

LISA B. SPANIERMAN
Arizona State University
Counseling and Counseling Psychology
446 Payne Hall, MC-0811
Tempe, AZ 85287-0811
480.727.2605
lisa.spanierman@asu.edu

EDUCATION

- PhD **University of Missouri – Columbia** (APA accredited), Columbia, MO, 2002
Department of Educational and Counseling Psychology
Dissertation: *Development and Initial Validation of the Psychosocial Costs of Racism to Whites (PCRW) Scale*
- The Ohio State University**, Columbus, OH, 2002
Counseling & Consultation Services
APA-Accredited Predoctoral Psychology Internship
- MA, EdM **Columbia University – Teachers College**, New York, NY, 1997
Department of Clinical and Counseling Psychology
Major Field: Psychological Counseling
- BS **University of Florida**, Gainesville, FL, 1990
Major: Psychology

PROFESSIONAL EXPERIENCE

- 2015 – Present **Arizona State University**, Tempe AZ
Counseling and Counseling Psychology
Professor and Faculty Head
Associate Dean for Academic Personnel and Faculty Success (since 2021)
- 2013 – 2015 **Arizona State University**, Tempe, AZ
Counseling and Counseling Psychology
Associate Professor (tenured appointment)
- 2010 – 2013 **McGill University**, Montréal, Québec
Department of Educational and Counselling Psychology
Associate Professor (tenured appointment)
- 2008 – 2010 **University of Illinois at Urbana-Champaign**, Champaign, IL
Department of Educational Psychology
Associate Professor (tenured appointment)
- 2002 – 2008 **University of Illinois at Urbana-Champaign**, Champaign, IL
Department of Educational Psychology
Assistant Professor

LICENSURE

- 2019- Present **Arizona State Board of Psychologist Examiners**
License no. PSY-005066
- 2012 – Present **Ordre des psychologues du Québec**
Psychologist permit (Inactive)

HONORS, AWARDS, AND DISTINCTIONS

- Fellow-in-Residence, ZiF Center for Interdisciplinary Research, Bielefeld University, Germany, 2018-2019
- Fellow, Arizona State University Advanced Leadership Initiative, Cohort II, 2017-2018
- Fellow, American Psychological Association, Society of Counseling Psychology, 2014
- Selected to Arizona State University Leadership Academy, Cohort II, 2014-2015
- Early Career Award (Fritz and Linn Kuder Scientist Practitioner), Society of Counseling Psychology, American Psychological Association, 2012
- Selected to American Psychological Association Leadership Institute for Women in Psychology, 2012
- Campus Award for Excellence in Graduate and Professional Teaching, Office of the Provost, University of Illinois, 2010
- Arnold O. Beckman Research Award, University of Illinois, 2009
- Distinguished Scholar, College of Education, University of Illinois, 2008 – 2009
- Excellence in Undergraduate Teaching Award, University of Illinois Psi Chi Chapter (International Honor Society in Psychology), 2008 – 2009
- Outstanding Graduate Teaching Award, College of Education, University of Illinois, 2008
- R. Stewart Jones Outstanding Teacher Award, Educational Psychology, University of Illinois, 2004
- Faculty Fellow (\$25,000 Award), College of Education, University of Illinois, 2005 – 2006
- List of Teachers Ranked as Excellent, University of Illinois, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010

BOOKS

- Sue, D. W., & Spanierman, L. B. (in preparation). *Overcoming Our Racism* (2nd ed.). Hoboken: Wiley.
- Sue, D. W., & Spanierman, L. B. (2020). *Microaggressions in everyday life* (2nd ed.). Hoboken: Wiley. Translated into Korean and Italian.
- Watson, V., Howard-Wagner, D. & Spanierman, L. B. (Eds.) (2015). *Unveiling whiteness in the twenty-first century: Global manifestations, transdisciplinary interventions*. Lanham, MD: Lexington Books.

PEER-REVIEWED JOURNAL ARTICLES

(**BOLD** = STUDENT WHEN RESEARCH WAS CONDUCTED)

57. **Liguori, J. B.**, & Spanierman, L. B. (2021, November). Recovering from racism: Why and how white supremacists quit hate. *Journal of Counseling Psychology*. Advance online publication.
56. Spanierman, L. B., Clark, D. A., & **Kim, Y.** (2021). Reviewing racial microaggressions research: Documenting targets' experiences, harmful sequelae, and resistance strategies. *Perspectives on Psychological Science*, 16(5), 1037-1059.
55. Houshmand, S., & Spanierman, L. B. (2021). Mitigating racial tension and challenging stereotypes: Documenting targets' responses. *New Ideas in Psychology*, 63, 1-11.
54. **Dimberg, S. K.**, Clark, D. A., Spanierman, L. B., & **Van Daalan, R.** (2021). "School shouldn't be something you have to survive": Queer women's experiences with microaggressions at a Canadian university. *Journal of Homosexuality*, 68(5), 709-732.
53. Cadenas, G. A., Cisneros, J., Spanierman, L. B., Yi, J., & Todd, N. R. (2021). Detrimental effects of color-blind racial attitudes in preparing a culturally responsive teaching workforce for immigrants. *Journal of Career Development*, 48(6), 926-941.

