Session presented at the Louisiana Counseling Association Conference, Baton Rouge, LA.
3. Hermann, M. A., & Remley, T. P. (1999, October). *Counseling Suicidal Clients*. Session presented at the Louisiana Counseling Association Conference, Baton Rouge, LA.
 2. Wooldge, J., & Hermann, M. A. (1998, October). *Bulimia: Hidden Voices in Our Community*. Session presented at the Louisiana Counseling Association Conference, Lafayette, LA.
 1. Hermann, M. A., & Remley, T. P. (1998, October). *Limiting Legal Liability for Student Suicides in Schools*. Session presented at the Louisiana Counseling Association Conference, Lafayette, LA.

Invited Professional Presentations

National/International Presentations

27. Hermann, M. A. (2021, March). *Opening Session*. Presented at the Law and Ethics in Counseling Virtual Conference.
26. Remley, T. P., & Hermann, M.A. (2020, February). *Counselor Challenges from the Perspective of Lawyers*. Session presented at the Law and Ethics in Counseling Conference, New Orleans, LA.
25. Hermann, M. A., & Dailey, S. (2016, July). *Diversity in Leadership*. Session presented at the American Counseling Association Leadership Training, Alexandria, VA.
24. Hermann, M. A., & Remley, T. P. (2015, January). *Legal Issues in Counseling*. Workshop presented at the Our Lady of Holy Cross College Mardi Gras Congress, New Orleans, LA.
23. Hermann, M. A. (2014, June). *Legal, Ethical, and Professional Issues in Counseling Women*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
22. Hermann, M. A. (2013, November). *Legal and Ethical Issues in School Counseling: From School Violence to Social Media*. Workshop presented at Fairfield University, Fairfield, CT.
21. Hermann, M. A. (2013, June). *Legal, Ethical, and Professional Issues in Counseling Women*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
20. Hermann, M. A. (2013, May). *Women's Work/Life Balance*. Webinar presented for Chi Sigma Iota.
19. Hermann, M. A. (2013, March). *Legal and Ethical Issues in School Counseling*. Webinar presented for Chi Sigma Iota.
18. Hermann, M. A. (2012, June). *Legal and Ethical Issues in Counseling*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
17. Hermann, M. A. (2011, June). *Legal and Ethical Issues in Counseling*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
16. Hermann, M. A. (2011, April). *Legal and Ethical Issues in Counseling*. Workshop presented at Wake Forest University, Winston-Salem, NC.
15. Hermann, M. A. (2011, February). *Legal and Ethical Issues in Counseling*. Workshop presented at the Our Lady of Holy Cross College Mardi Gras Congress, New Orleans, LA.
14. Hermann, M. A. (2009, June). *Legal, Ethical, and Professional Issues in Counseling Women*.

- Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
13. Hermann, M. A. (2009, April). *Legal and Ethical Issues in Counseling*. Workshop presented at Fairfield University, Fairfield, CT.
 12. Hermann, M. A. (2009, January). *Gender Issues in Counseling*. Workshop presented at the Old Dominion University Big Splash Seminar, Norfolk, VA.
 11. Hermann, M. A. (2008, June). *Legal and Ethical Issues in Counseling*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
 10. Hermann, M. A. (2007, May). *Legal and Ethical Issues in Counseling*. Session presented at A Counselor's View of Italy Seminar, Regello, Italy.
 9. Hermann, M. A. (2007, March). *Legal and Ethical Issues in Counseling*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
 8. Hermann, M. A. (2007, January). *Doing What is Best When Faced with an Ethical/Legal Dilemma: Implications for Professional Counselors*. Workshop presented at the Maxfield Training Center, Farmington, MI.
 7. Hermann, M. A. (2007, January). *Ethical and Legal Issues for School Counselors*. Workshop presented at the Oakland School Counselor Academy/Leadership Institute, Oakland, MI.
 6. Hermann, M. A. (2006, March). *Current Trends in Ethics: Implications for Counselor Educators, Supervisors, and Practitioners*. Workshop presented for the Alabama Association for Counselor Education and Supervision, Montgomery, AL.
 5. Hermann, M. A. (2005, March). *Legal and Ethical Issues in Counseling*. Workshop presented at the University of New Orleans Big Times in the Big Easy Seminar, New Orleans, LA.
 4. Hermann, M. A. (2004, June). *Confidentiality and the School Counselor*. Workshop presented for the Northwest Louisiana Counseling Association, Shreveport, LA.
 3. Hermann, M. A. (2004, March). *Legal and Ethical Issues in Counseling*. Workshop presented for the Chi Sigma Iota/Alabama Counseling Association, Auburn, AL.
 2. Hermann, M. A. (2002, January). *It's 3:00 a.m. – Do You Know What Your Students are E-mailing You?* Session presented at the American Association of Law Schools Conference, New Orleans, LA.
 1. Remley, T. P., & Hermann, M. A. (2001, May). *Legal and Ethical Issues in School Counseling*. Seminar presented at the University of Alabama Birmingham Workshop, Birmingham, AL.