52. **Hoang, T. M.**, Neville, H. A., Poteat, V. P., & Spanierman, L. B. (2020). Examination of social justice behaviors: Testing an integrated model of critical consciousness. *Journal for Social Action in Counseling and Psychology, 12*(2), 34-53.
51. Grzanka, P. R., Gonzalez, K. A., & Spanierman, L. B. (2019). White supremacy and counseling psychology: A critical-conceptual framework. *The Counseling Psychologist, 47*(4), 478-529.
50. **Schooley, R.**, Lee, D. L., & Spanierman, L. B. (2019). Measuring Whiteness: A systematic review of instruments and call for action. *The Counseling Psychologist, 47*(4), 530-565.
49. **Houshmand, S.**, Spanierman, L. B., & DeStefano, J. (2019). "I have strong medicine, you see": Community members' responses to racial microaggressions. *Journal of Counseling Psychology, 66*(6), 651-664.
48. Seaton, E., Gee, G., Neblett, E., & Spanierman, L. B. (2018). New directions for racial discrimination research as inspired by the integrative model. *American Psychologist, 73*, 768-780.
47. **Cadenas, G. A.**, **Cisneros, J.**, Todd, N. R., & Spanierman, L. B. (2018). DREAMzone: Testing an intervention to improve attitudes toward undocumented immigrants. *Journal of Diversity in Higher Education, 11*, 295-308.
46. Spanierman, L. B., Poteat, V. P., Whittaker, V. A., Schlosser, L. Z., & **Arévalo Avalos, M. R.** (2017). Allies for life? Lessons from White scholars of multicultural psychology. *The Counseling Psychologist, 45*, 618-650.
45. Spanierman, L. B. & Smith, L. (2017). Roles and responsibilities of White allies: Implications for research, teaching, and practice. *The Counseling Psychologist, 45*, 606-617.
44. Spanierman, L. B. & Smith, L. (2017). Confronting White hegemony: A moral imperative for the helping professions. *The Counseling Psychologist, 45*, 727-736.
43. Atkins, S. L., Fitzpatrick, M. R., **Poolokasingham, G.**, Le Beau, M., & Spanierman, L. B. (2017). Make it personal: A grounded theory of White counselors' multicultural awareness development. *The Counseling Psychologist, 45*, 669-696.
42. **Houshmand, S.**, Spanierman, L. B., & DeStefano, J. (2017). Racial microaggressions: A primer with implications for counselling practice. *International Journal for the Advancement of Counselling, 39*, 203-216.
41. Liao, H-Y, Spanierman, L. B., **Harlow, A.**, & Neville, H. A. (2017). Do parents matter? Examination of White college students' intergroup experiences and attitudes. *The Counseling Psychologist, 45*(2), 193-212.
40. **Na, S.**, Spanierman, L. B., & Lalonde, C. E. (2017). Exploring moderators to understand the association between vertical collectivism and well-being among Asian Canadian Students. *Journal of Diversity in Higher Education, 10*, 288-300.
39. Dillon, F. R., Odera, L., Fons-Scheyd, A., Sheu, H., **Ebersole, R.**, & Spanierman, L. B. (2016). A dyadic study of multicultural counseling competence. *Journal of Counseling Psychology, 63*(1), 57-66.
38. **Kleiman, S.**, Spanierman, L. B., & Smith, N. G. (2015). Translating oppression: The effect of sexual minority status on White men's racial attitudes. *Psychology of Men and Masculinity, 16*(4), 404-415.

37. Chao, R. C.-L., Wei, M., Spanierman, L. B., **Longo, J., & Northart, D.** (2015). White racial identity attitudes and White empathy: The moderation effect of openness to diversity. *The Counseling Psychologist, 43*(1), 94-120.
36. **Poolokasingham, G.,** Spanierman, L. B., **Kleiman, S., & Houshmand, S.** (2014). "Fresh off the boat?" Racial microaggressions that target South Asian Canadian students. *Journal of Diversity in Higher Education, 7*(3), 194-210.
35. **Houshmand, S.,** Spanierman, L. B., & Tafarodi, R. (2014). Excluded and avoided: Racial microaggressions targeting Asian international students in Canada. *Cultural Diversity and Ethnic Minority Psychology, 20*(3), 377-388.
34. **Houshmand, S.,** Spanierman, L. B., **Poteat, V. P., Beer, A. M., & Lawson, L.** (2014). A service-learning design course: Examining White students' racial attitudes. *Journal of Higher Education Outreach and Engagement, 18*(2), 19-48.
33. Clark, D. A., **Kleiman, S.,** Spanierman, L. B., Isaac, P., & **Poolokasingham, G.** (2014). "Do you live in a tee pee?" Aboriginal students' experiences with racial microaggressions in Canada. *Journal of Diversity in Higher Education, 7*, 112-125.
32. Neville, H. A., Poteat, V. P., **Lewis, J., A., & Spanierman, L. B.** (2014). Changes in White college students' color-blind racial ideology over four years: Do diversity experiences make a difference? *Journal of Counseling Psychology, 61*, 179-190.
31. Spanierman, L. B., **Soble, J. R., Mayfield, J.,** Neville, H. A., Aber, M., Khuri, L., & De La Rosa, B. (2013). Living learning communities and students' sense of community and belonging. *Journal of Student Affairs Research and Practice, 50*, 308-325.
30. **Soble, J. R.,** Spanierman, L. B., & Smith, J. F. (2013). Neuropsychological functioning of OEF/OIF combat veterans with posttraumatic stress disorder and mild traumatic brain injury. *Journal of Clinical and Experimental Neuropsychology, 35*, 551-561.
29. **Kordesh, K.,** Spanierman, L. B., & Neville, H. A. (2013). White students' racial affect: Gaining a deeper understanding of the antiracist type. *Journal of Diversity in Higher Education, 6*, 33-50.
28. **Yeung, J.,** Spanierman, L. B., & Landrum-Brown, J. (2013). "Being White in a multicultural society": Critical whiteness pedagogy in a dialogue course. *Journal of Diversity in Higher Education, 6*, 17-32.
27. **Poteat, V. P., & Spanierman, L. B.** (2012). Modern racism attitudes among White students: The role of dominance and authoritarianism and the mediating effects of racial color-blindness. *Journal of Social Psychology, 152*, 758-774.
26. Spanierman, L. B., **Beard, J. C., & Todd, N. R.** (2012). White men's fears, White women's tears: Examining gender differences in racial affect types. *Sex Roles, 67*, 174-186.
25. **Lewis, J.,** Neville, H. A., & Spanierman, L. B. (2012). Examining the influence of campus diversity experiences and color-blind racial ideology on students' social justice attitudes. *Journal of Student Affairs Research and Practice, 49*, 1-18.
24. **Beer, A. M.,** Spanierman, L. B., Greene, J. C., & **Todd, N. R.** (2012). Advancing social justice in counseling psychology: Enlisting student voices. *Journal of Counseling Psychology, 59*, 120-133.
23. Neville, H. A., **Yeung, J. G., Todd, N. R.,** Spanierman, L. B., & **Reed, T. D.** (2011). Color-blind racial ideology and beliefs about a racialized university mascot. *Journal of Diversity in Higher Education, 4*, 236-249.

22. **Todd, N. R.**, Spanierman, L. B., & **Poteat, V. P.** (2011). Longitudinal examination of the psychosocial costs of racism to Whites across the college experience. *Journal of Counseling Psychology, 58*, 508-521.
21. Spanierman, L. B., **Oh, E.**, Heppner, P. P., Neville, H. A., Mobley, M., **Wright, C. V.**, Dillon, F. R., & Navarro, R. (2011). The Multicultural Teaching Competencies Scale (MTCS): Development and initial validation. *Urban Education, 46*, 440-464.
20. Clark, D. A., Spanierman, L. B., **Reed, T. D.**, **Soble, J. R.**, & **Cabana, S.** (2011). Documenting weblog expressions of racial microaggressions that target American Indians. *Journal of Diversity in Higher Education, 4*, 39-50.
19. **Soble, J. R.**, Spanierman, L. B., & **Liao, H.** (2011). Effects of a brief video intervention on White university students' racial attitudes. *Journal of Counseling Psychology, 58*, 151-157.
18. **Poteat, V. P.**, & Spanierman, L. B. (2010). Do the ideological beliefs of peers predict the prejudiced attitudes of individuals in the group? *Group Processes & Intergroup Relations, 13*, 495-514.
17. **Todd, N. R.**, Spanierman, L. B., & Aber, M. (2010). White students reflecting on Whiteness: Understanding emotional responses. *Journal of Diversity in Higher Education, 3*, 97-110.
16. Spanierman, L. B., **Todd, N. R.**, & Anderson, C. J. (2009). Psychosocial costs of racism to Whites: Understanding patterns among university students. *Journal of Counseling Psychology, 56*, 239-252.
15. Pinterits, E. J., **Poteat, V. P.**, & Spanierman, L. B. (2009). The White Privilege Attitudes Scale (WPAS): Development and initial validation. *Journal of Counseling Psychology, 56*, 417-429.
14. Spanierman, L. B., **Oh, E.**, **Poteat, V. P.**, **Hund, A. R.**, **McClair, V. L.**, **Beer, A. M.**, & **Clarke, A. M.** (2008). White university students' responses to societal racism: A qualitative investigation. *The Counseling Psychologist, 36*, 839-870.
13. **Poteat, V. P.** & Spanierman, L. B. (2008). Further validation of the Psychosocial Costs of Racism to Whites Scale among a sample of employed adults. *The Counseling Psychologist, 36*, 871-894.
12. Spanierman, L. B., Neville, H. A., **Liao, H.**, **Hammer, J.**, & **Wang, Y. F.** (2008). Participation in formal and informal campus diversity experiences: Effects on students' racial democratic beliefs. *Journal of Diversity in Higher Education, 1*, 108-125.
11. Spanierman, L. B., **Poteat, V. P.**, **Wang, Y. F.**, & **Oh, E.** (2008). Psychosocial costs of racism to White counselors: Predicting various dimensions of multicultural counseling competence. *Journal of Counseling Psychology, 55*, 75-88.
10. **Beer, A. M.**, Morgan, R., & Garland, J. T., & Spanierman, L. B. (2007). The role of romantic/intimate relationships in the well-being in incarcerated females. *Psychological Services, 4*, 250-261.
9. Spanierman, L. B., **Poteat, V. P.**, **Beer, A. M.**, & **Armstrong, P. I.** (2006). Psychosocial costs of racism to Whites: Exploring patterns through cluster analysis. *Journal of Counseling Psychology, 53*(4), 434-441.
8. Neville, H. A., Spanierman, L. B., & Doan, B.-T. (2006). Exploring the association between color-blind racial ideology and multicultural counseling competencies. *Cultural Diversity and Ethnic Minority Psychology, 12*, 275-290.
7. Flores, L. Y., Spanierman, L. B., **Armstrong, P. I.**, & **Velez, A. D.** (2006). Validity of Strong Interests Inventory and Skills Confidence Inventory with Mexican American high school students. *Journal of Career Assessment, 14*, 1-20.

6. Spanierman, L. B. & **Poteat, V. P.** (2005). Moving beyond complacency to commitment: Multicultural research in counseling psychology. *The Counseling Psychologist, 33*, 513–523.
5. Spanierman, L. B. & Heppner, M. J. (2004). Psychosocial Costs of Racism to Whites Scale (PCRW): Construction and initial validation. *Journal of Counseling Psychology, 51*, 249–262.
4. Neville, H. A., Heppner, M. J., **Oh, E.**, Spanierman, L. B., & **Clark, M.** (2004). General and culturally specific factors influencing Black and White rape survivors' self-esteem. *Psychology of Women Quarterly, 28*, 83–94.
3. Flores, L. Y., Spanierman, L. B., & **Obasi, E. M.** (2003). Ethical and professional issues in career assessment with diverse racial and ethnic groups. *Journal of Career Assessment, 11*, 76-95.
2. Spanierman, L. B. (2002). Academic self-efficacy within a culture of modern racism: The case of Benita. *Career Development Quarterly, 50*, 331-334.
1. Flores, L. Y., & Spanierman, L. B. (1998). An examination of a culturally sensitive university career center: Outreach, services, and evaluation. *Journal of Career Development, 25*, 111-122.