State and Local Presentations

34. Hermann, M. A. (2021, November). *Women's Lifespan Development Research Lab: A Review of Recent Studies*. Session presented for the VCU Honors College Berglund Seminar, Richmond, VA.
33. Hermann, M. A. (2021, October). *Making Invisible Work Visible in the Academy: A Wellness Imperative*. Session presented for the VCU Center for Teaching and Learning Excellence, Richmond, VA.
32. Hermann, M. A. (2021, March). *Making Invisible Work Visible in the Academy*. Session presented for the VCU Center for Teaching and Learning Excellence, Richmond, VA.
31. Philipsen, M., & Hermann, M. A. (2021, February). *Paid Family Leave: Overcoming Immunities to Change*. Session presented at VCU School of Education SPARK TALK: Family & Community Well-being: Resilience Work/life Balance, & Trauma-informed Practice, Richmond, VA.
30. Denzine, G., & Hermann, M. A., (2019, November). *Changing the Culture in Academia:*

- Work-Life Integration Initiatives*. Session presented at the Women in Science, Dentistry, and Medicine Professional Development Town Hall Meeting, Richmond, VA.
29. Hermann, M. A. (2019, October). *Work-Life Balance in Academia*. Session presented at the VCU Faculty Senate Strategies for Faculty Success Symposium, Richmond, VA.
 28. Hermann, M. A. (2017, August). *Women in the Workforce: Navigating Cultural and Institutional Norms*. Session presented at the Richmond Commercial Real Estate Women Meeting, Richmond, VA.
 27. Hermann, M. A. (2016, January). *The Stalled Gender Revolution: Implications for Women Leaders*. Session presented at the 10th Annual HIGHER Ground Leadership Conference, Richmond, VA.
 26. Hermann, M. A., & Dockery, D. J. (2013, April). *Women's Work/Life Balance*. John Cook Lecture, Richmond, VA.
 25. Hermann, M. A. (2011, August). *Ethical Standards for School Counselors*. Session presented at the Stafford County Public Schools 4th Annual Student Services Symposium, Stafford County, VA.
 24. Hermann, M. A. (2010, October). *ASCA Ethical Standards Revision*. Session presented at the Henrico County Public Schools School Counselor In-service, Richmond, VA.
 23. Hermann, M. A. (2009, October). *Danger to Self or Others*. Session presented at the Virginia Commonwealth University Psychiatry Resident Case Conference, Richmond, VA.
 22. Hermann, M. A. (2009, February). *Legal and Ethical Issues in School Counseling*. Session presented at the Chesterfield County Public Schools School Counseling Personnel Staff Development, Midlothian, VA.
 21. Hermann, M. A. (2009, February). *Ethics for Psychotherapists: Challenges and Controversy*. Session presented at the Virginia Commonwealth University Department of Psychology Off-Site Practicum Supervisors' Program, Richmond, VA.
 20. Hermann, M. A. (2008, October). *Legal and Ethical Issues in School Counseling*. Session presented at the Hanover County Public Schools School Counseling Personnel Staff Development, Richmond, VA.
 19. Hermann, M. A. (2008, October). *Legal and Ethical Issues in Counseling*. Workshop presented for the Central Valley Counseling Association, Weyers Cave, VA.
 18. Hermann, M. A. (2008, September). *Ethical and Legal Issues in Counseling Children and Adolescents*. Lecture presented at the College of William and Mary, Williamsburg, VA.
 17. Hermann, M. A. (2008, August). *Ethical and Legal Issues in School Counseling*. Session presented at the Powhatan County Public Schools School Counseling Staff Development, Powhatan, VA.
 16. Leone, S., & Hermann, M. A. (2008, April). *Group Work in the Real World*. Session presented at the Roanoke Area Counselors Association Forum, Roanoke, VA.
 15. Hermann, M. A. (2008, January). *Environmental Ethics: Confidentiality of Student Records*. Session presented at Marymount University, Arlington, VA.
 14. Hermann, M. A. (2007, November). *Lessons Learned from Doctoral Students Who Have Been Successfully Mentored*. Session presented at Old Dominion University, Norfolk, VA.
 13. Hermann, M. A. (2007, November). *Legal and Ethical Issues in School Counseling*. Session presented at Fauquier County Public Schools School Counseling Personnel Staff Development, Marshall, VA.
 12. Hermann, M. A. (2007, August). *Legal and Ethical Issues in School Counseling*. Session