BOOK CHAPTERS

(**BOLD** = STUDENT WHEN RESEARCH WAS CONDUCTED)

18. Spanierman, L. B. (2022). White guilt in the summer of Black Lives Matter. In K. von Kellenbach and M. Buschmeier (Eds.), *Guilt: A force of cultural transformation* (pp. 41-58). New York: Oxford University Press.
17. Spanierman, L. B., & Clark, D. A. (2021). Taking white racial emotions seriously in racial justice: Revisiting the costs of racism to white folks in the psychological sciences. In D. W. Austin & B. P. Bowser (Eds.), *Impacts of racism on White Americans* (3rd ed., pp. 115-136). New York: Palgrave.
16. Clark, D. A., & Spanierman, L. B. (2018). "I didn't know that was racist": Costs of racial microaggressions to White people. In G. C. Torino, D.P. Rivera, C. M. Capodilupo, K. L. Nadal, & D. W. Sue (Eds.) *Microaggression theory: Influence and implications* (pp. 138-155). New York: Wiley.
15. Spanierman, L. B. (2015). White racial identity: Looking back and considering what is ahead. In L. Salett & D. Koslow (Eds.), *Race, ethnicity and self: Identity in multicultural perspective* (2nd ed., pp. 123-138). New York: National Association of Social Workers.
14. Spanierman, L. B., & Cabrera, N. L. (2015). The emotions of white racism and antiracism. In V. Watson, D. Howard-Wagner, & L. Spanierman (Eds.) *Unveiling whiteness in the 21st century: Global manifestations, transdisciplinary interventions* (pp. 9-28). Lanham, MD: Lexington Books.
13. Spanierman, L. B., **Garriott, P. O.**, & Clark, D. A. (2013). Whiteness and social class: Intersections and implications. In W. M. Liu (Ed.), *The Oxford handbook of social class in counseling* (pp. 394-410). New York: Oxford University Press.
12. Neville, H. A., & Spanierman, L. B. (2012). Preventing racial injuries: Promoting racial justice. In E. M. Vera (Ed.), *The Oxford handbook of prevention in counseling psychology* (pp. 476-490). New York: Oxford University Press.
11. Neville, H. A., Spanierman, L. B., & **Lewis, J.** (2012). The expanded psychosocial model of racism: A new model for understanding and disrupting racism and White privilege. In N. Fouad, J. Carter, & L. Subich (Eds.), *Handbook of counseling psychology, vol. 2: Practice, interventions, and applications* (pp. 333-360). Washington, DC: American Psychological Association.

10. Spanierman, L. B. (2012). The emotions of racism and antiracism. In N. Falkof & O. Cashman-Brown (Eds.), *On Whiteness* (pp. 345-357). Oxford, England: Inter-disciplinary Press. Retrieved from: <https://www.interdisciplinarypress.net/online-store/ebooks/gender-sexuality/on-whiteness>
9. Lawson, L., Spanierman, L. B., **Poteat, V. P., & Beer, A. M.** (2011). Is it professional or personal? Engagement, race, and reflection in the East St. Louis community-based design studio. In T. Angotti, C. Doble, & P. Horrigan (Eds.), *Service-learning in design and planning: Educating at the boundaries* (pp. 70-85). Oakland, CA: New Village Press.
8. Spanierman, L. B., & **Soble, J. R.** (2010). Understanding Whiteness: Previous approaches and possible directions in the study of White racial attitudes and identity. In J. G. Ponterotto, J. M. Casas, L.A. Suzuki, & C. M. Alexander (Eds.), *Handbook of multicultural counseling* (3rd ed., pp. 283-299). Thousand Oaks, CA: Sage.
7. Lawson, L., Spanierman, L. B., **Poteat, V. P., & Beer, A. M.** (2010). Best place for best practice?: The challenge of multicultural learning in a community-based design studio. In H. A. Neville, M. B. Hunt, & J. Chapa (Eds.), *Implementing diversity: Contemporary challenges and best practices at predominantly White universities* (pp. 205-224). Urbana, IL: Center on Democracy in a Multiracial Society at University of Illinois.
6. Neville, H. A., Spanierman, L. B., Khuri, L., De La Rosa, B., & Aber, M. S. (2010). Promoting multiracial democratic attitudes among students: Interracial friendships and diversity educational experiences matter. In H. A. Neville, M. B. Hunt, & J. Chapa (Eds.), *Implementing diversity: Contemporary challenges and best practices at predominantly White universities* (pp. 21-42). Urbana, IL: Center on Democracy in a Multiracial Society at University of Illinois.
5. Aber, M. S., **Dutta, U.**, Neville, H. A., Spanierman, L. B., & De La Rosa, B. (2010). Fostering diversity, dialogue, and democracy in the Intersections livening learning community at the University of Illinois. In H. A. Neville, M. B. Hunt, & J. Chapa (Eds.), *Implementing diversity: Contemporary challenges and best practices at predominantly White universities* (pp. 187-204). Urbana, IL: Center on Democracy in a Multiracial Society at University of Illinois.
4. Spanierman, L. B. (2008). Cross-cultural training. In F. T. L. Leong (Editor-in-Chief), M. G. Constantine (Senior Editor) & R. L. Worthington (Associate Editor) *Encyclopedia of Counseling, Volume 3: Cross-Cultural Counseling* (pp. 1086-1089). Thousand Oaks, CA: Sage.
3. Spanierman, L. B., **Todd, N. R.**, & Neville, H. A. (2006). Psychology. In T. Engles (Ed.), *Towards a bibliography of critical Whiteness studies* (pp. 65-90). Urbana, IL: Center on Democracy in a Multiracial Society.
2. Neville, H. A., Heppner, M. J., & Spanierman, L. B. (2003). Sexual violence against African American women: General and cultural factors influencing rape treatment and prevention strategies in university settings. In B. C. Wallace & R. T. Carter (Eds.), *Understanding and dealing with violence: A multicultural approach* (pp. 183-200). Thousand Oaks, CA: Sage.
1. Neville, H. A., Worthington, R. L., & Spanierman, L. B. (2001). Race, power, and multicultural counseling psychology: Understanding White privilege and color-blind racial attitudes. In J. G. Ponterotto, J. M. Casas, L.A. Suzuki, & C. M. Alexander (Eds.), *Handbook of multicultural counseling* (2nd ed., pp. 257-288). Thousand Oaks, CA: Sage.

MANUSCRIPTS UNDER REVIEW

(**BOLD** = STUDENT WHEN RESEARCH WAS CONDUCTED)

Spanierman, L. B., **Moody, C., Houshmand, S.,** Smith, N. G., & **Jarrett, T. A.** Trans students' experiences with microaggressions at a Canadian university. Manuscript submitted to *Journal of LGBT Issues in Counseling*.

INVITED PRESENTATIONS

NATIONAL & INTERNATIONAL

Spanierman, L. B. (2021, December). Invited Keynote Address, *Microaggressions from Chester Pierce to Contemporary Theory and Research*. Presented at the 41st Institute for Global Concern-Social Science Research Institute Joint International Symposium, Tokyo, Japan (Virtual).

Spanierman, L. B. (2021, December). Invited paper, *Challenging White supremacy from within: Understanding White racial justice allies* in symposium Addressing structural and systemic change to advance health equity. Multi-Ethnic Collaborative of Community Agencies, Santa Ana, CA (Virtual).

Spanierman, L. B. (2021, February). Invited paper, *White fear in the United States: From suburban moms to boogaloo boys*. Presented at Peace and Fear: A Multidisciplinary Approach. Zentrum für interdisziplinäre Forschung (Center for Interdisciplinary Research), Bielefeld, Germany (Virtual).

Spanierman, L. B. (2017, March). Invited paper, *Can White guilt be productive?* Presented at Felix Culpa: A Theory of Productive Guilt, Zentrum für interdisziplinäre Forschung (Center for Interdisciplinary Research), Bielefeld, Germany.

Spanierman, L. B. (2016, November). Invited Keynote Address, *Resisting "All Lives Matter": Doing good in an age of racial colorblindness*. Presented at the 2016 Arizona Psychology Training Conference, Phoenix, AZ.

Spanierman, L. B. (2016, February). Invited panelist in E. Seaton (Chair), *How prejudice and discrimination shape development and adjustment in the United States*. Symposium presented at the 20th Anniversary of Garcia Coll and colleagues' (1996) integrative model for the study of developmental competencies in minority children, Tempe, AZ.

Spanierman, L. B. (2015, August). *Just a White girl from Jersey*. Fellows address presented at the annual meeting of the American Psychological Association, Toronto, ON.

Spanierman, L. B. (2013, February). *The emotions of White racism and antiracism*. Paper presented at the 30th Annual Teachers College Winter Roundtable on Cultural Psychology and Education, New York, NY.

Spanierman, L. B. (2012, August). Invited discussant in H. A. Neville (Chair), *Distorted lens: Color-blind racial ideology across space, occupation, and measurement*. Symposium presented at the annual meeting of the American Psychological Association, Orlando, FL.

Spanierman, L. B. (2011, November). *The emotions of racism and White privilege*. Paper presented at the 20th Annual Diversity Conference — Exploring privilege: Understanding and using our voices, Albany, NY.

Spanierman, L. B. (2011, January). *Psychosocial costs of racism and counseling competence*. Paper presented at White Privilege and Whiteness: 2011 Counseling Psychology Professional Development Day, Akron, OH.

Spanierman, L. B. (2008, April). *Psychosocial costs of racism to Whites: Pathways to racial awareness*. Paper presented at the Bermuda Race Relations Initiative, Paget, Bermuda.

Spanierman, L. B. (2007, January). Invited discussant in J. Pinterits (Chair), *Facing dominance, examining privilege*. Symposium presented at the National Multicultural Conference and Summit, Seattle, WA.

SELECTED COMMUNITY ENGAGEMENT

Spanierman, L. B. (2016, September). *Multicultural counseling*. Workshop presented at SAGE Counseling. Tempe, AZ.

Spanierman, L. B. (2015, December). *Racial microaggressions: Implications for the clinical setting*. Workshop presented at Terros. Phoenix, AZ.

Spanierman, L. B. & Arévalo Avalos, M. (2015, September). *Racial microaggressions: Implications for the clinical setting*. Workshop presented at Mountain Park Health Center. Phoenix, AZ.

Spanierman, L. B. (2015, May). *Researching racial microaggressions: Implications for campus and beyond*. Paper presented to the Community Advisory Board at the Southwestern Interdisciplinary Research Center. Phoenix, AZ.

Spanierman, L. B. (2014, March). *White clinicians' racial attitudes: Implications for mental health disparities*. Paper presented at the Southwestern Interdisciplinary Research Center Health Disparities Lecture Series. Phoenix, AZ.

Spanierman, L. B. (2014, February). *Racial microaggressions on campus: Implications for counseling*. Continuing education workshop presented to Arizona State University Counseling Services. Tempe, AZ.

PROFESSIONAL PRESENTATIONS

(**BOLD** = STUDENT WHEN RESEARCH WAS CONDUCTED)

Spanierman, L. B. (2022, January). White power, White fear. In M. Mobley (Chair), *Black bodies in White organizations: A racialized-terror management theory (RTMT) perspective*. Symposium presented at the National Multicultural Conference and Summit. Albuquerque, NM (Virtual).