- presented at the Caroline County School District School Counseling Personnel and Staff Development, Milford, VA.
11. Remley, T. P., & Hermann, M. A. (2007, April). *Ethical and Legal Challenges Facing School Counselors*. John R. Cook Lecture, Virginia Commonwealth University, Richmond, VA.
 10. Hermann, M. A. (2006, October). *Legal and Ethical Issues in School Counseling*. Session presented at the Henrico County School District School Counselor In-service, Richmond, VA.
 - 9.. Hermann, M. A. (2006, May). *Legal and Ethical Issues in Counseling*. Workshop presented for Mississippi State University Chi Sigma Iota, Starkville, MS.
 8. Hermann, M. A. (2006, February). *Legal and Ethical Issues in Counseling*. Workshop presented for the Capitol Area Counseling Association, Jackson, MS.
 7. Hermann, M. A. (2005, April). *Legal and Ethical Issues in Counseling*. Workshop presented for the Mid-Eastern Counseling Association, Louisville, MS.
 6. Hermann, M. A. (2004, October). *School Law in Mississippi: Selected Topics*. Workshop presented to faculty at Deer Creek School, Arcola, MS.
 5. Hermann, M. A. (2004, August). *Group Counseling Theory and Techniques*. Session presented at the Mississippi Alcohol Safety Education Program Annual Training Meeting, Vicksburg, MS.
 4. Hermann, M. A. (2004, April). *Legal and Ethical Issues in Counseling*. Session presented at the Tombigbee Counseling Association Spring Meeting, Tupelo, MS.
 3. Hermann, M. A. (2003, August). *Legal and Ethical Issues for Rehabilitation Counselors and Educators*. Session presented at the Mississippi Association for Education and Rehabilitation for the Blind and Visually Impaired Annual Meeting, Jackson, MS.
 2. Hermann, M. A. (1999, April). *Legal and Ethical Issues in Peer Support Training*. Session presented at Families Helping Families of Greater New Orleans Peer Support Training, New Orleans, LA.
 1. Hermann, M. A. (1998, February). *How Parents Can Counteract the Negative Impact Our Culture Has on the Development of Adolescent Females*. Session presented at the Archdiocese of New Orleans Faculty In-service Day, New Orleans, LA.

SPONSORED RESEARCH INITIATIVES

***Denotes Student Co-Investigator**

Funded External Grants and Contracts; Grant Leadership Roles

10. Kornstein, S., et al. (2018-2023), ADVANCE-IT (Institutional Transformation) Grant, National Science Foundation, \$2.99 million. (Leadership Team Member)
9. Hermann, M. A. (2017). An Exploration of Women's Lifespan Development. Association for Adult Development and Aging. \$500.
***Revised grant proposal
8. Dozier, T. A. (2008). VCU Clinical Faculty Plus (CF+), Virginia Department of Education. \$45,731. (Co-author of Clinical On-site Counselor Supervisor section)
7. Hermann, M. A. (2005). A grant to fund a school counselor intern awarded by Lowndes County School District. \$6,266.
6. Hermann, M. A. (2005). A grant to fund a school counselor intern awarded by Kosciusko School District. \$6,266.

5. Hermann, M. A., Looby, E. J., Young, J. S. (2004). A grant awarded by the Southern Association for Counselor Education and Supervision for research on “The Impact of Counseling Coursework on Epistemological Reasoning and Value Conflicts among Counselors-in-Training.” \$250.
4. Hermann, M. A. (2004). A grant to fund a school counselor intern awarded by Pontotoc County Schools. \$2,500.
3. Hermann, M. A. (2004). A grant to fund a school counselor intern awarded by Lowndes County Schools. \$5,390.
2. Hermann, M. A. (2003). A grant to fund a school counselor intern awarded by Oktibbeha County School District. \$4,306.
1. Hermann, M. A. (2003). A grant to fund a school counselor intern awarded by Pontotoc County School District. \$9,617.

External Grants and Contracts – Not Funded

6. Hermann, M. A., & Neale-McFall, C. (2020). The COVID-19 Pandemic: Experiences of Working Mothers. Letter of Inquiry submitted to the Russell Sage Foundation. \$90,000.
5. Hermann, M. A. (2014). An Exploration of Women’s Lifespan Development. Submitted to the Association for Adult Development and Aging. \$500.
4. Shoffner, M. F., Jeremijenko, V., Wilson, S., Hermann, M. A., Dockery, D. J., Rhodes, J., Alexander, Q., & Mansfield, K. (2011). Career development and career services in Qatar: Perceptions of Qatari young adults. Submitted to the Qatar Foundation. \$989,621.19.
3. Hermann, M. A., Hobson, R., Dockery, D. J., Carter, T., Jong, C., & Sherman, W. (2011). An exploration of the experiences that influence women’s interest, pursuit, and continued involvement in STEM Careers. Submitted to the National Science Foundation. \$525,000. ***Revised grant proposal
2. Hermann, M. A., Dockery, D. J., Carter, T., Jong, C., Leone, S., & Sherman, W. (2010). An exploration of the experiences that influence women’s interest, pursuit, and continued involvement in STEM Careers. Submitted to the National Science Foundation. \$525,000.
1. Hermann, M. A., & *Hall, K. (2003). Project Counsel. Submitted to the United States Department of Education. Requested \$709,503.

Internal Grants and Contracts – Funded

2. *Brookover, D., Hermann, M. A., & *Deitz, M. (2019). Adolescent Girls’ Psychosocial Development: Implications for School Counselors. Virginia Commonwealth University School of Education, Office of Research and Faculty Development. \$750.
1. Sheperis, C., & Hermann, M. A. (2002). Recruitment Assistance Grant. Mississippi State University. \$600.