Liguori, J. B., & Spanierman, L. B. (2021, October). *A qualitative investigation of how and why White supremacists quit hate*. Poster presented at the annual convention of the Arizona Psychological Association, Tucson, AZ.

Liguori, J. B., & Spanierman, L. B. (2021, August). *Recovering from racism: Why and how white supremacists quit hate*. Poster presented at the annual convention of the American Psychological Association, San Diego, CA (Virtual).

Shultz, D. L. & Spanierman, L. B. (2021, August). The role of emotion in white antiracist activism. In K. Frantell (Chair), *Engaging White people in anti-racist work*. Symposium presented at the annual convention of the American Psychological Association, San Diego, CA (Virtual).

Dimberg, S. K., & Spanierman, L. B. (2021, August). *Women in the US military: Coping with gender microaggressions and depressive symptoms*. Poster presented at the annual convention of the American Psychological Association, San Diego, CA (Virtual).

Liguori, J. B., & Spanierman, L. B. (2020, November). *Recovering from racism*. Poster presented virtually at Arizona State University's Institute of Social Science Research.

- Smith, B. E.,** & Spanierman, L. B. (2018, August). *Effects of a brief mindfulness intervention on color-blind racial attitudes and ethnocultural empathy*. Poster presented at the annual convention of the American Psychological Association, San Francisco, CA.
- Spanierman, L. B. (2017, August). Challenging White supremacy from within: White allies in the fight for racial justice. In J. Mohr (Chair), *Building effective coalitions and ally Relationships: Innovations in research and practice*. Symposium presented at the annual convention of the American Psychological Association, Washington, DC.
- Brown, A. B.,** Neville, H. A., Spanierman, L. B., & Anderson, C. (2017, August). *Changes in Black and Asian American students' collective self-esteem over two years*. Poster presented at the annual convention of the American Psychological Association, Washington, DC.
- Venieris, P. Y.,** Spanierman, L. B., & Santos, C. E. (2017, May). *College students' sexual health advocacy engagement: Exploring precursors and persistence*. Poster presented at the annual Society for Qualitative Inquiry in Psychology (SQIP) conference, New York, NY.
- Liang, C., Neville, H. A., & Spanierman, L. B. (2017, January). *Extending and patching the pipeline to transform the academy: Strategies to increase the representation of faculty of color*. Session presented at the National Multicultural Conference and Summit, Portland, OR.
- Arévalo Avalos, M. R., Vaishnav, S., Najih, M.,** Spanierman, L. B., & Neville, H. A. (2016, July). *Students of color at a historically White university*. Poster presented at the biennial American Psychological Association Division 45 Society for the Psychological Study of Culture, Ethnicity, and Race Research conference, Palo Alto, CA.
- Cisneros, J., Cadenas, G.,** Spanierman, L. B., & Todd, N. R. (2015, November). *Examining the effects of DREAMzone: An educational intervention to reduce prejudice toward undocumented immigrants*. Paper presented at the annual conference of the Association for the Study of Higher Education, Denver, CO.
- Kleiman, S.,** & Spanierman, L. B. (2015, August). *Examining the association between racial attitudes and heterosexuality among White men*. Poster presented at the annual convention of the American Psychological Association, Toronto, ON.
- Najih, M.,** & Spanierman, L. B. (2015, February). *"Violent and aggressive... big bearded men:" Racial and religious microaggressions that target Arab Muslim men*. Poster presented at the Annual Teachers College Winter Roundtable on Cross-Cultural Psychology and Education, New York, NY.
- Venieris, P. Y.,** Santos, C. E., & Spanierman, L. B. (2015, February). *Keep on keeping on: A qualitative investigation of the experiences of diverse college student social justice advocates*. Poster presented at the Annual Teachers College Winter Roundtable on Cross-Cultural Psychology and Education, New York, NY.
- Na, S.,** Spanierman, L. B., **Yee, E. C.,** & **Koh, J.** (2015, January). *Home away from home? Experiences of racial microaggressions in student residences*. Poster presented at the National Multicultural Conference and Summit, Atlanta, GA.
- Poolokasingham, G.,** Spanierman, L. B., Pinterits, & E. J., Engles, T. (2014, August). *A case study: Assessing the effects of a speaker event on White racial attitudes*. Poster presented at the annual convention of the American Psychological Association, Washington, DC.
- Kleiman, S.,** Spanierman, L. B., & Smith, N. G. (2014, August). *Translating oppression: The effects of sexual minority status on White men's racial attitudes*. Poster presented at the annual convention of the American Psychological Association, Washington, DC.

- Poolokasingham, G.,** Atkins, S., Fitzpatrick, M. R., Spanierman, L. B. (2014, August). *Multicultural awareness: Examining White clinicians' journeys*. Poster presented at the annual convention of the American Psychological Association, Washington, DC.
- Na, S., Kleiman, S., Poolokasingham, G., & Spanierman, L. B.** (2014, August). *The experiences of microaggressions among Jewish undergraduates*. Poster presented at the annual convention of the American Psychological Association, Washington, DC.
- Moody, C.,** Spanierman, L. B., & Smith, N. G. (2014, August). Trans and genderqueer students' experiences with microaggressions and coping in a Canadian university. Poster presented at the annual convention of the American Psychological Association, Washington, DC.
- Najih, M., & Spanierman, L. B.** (2014, June). *Racial microaggressions targeting Arab Muslim men and women on campus*. Poster presented at the third biennial Division 45 Research Conference, Eugene, OR.
- Na, S., Kleiman, S., Poolokasingham, G., & Spanierman, L. B.** (2014, June). *Jewish students' voices: Understanding the experiences of microaggressions on campus*. Poster presented at the annual Advanced Study Institute in Cultural Psychiatry Conference, Montréal, QC.
- Spanierman, L. B., **Poteat, V. P., Whittaker, V.,** Schlosser, L., & **Houshmand, S.** (2014, March). Allies for life: White multicultural psychology scholars. In P. O. Garriott & L. B. Spanierman (Co-chairs), *Race traitors: Empirical investigations of White allies*. Symposium presented at the Counseling Psychology Conference, Atlanta, GA.
- Houshmand, S., & Spanierman, L. B.** (2014, February). *Resilient responses: Coping with racial microaggressions*. Poster presented at the Teachers College Winter Roundtable on Cultural Psychology and Education, New York, NY.
- Kleiman, S.,** Spanierman, L. B., & Smith, N. G. (2014, February). *Translating oppression: The effects of sexual minority status on White men's racial attitudes*. Poster presented at the annual Teachers College Winter Roundtable on Cultural Psychology and Education, New York, NY.
- Na, S., Kleiman, S., Poolokasingham, G., & Spanierman, L. B.** (2014, February). *Bringing invisible to light: Experiences of microaggressions among Jewish undergraduate students*. Poster presented at the annual Teachers College Winter Roundtable on Cultural Psychology and Education, New York, NY.
- Poolokasingham, G.,** Atkins, S., Fitzpatrick, M. R., & Spanierman, L. B. (2014, February). *White counselors: A theory for developing multicultural awareness*. Poster presented at the annual Teachers College Winter Roundtable on Cultural Psychology and Education, New York, NY.
- Houshmand, S.,** Clare, E. Y., Na, S., Spanierman, L. B. (2013, June). The "perpetual foreigner" on campus: Racial microaggressions targeting East Asian Canadians. In L. B. Spanierman (Chair), *Using qualitative methods to explore racial microaggressions at a Canadian university*. Symposium presented at the annual convention of the Canadian Psychological Association, Quebec City, QC, Canada.
- Kleiman, S.,** Clark, D. A., & Spanierman, L. B. (2013, June). "Do you live in a teepee?" Aboriginal students' experiences with racial microaggressions at a Canadian university. In L. B. Spanierman (Chair), *Using qualitative methods to explore racial microaggressions at a Canadian university*. Symposium presented at the annual convention of the Canadian Psychological Association, Quebec City, QC, Canada.

- Najih, M.** & Spanierman, L. B. (2013, June). Racial microaggressions experienced by Arab Muslim men and women on campus. In L. B. Spanierman (Chair), *Using qualitative methods to explore racial microaggressions at a Canadian university*. Symposium presented at the annual convention of the Canadian Psychological Association, Quebec City, QC, Canada.
- Poolokasingham, G.** & Spanierman, L. B. (2013, June). "Fresh off the Boat:" Racial Microaggressions that target South Asian Canadian students. In L. B. Spanierman (Chair), *Using qualitative methods to explore racial microaggressions at a Canadian university*. Symposium presented at the annual convention of the Canadian Psychological Association, Quebec City, QC, Canada.
- Najih, M.,** & Spanierman, L. B. (2013, February). *Arab Muslim women's experiences with racial microaggressions in a Canadian university*. Poster presented at the annual Teachers College Winter Roundtable on Cultural Psychology and Education, New York, NY.
- Na, S.,** Lalonde, C., & Spanierman, L. B. (2013, February). *Impact of ethnic identity, cultural values, and cultural conflict on well-being among Asian young adults in Canada*. Poster presented at the Teachers College Winter Roundtable on Cultural Psychology and Education, New York, NY.
- Houshmand, S.,** & Spanierman, L. B. (2013, January). Resilient responses: Coping with racial microaggressions in Canada. In L. B. Spanierman (Chair), *Myth of the cultural mosaic: Exploring racial microaggressions at a Canadian university*. Symposium presented at the National Multicultural Conference and Summit, Houston, TX.
- Kleiman, S.,** Clark, D. A., & Spanierman, L. B. (2013, January). "Do you live in a teepee?" Aboriginal students' experiences with racial microaggressions at a Canadian university. In L. B. Spanierman (Chair), *Myth of the cultural mosaic: Exploring racial microaggressions at a Canadian university*. Symposium presented at the National Multicultural Conference and Summit, Houston, TX.
- Poolokasingham, G.** & Spanierman, L. B. (2013, January). "Fresh off the Boat:" Racial Microaggressions that target South Asian Canadian students. In Spanierman, L. B. (Chair). *Myth of the cultural mosaic: Exploring racial microaggressions at a Canadian university*. Symposium presented at the National Multicultural Conference and Summit, Houston, TX.
- Chao, R. C. -L., Wei, M., Spanierman, L. B., Longo, J, & Northart, D. (2012, August). *White racial identity attitudes and White empathy: The moderation effect of openness to diversity*. Poster presented at the annual convention of the American Psychological Association, Orlando, FL.
- Kordesh, K.,** Spanierman, L. B., & Neville, H. A. (2012, February). *White students' racial affect: Are antiracist Whites different than their non-antiracist peers?* Poster presented at the Teachers College Winter Roundtable on Cross-Cultural Psychology and Education, New York, NY.
- Soble, J. R.,** Spanierman, L. B., & Fitzgerald Smith, J. (2012, February). *Neuropsychological functioning of OEF/OIF combat veterans with PTSD and mild TBI*. Poster presented at the 40th Annual Meeting of the International Neuropsychological Society, Montreal, QC.
- Houshmand, S.,** Spanierman, L. B., & Tafarodi, R. W. (2012, June). Excluded and avoided: East and South Asian International students' experiences with racial microaggressions. In F. Ginsberg (Chair), *Immigrants and international students: Implications for practice*. Symposium conducted at the annual convention of the Canadian Psychological Association, Halifax, NS, Canada.
- Spanierman, L. B., Armstrong, P. I., & **Houshmand, S.** (2011, August). *White guilt: What do we know and where do we go?* Poster presented at the annual convention of the American Psychological Association, Washington, DC.