SPECIAL AWARDS, FELLOWSHIPS, AND OTHER HONORS

ACA Fellow Award (2020)
 ACES Professional Leadership Award (2019)
 Faculty Fellow, VCU Provost’s Office (2016-2017)
 VCU School of Education Award of Excellence (2016)
 SACES Outstanding Leadership Award (2015)
 VCU Representative, LEAD VIRGINIA (2010)

VCU School of Education Charles P. Ruch Award for Excellence in Teaching (2008)
 VCU Grace Harris Leadership Institute Participant (2008)
 University of New Orleans Counseling Program Outstanding Doctoral Degree Graduate (2001)
 The Association for Counselor Education and Supervision Outstanding Graduate Student Scholarship Award (2001)
 University of New Orleans Alumni Association Outstanding Doctoral Student Award (2000)
 Louisiana Counseling Association Graduate Student of the Year (1999-2000)
 Who's Who Among America's Teachers (2000)
 Who's Who Among America's Teachers (1998)
Less than 2% of teachers are included in more than one edition of Who's Who.
 University of New Orleans Counseling Organization of Graduate Students Outstanding Graduate Award (1998)
 University of New Orleans Counseling Program Outstanding Professional Leadership Award (1998)
 Loyola University Law Review (Top 10% of Class) (1993-1995)
 Loyola University School of Law Moot Court (1993-1995)
 Loyola University School of Law Scholarship for Academic Achievement (1994-1995)
 Loyola University School of Law Outstanding Scholar Award in Law and Medicine (1994)
 University of New Orleans College of Education Dean's List (1984-1986)

LEADERSHIP/SERVICE

Editorial Positions

Editorial Board Member, *International Journal of Education Policy and Leadership*, 2020-Present
 Editorial Board Member, *Adultspan*, 2018-Present
 Ad Hoc Reviewer (Ethics), *Counseling and Values*, 2019-Present
 Reviewer-at-large, *Journal of Mental Health Counseling*, 2021
 Reviewer-at-large, *Teaching and Teacher Education*, 2020-2021
 Reviewer-at-large, *Peabody Journal of Education*, 2020
 Reviewer-at-large, *Metropolitan Universities*, 2020
 Reviewer at-large, *Journal of Spirituality in Mental Health*, 2019
 Editorial Board Member, *Counselor Education and Supervision*, 2007-2010
 Editorial Board Member, *Virginia Counselors Journal*, 2006-2008
 Reviewer at-large, *Professional School Counseling*, 2002
 Editorial Board Member, *The Journal of Humanistic Counseling, Education and Development*, 1999-2002

Elected or Appointed Professional Leadership Positions

National

Mentor (2021), Association for Counselor Education and Supervision Mentorship Program
 Co-Chair (2021-2022), American Counseling Association Gender Equity Task Force

Mentor (2021), American Counseling Association Mentorship Program
 Committee Member (2018-2019), Program Selection Committee, Law and Ethics in
 Counseling Conference
 Committee Member (2019), Association for Adult Development and Aging, Middle
 Adulthood Task Force
 Committee Member (2016-2019), American Counseling Association Audit Committee
 Chair (2016-2018), American School Counselor Association Ethical Standards for School
 Counselor Education Committee
 Co-Chair (2016-2017), American Counseling Association Diversity in Leadership Task
 Force
 Mentor for Pre-tenure Faculty (2009-2012, 2017), Association for Counselor Education
 and Supervision
 Committee Member (2016), American School Counselor Association Ethical Standards
 Revision Committee
 Committee Member (2015-2016), Program Selection Committee, Law and Ethics in
 Counseling Conference
 Chair (2013-2014), Board Member, (2011-2015), American Counseling Association
 Foundation Board of Trustees
 Committee Member (2013-2015), Association for Counselor Education and Supervision
 Executive Board
 Committee Member (2011-2014), American Counseling Association Ethics Revision
 Task Force
 Committee Member (2012-2014), Committee advocating for a new ACA Division – The
 Association for Women in Counseling
 Committee Member (2011-2013), National Career Development Association Ethics
 Committee
 Chair (2007-2011), Committee Member (2001-2011), Association for Counselor
 Education and Supervision Awards Committee
 Co-Chair (2006-2009), Committee Member (2005-2009), American School Counselor
 Association Ethics Committee
 Chair (2007-2008), Chi Sigma Iota Bylaws Committee
 Chair (2007), American Counseling Association Ethics Interest Network
 Committee Member (2004-2007), American Counseling Association Ethics Committee
 Chair (2002-2003), Committee Member (2002-2006), Association for Spiritual, Ethical
 and Religious Values in Counseling Ethics Committee

Regional

Reviewer (2016, 2018), Southern Association for Counselor Education and Supervision
 Emerging Leaders Program
 Co-Chair (2009-2017), Southern Association for Counselor Education and Supervision
 Women’s Interest Network
 President (2014-2015), Board Member (2012-2016), Southern Association for Counselor
 Education and Supervision
 Committee Member (2015-2016) Southern Association for Counselor Education and
 Supervision Conference Committee
 Mentor (2009-2011), Southern Association for Counselor Education and Supervision

New Faculty Mentorship Program.
Chair (2006-2010), Southern Association for Counselor Education and Supervision
Ethics and Professional Issues Interest Network

State

Committee Member (2011-2012), American Council on Education Virginia Network
2012 Conference Planning Committee
Committee Member (2009), Henrico School Counselor Evaluation Committee
Committee Member (2008-2009), Virginia Commonwealth University Head Start
Program Governance Board
President (2005-2006), Treasurer (2004-2005), Mississippi Association for Counselor
Education and Supervision
Chair (2004-2006), Mississippi Counseling Association Bylaws Committee
Chair (2004-2006), Mississippi Licensed Professional Counselors Association
Governmental Relations Committee
Chair (2003-2006), Mississippi School Counselor Association Ethics Committee
Chair (2002-2004), Mississippi Counseling Association Ethics Committee

University Committees and Assignments

Virginia Commonwealth University

University

Committee Member (2021), Peer Review Committee, Department of Psychology,
College of Humanities and Sciences
Chair (2020), Peer Review Committee, Department of Radiation Sciences, College of
Health Professions
Facilitator (2019-Present), Immunity to Change Initiative, NSF ADVANCE-IT Grant
Chair (2018-Present), NSF ADVANCE-IT Grant Career-life Integration Policy and
Procedures Committee
Facilitator (2016-2017), Member (2015-Present), Recruitment Inclusive Champion
Initiative
Committee Member (2019), Peer Review Committee, Department of Music, School of
the Arts
Committee Member (2018-2020), Faculty Leave Task Force
Mentor (2016-2017, 2019), Grace E. Harris Leadership Institute
Chair (2017), Committee Member (2014-2016), Presidential Awards for Community
Multicultural Enrichment Selection Committee
Vice-President for Public Relations and Secretary (2015-2016), The Honor Society of
Phi Kappa Phi, VCU Chapter
Committee Member (2012-2016), Provost's Global Advisory Committee
Committee Member (2015), Peer Review Committee, School of Social Work
Committee Member (2013-2015), VCU Career Services Council
Committee Member (2013), Search Committee, VCU Ombudsperson
Committee Member (2007-2011), VCU Honor Council
Committee Member (2009-2010), VCU Research Misconduct Investigative Panel
Co-founder (2008), VCU School of Business *Ram to Ram* Mentoring Program

School of Education

Committee Member (2022), Promotion and Tenure Peer Review Committee (Educational Leadership)
Committee Member (2021), Awards Committee
Committee Member (2020-2021), Annual Report Rubric Committee
Department Representative (2020-2021), Faculty Organization
Committee Member (2018-2019), Strategic Planning Committee
Chair (2016), Promotion and Tenure Peer Review Committee (Teaching and Learning)
Committee Member (2016), Promotion and Tenure Peer Review Committee (School of Education Dean)
Chair (2015), Promotion and Tenure Peer Review Committee (Special Education)
Chair (2015), Promotion and Tenure Peer Review Committee (Sport Leadership)
Chair (2015-2016), Search Committee, Chair of Teaching and Learning
Committee Member (2015-2016), Search Committee, School of Education Dean
Committee Member (2013-2016), Great Place Initiative
Chair, (2014-2015), Search Committee, Director of Center for Sport Leadership
Committee Member (2011-2015), Professional Education Coordinating Council
Chair (2013-2014), Department of Foundations of Education
Committee Member (2013-2014), Doctoral Program Policy Board
Chair (2012-2014), International Education Interest Group
Chair (2008-2013), Committee Member (2006-2013), Curriculum and Academic Resources
Committee Member (2011-2012), Search Committee, School of Education Dean
Committee Member (2011), Teaching Load Task Force
Chair (2010-2011), Search Committee, Director of Technology
Chair (2010), School of Education Awards Committee
Committee Member (2009-2010), School of Education Promotion and Tenure Committee
Committee Member (2009-2010), Faculty Organization Workload Task Force
President (2008-2009), School of Education Faculty Organization
Chair (2008), Promotion and Tenure Peer Review Committee (Educational Leadership)
Committee Member (2007-2008), Ed.D. Task Force
Committee Member (2007), Research Initiation Awards Review Committee
Committee Member (2006-2007), Ph.D. Task Force

Counseling & Special Education Department

Chair (2022), Promotion and Tenure Peer Review Committee (Counseling & Special Education)
Committee Member (2022), Promotion and Tenure Peer Review Committee (Counseling & Special Education)
Committee Member (2018), Promotion and Tenure Peer Review Committee (Counseling & Special Education)
Chair (2022), Search Committee, Counselor Education Faculty Member (Term)
Chair (2022), Search Committee, Counselor Education Faculty Member (Tenure Track)
Chair (2018), Promotion and Tenure Peer Review Committee (Counseling & Special Education)
Chair (2017), Third Year Review Committee (Counseling & Special Education)

Chair (2016-2017), Search Committee, Counselor Education Faculty Member
Committee Member (2016), Promotion and Tenure Peer Review Committee (Counseling
& Special Education)
Committee Member (2015-2016), Search Committee, Counselor Education Faculty
Member

Counselor Education Department

Chair and Program Coordinator (2010-2015), Counselor Education
Campus Coordinator (2009-2015), National Counselor Exam
Coordinator (2007-2015), Master's Comprehensive Exam
Program Liaison (2006-2014), CACREP Accreditation
Coordinator (2013-2014), Counselor Education Doctoral Track
Founding Director (2007-2014), College Student Development and Counseling Track
Clinical Coordinator (2011-2013), Counselor Education Practicum and Internship
Founding Faculty Advisor, (2008-2013), Co-Advisor (2013-2017), Omega Lambda Iota
Chapter, Chi Sigma Iota National Honor Society
Author of CACREP Accreditation Self-Study, Coordinator of Site Visit, Coordinator of
Program Revisions Related to Accreditation (2006-2008)
Co-chair (2006-2007), Counselor Education Search Committee

Mississippi State University *University*

Department Representative (2002-2005), MSU Discovery Day
Department Representative (2002-2003), MSU United Way Fundraising Committee

College of Education

Committee Member (2005-2006), Search Committee, Elementary Education Faculty
Department Representative (2004-2006), Faculty Council
Department Representative (2003-2006), NCATE/SACS Committee
Department Representative (2004), College of Education Promotion and Tenure Revision
Committee

Department of Counseling, Educational Psychology, and Special Education

Chair (2004-2006), Doctoral Student Recruitment Committee
Coordinator (2002-2006), Master's Comprehensive Exam
Committee Member (2002-2006), Department Student Status and Retention Committee
Co-author (2003-2005), CACREP Report
Committee Member (2004), Counselor Education Search Committee
Chair (2002-2004), Department Advisement Policies Committee

Women's Studies Program

Committee Member (2005-2006), *Contemporary Women and Feminist Thought* Course
Creation Committee
Committee Member (2005), Gender Studies Student Paper Award Committee

University of New Orleans

Department of Educational Leadership, Counseling, and Foundations

Vice-President (1998-1999), Counseling Organization of Graduate Students

Book Reviewer for Publisher

Corey, G., Corey, M. S., & Callanan, P. (2014) *Issues and ethics in the helping professions* (9th ed.). Pacific Grove, CA: Brooks/Cole Publishing Company.

Corey, G., Corey, M. S., & Callanan, P. (2011) *Issues and ethics in the helping professions* (8th ed.). Pacific Grove, CA: Brooks/Cole Publishing Company.

Day, S. X. (2007). *Theory and design in counseling and psychotherapy* (2nd ed.). Boston: Houghton Mifflin Company.

Corey, G., Corey, M. S., & Callanan, P. (2007) *Issues and ethics in the helping professions* (7th ed.). Pacific Grove, CA: Brooks/Cole Publishing Company.

Remley, T. P., & Herlihy, B. (2005). *Ethical, legal, and professional issues in counseling* (2nd ed.). Columbus, OH: Pearson/Merrill Prentice Hall.

Corey, G., Corey, M.S., & Callanan, P. (2001). *Issues and ethics in the helping professions* (5th ed.). Pacific Grove, CA: Brooks/Cole Publishing Company.

Book Proposal Reviewer

Proposal Reviewer for Counseling Theories text under consideration by Allyn & Bacon.
2003

Proposal Reviewer for Counseling Theories text under consideration by Merrill Prentice-Hall.
2003

Proposal Reviewer for Counseling Theories text under consideration by Merrill Prentice-Hall.
2002

Proposal Reviewer for Education Law text under consideration by Aspen Publishers, Inc.
2001

Proposal Reviewer for Ethics text under consideration by John Wiley & Sons, Inc.
2001

Workshop Manual Reviewer

School counselors negotiating the ethical and legal landscape of schools for the National Office for School Counselor Advocacy of the College Board (2005)

Interviews/Editorials: Newspapers, Newsletters, Radio, and Podcasts

Butler, S. K. (2021, October 28). American Counseling Association Video Podcast “The Voice of Counseling, Episode 11, Advocacy for Women, Featuring Dr. Mary A. Hermann”
<https://www.youtube.com/watch?v=K2wBa8Iy1jc&t=139s>

Poyyail, S. (2021, January 13). “Struggling like hell”: How COVID-19 intensified the pressure for teachers who are also moms. *Re:Set Your Everyday* (International Publication). Retrieved from <https://resetyoueveryday.com/struggling-like-hell-how-covid-19-intensified-the-pressure-for-teachers-who-are-also-moms/>

Interview: Richmond’s Morning News with John Reid, WRVA, February 2018.

Martz, E., & Kaplan, D. (2014, December). New concepts in the ACA Code of Ethics: Legally speaking. *Counseling Today*, 57(6), 28-29.

Meyers, L. (2014, June). A living document of ethical guidance. *Counseling Today*, 56(12), 32-

40.

- Whitely, J. (2014, February 17). Legal scholars speak at THRIVE gathering. Youthtoday.org. Retrieved March 2, 2014.
- Adams, D. (2007, April 20). 'Remarkable resilience' can follow tragedy. *The Roanoke Times*.
- Hearn, P. (2006, April 5). Fonseca's puzzle: Putting pieces together after Hurricane Katrina. Press release from Mississippi State University (posted on MSU webpage).
- Eaves, S. (2005, April). Professor Spotlight. *Chi Sigma Iota Newsletter*.
- Barnes, D. (2004, March 8). Make time management a priority. Press release from Mississippi State University (posted on MSU webpage).
- Terrett, T. W. (2003, September 7). Counselors counseling more. *The Clarion-Ledger*.
- Interview: Perspectives Radio Show, WMSV (Mississippi State University), September 2003.
- Hermann, M. A., & Henington, C. (2002, May 24). Explaining child abuse reporting regulations. *Starkville Daily News*.
- Straziuso, J. (2002, May 23). Priests from Jackson, Miss., diocese discuss sex scandal. *The Commercial Appeal*.
- Straziuso, J. (2002, May 23). Priests meet to discuss sex abuse in Catholic Church. *Starkville Daily News*.

COURSES TAUGHT

****Denotes Co-teaching Assignments**

Virginia Commonwealth University

- Lifespan Development: A Gender Perspective (M.Ed.)
- Professional Orientation and Ethics in Counseling (M.Ed.)
- Counseling Theories (M.Ed.)
- School Counseling Practicum (M.Ed.)
- School Counseling Internship (M.Ed.)
- College Student Development and Counseling Practicum (M.Ed.)
- College Student Development and Counseling Internship (M.Ed.)
- Gender Issues in Counseling (M.Ed.)
- Legal and Ethical Issues in Counseling (M.Ed.)
- Independent Study (M.Ed.)
- Positive Psychology and Leadership (M.S.)**
- Doctoral Seminar II (Pedagogy) (Ph.D.)
- Dissertation, Ph.D. in Education (Ph.D.)
- Directed Research (Ph.D.)
- Doctoral Teaching Internship (Ph.D.)
- Doctoral Research Internship (Ph.D.)
- Effective Learning Networks (Ed.D.)**
- Leadership Presence (Ed.D.)**
- Equity and Leadership (Ed.D.)**
- Capstone Project (Ed.D.)**

Mississippi State University

- Introduction to Counseling (B.S.)
- Gender Issues in Counseling (B.S./M.S.)

Counseling Women (M.S.)**
Counseling Theories (M.S.)
Counseling Skills Development (M.S.)
Group Techniques and Procedures (M.S.)
Legal and Ethical Issues in Counseling (M.S.)
School Counseling Practicum (M.S.)
School Counseling Internship (M.S.)
Thesis (Ed.S.)

University of New Orleans

Academic Orientation (Undergraduate Course)
Group Counseling (M.Ed.)
School Law (M.Ed.)
Legal Aspects of Higher Education (M.Ed.)
School Counseling (M.Ed.)**
Counseling Techniques (M.Ed.)**
Career Counseling (M.Ed.)**
Diagnosis and Treatment of Mental Disorders (M.Ed.)**
Counseling Children and Adolescents (M.Ed.)**
Advanced Counseling Theories (Ph.D.)**
Techniques of Counselor Supervision (Ph.D.)**

DOCTORAL DISSERTATION COMMITTEES

Chair

- Deitz, M. E. (Chair, 2020). *The lived experiences of student athletes coping with season ending injuries*. Doctoral dissertation, Virginia Commonwealth University.
- Olds, K. Y. (Chair, 2017). *Lived experiences of school counselors who address mental health needs through evidenced-based educational programs*. Doctoral dissertation, Virginia Commonwealth University.
- Loving, R. S. (Co-chair, 2012). *School counselor training: Differentiated site supervision based on prior work experiences*. Doctoral dissertation, Virginia Commonwealth University.
- Clarke, R. G. (Co-chair, 2011). *Giving voice to student and alumnae opposition during the transition to coeducation by a college for women*. Doctoral dissertation, Virginia Commonwealth University.
- Fonseca, T. A. (Co-chair, 2008). *Professional school counselors' perceptions of preparations in stabilizing the student in specific crisis situations: A random sample of ASCA members*. Doctoral dissertation, Mississippi State University.
- Robertson-Smith, M. (Co-chair, 2006). *Implementation of the American School Counseling Association National Model: Readiness level of Mississippi school districts based on school counselor perceptions*. Doctoral dissertation, Mississippi State University.
- Foster, L. H. (Co-chair, 2003). *The importance and frequency of work activities of professional school counselors: Addressing the National Standards for School Counseling Programs*. Doctoral dissertation, Mississippi State University.

Minor Professor

Grantham, M. K. (Minor Professor, 2004). *An examination of the impact of early retention, academic and behavior interventions, and grade retained on academic achievement*. Doctoral dissertation, Mississippi State University.

Merrill, M. M. (Minor Professor, 2003). *The role of animated pedagogical agents in multimedia learning environments*. Doctoral dissertation, Mississippi State University.

Brooks, M. C. (Minor Professor, 2002). *Adult children of divorce and intimate relationship ideals: Implications for counseling*. Doctoral dissertation, University of New Orleans.

Committee Member

Isom-Payne, S. (Committee Member, 2022). *The lived experiences of higher education academic advisors with counseling degrees in addressing their role in student success*. Doctoral dissertation, Virginia Commonwealth University

Walsh, R. L. (Committee Member, 2018). *The experiences of school counseling directors in relation to job satisfaction and leadership*. Doctoral dissertation, Virginia Commonwealth University.

Reeves, K. (Committee Member, 2014). *An investigation of the differences between continuing and non-continuing undergraduate special admission students on academic advising factors*. Doctoral dissertation, Virginia Commonwealth University.

Gower, K. (Committee Member, 2012). *Multisource feedback leadership ratings: Analyzing for measurement invariance and comparing rater group implicit leadership theories*. Doctoral dissertation, Virginia Commonwealth University.

Glass, J. E., Held, P. E., Szwabowski, L. L., & Wasnock, D. M. (Committee Member, 2011). *Teen pregnancy intervention programs: Qualities of school divisions with higher graduation rates among pregnant and parenting teens*. Capstone Project for Ed.D., Virginia Commonwealth University.

Lawal, I. O. (Committee Member, 2008). *Student success in college: An examination of the relationship between institutional expenditures and persistence*. Doctoral dissertation, Virginia Commonwealth University.

Slough, W. M. (Committee Member, 2008). *The cognitive moral reasoning on salespeople*. Doctoral dissertation, Virginia Commonwealth University.

McCormick, J. M. (Committee Member, 2007). *Self-efficacy, job stress, and career generativity among Mississippi high school counselors*. Doctoral dissertation, Mississippi State University.

Renfro-Michel, E. L. (Committee Member, 2006). *The relationship between supervisee attachment orientation and supervision working alliance*. Doctoral dissertation, Mississippi State University.

Halbert, L. H. (Committee Member, 2005). *The relationship of student-life stress to marital dedication among students in higher education*. Doctoral dissertation, Mississippi State University.

Powers, K. V. (Committee Member, 2005). *Training teachers to problem solve effectively through the employment of basic functional behavioral assessment techniques in the classroom setting*. Doctoral dissertation, Mississippi State University.

Hinton, W. J. (Committee Member, 2004). *Examining the impact of a family systems counseling approach for reducing recidivism rates of first offender juveniles*. Doctoral dissertation, Mississippi State University.

- Hall, K. R. (Committee Member, 2004). *A comparison of traditional group counseling and problem-based learning interventions for 7th grade victims of bullies*. Doctoral dissertation, Mississippi State University.
- Hudson, K. L. (Committee Member, 2003). *The influence of family cohesion, academic performance, and deviant peer involvement on adolescent delinquent behavior: A psycho-sociological examination*. Doctoral dissertation, Mississippi State University.
- Breaux, D. T. (Committee Member, 2003). *Development and psychometric utility of the revised supervision relationship survey*. Doctoral dissertation, Mississippi State University.

OTHER SIGNIFICANT WORK EXPERIENCE

Research Labs

Founder and Director (August 2019-Present), Women's Lifespan Development Research Lab

Employment in Higher Education

Graduate Assistant (June 1998 – May 2001), Department of Educational Leadership, Counseling, and Foundations, College of Education

University of New Orleans, New Orleans, Louisiana

Major responsibilities included: research assistant; assistant to the coordinator of the counseling program; practicum and internship placement coordinator; master's comprehensive examination coordinator; admissions coordinator for master's and doctoral applicants; and campus coordinator for National Counselor Examination (NCE).

Employment in K-12 Education

Teacher (August 1999 – May 2000)

Mount Carmel Academy, New Orleans, Louisiana

Major responsibilities included: teaching *Psychology*

Teacher (June 1996 – May 1999), Chair, Foreign Language Department (June 1998-May 1999)

Ursuline Academy, New Orleans, Louisiana

Major responsibilities included: coordinating activities of the Foreign Language Department; teaching *French, American Government, and Law Studies*; sponsoring Students Against Drugs and Alcohol Club; and directing the dance team.

School Counselor Intern (August 1997 – December 1998)

Ursuline Academy, New Orleans, Louisiana

Major responsibilities included: providing individual and group counseling; providing career counseling and programming.

Teacher (March 1994 – June 1995)

St. Martin's Episcopal School, Metairie, Louisiana

Major responsibilities included: teaching *French* and sponsoring the Fashion Club.

Teacher (January 1992-June 1993)

L.W. Higgins High School, Marrero, Louisiana

Major responsibilities included: teaching *French* and co-authoring the Jefferson Parish School Board French Curriculum Guide.

Teacher (August 1991-December 1991)
John Ehret High School, Marrero, Louisiana
Major responsibilities included: teaching *French*.

Teacher (January 1988 – June 1990)
Henry Ford Junior High School, Avondale Louisiana
Major responsibilities included: teaching *French* and *English*; sponsoring the Reach Team (Drug Abuse Prevention Organization); and directing the dance team.

Teacher (1986 – 1987)
St. Joseph School, Gretna, Louisiana
Major responsibilities included: teaching 7th and 8th Grade *English*.

Employment in the Legal Profession

Attorney (September 1995- September 1996)
Gauthier & Murphy Law Firm, Metairie, Louisiana
Major responsibilities included: researching legal issues and writing briefs.

MEMBERSHIPS IN HONORARY AND PROFESSIONAL ORGANIZATIONS

Honorary Organizations

Chi Sigma Iota National Honor Society

Professional Organizations

American Counseling Association
Association for Counselor Education and Supervision
Association for Adult Development and Aging
American School Counselor Association
Southern Association for Counselor Education and Supervision

PROFESSIONAL DEVELOPMENT TRAININGS

Immunity to Change Facilitator Training (Fall 2019)
Gallup Strengths-Based Coaching Training (January 2022)