- Beer, A. M.** & Spanierman, L. B. (2011, August). *Counseling psychology trainees' commitments to social justice: A mixed methods approach*. Paper presented at the annual convention of the American Psychological Association, Washington, DC.
- Houshmand, S.**, Spanierman, L. B., & Tafarodi, R. W. (2011, August). *International students' experiences with racial microaggressions in Canada*. Poster presented at the annual convention of the American Psychological Association, Washington, DC.
- Spanierman, L. B. (2011, July). *Emotions of White racism*. Paper presented at First Global Conference on Images of Whiteness: Exploring Critical Issues, Oxford, England, United Kingdom.
- Houshmand, S.**, Spanierman, L. B., **Poteat, V. P.**, **Beer, A. M.**, & Lawson, L. (2011, June). *A service learning design course: Examining White students' racial attitudes*. Poster presented at the annual convention of the Canadian Psychological Association, Toronto, ON, Canada.
- Houshmand, S.**, Spanierman, L. B., & Tafarodi, R. W. (2011, June). *International students' experiences with racial microaggressions in the Canadian context*. Poster presented at the annual convention of the Canadian Psychological Association, Toronto, ON, Canada.
- Todd, N. R.**, **Poteat, V. P.**, Spanierman, L. B. (2011, June). Longitudinal applications of multilevel modeling for community-based research. In D. Glenwick, & L. A. Jason (Chairs), *Innovative methodological approaches to community-based research: Theory and application*. Symposium presented at the Society for Community Research and Action Biennial, Chicago, IL.
- Spanierman, L. B., **Reed, T. D.**, Clark, D. A., & **Soble, J. R.** (2011, February). *Beyond the chief: Documenting weblog expressions of racial microaggressions against American Indians*. Paper presented at the Annual Teachers College Winter Roundtable on Cross-Cultural Psychology and Education, New York, NY.
- Spanierman, L. B., Neville, H. A., **Lewis, J. A.**, & Reynolds, A. (2011, January). *Campus diversity matters: Findings and implications of the Illinois Longitudinal Diversity Project*. Symposium presented at the National Multicultural Conference and Summit, Seattle, WA.
- Reed, T. D.**, Clark, D. A., Spanierman, L. B., & **Soble, J. R.** (2011, January). *Settler microaggressions: Extending the racial microaggressions model to a racialized mascot*. Poster presented at the National Multicultural Conference and Summit, Seattle, WA.
- Spanierman, L. B. (2010, November). Psychosocial costs of racism to Whites: Applications to multicultural counseling. In N. Arthur (Chair), *Multicultural counselling, social justice, and advocacy*. Symposium presented at the Inaugural Canadian Counselling Psychology Conference, Montreal, QC, Canada.
- Dulek, J.** & Spanierman, L. B. (2010, August). *Making the grade: Examining the racial awareness of White preservice teachers*. Paper presented at New Territories in Critical Whiteness Studies Postgraduate Conference, Leeds, England, United Kingdom.
- Spanierman, L. B. & **Kordesh, K.** (2009, August). *White university students' racial affect: Exploring types through qualitative methods*. Poster presented at the annual convention of the American Psychological Association, Toronto, ON, Canada.
- Neville, H. A., **Poteat, V. P.**, **Lewis, J. A.**, & Spanierman, L. B. (2009, August). *Correlates of change in color-blind racial ideology among college students*. Poster presented at the annual convention of the American Psychological Association, Toronto, ON, Canada.
- Reynolds, A. L., Spanierman, L. B., & Worthington, R. L. (2009, August). Report of the Division 17 Special Task Force on Taking Action against Racism in Higher Education. In J. E. Helms (Chair), *Taking action against racism in schools and colleges*. Symposium presented at the annual convention of the American Psychological Association, Toronto, ON, Canada.

- Beer, A. M., & Spanierman, L. B.** (2008, August). Advancing social justice in counseling psychology: Enlisting student voices. In L. B. Spanierman (Chair), *Training social justice advocates in counseling psychology: Three Empirical Investigations*. Symposium presented at the annual convention of the American Psychological Association, Boston, MA.
- Clark, D., Spanierman, L. B., **Cabana, S., & Soble, J.** (2008, April). *Signifying as personal relationship: chief love and grief at interdisciplinary crossroads*. Paper presented at Race, Diversity, and Campus Climate Conference, Center on Democracy in a Multiracial Society, Champaign, IL.
- Lawson, L., Spanierman, L. B., **Poteat, V., & Beer, A.** (2008, April). *Best place for best practice? The challenge of multicultural learning in a community-based design studio*. Paper presented at Race, Diversity, and Campus Climate Conference, Center on Democracy in a Multiracial Society, Champaign, IL.
- Neville, H. A., Spanierman, L. B., Aber, M. S., Khuri, M. L., & De La Rosa, B. (2008, April). *Working toward multiracial democracy on campus: Identifying effective campus activities and informal practices*. Paper presented at Race, Diversity, and Campus Climate Conference, Center on Democracy in a Multiracial Society, Champaign, IL.
- Aber, M. S., **Dutta, U.,** Neville, H. A., Spanierman, L. B., De La Rosa, B., & Khuri, M. L. (2008, April). *Fostering diversity, dialogue, and democracy in the Intersections living learning community at the University of Illinois*. Paper presented at Race, Diversity, and Campus Climate Conference, Center on Democracy in a Multiracial Society, Champaign, IL.
- Lawson, L., Spanierman, L. B., **Poteat, V. P., Beer, A. M.** (2008, April). *Is it professional or personal? Engagement, race, and reflection in the East St. Louis Community-based Design Studio*. Paper presented at Erasing Boundaries-Supporting Communities Service-Learning in Architecture, Landscape Architecture and Urban Planning Symposium, New York, NY.
- Spanierman, L. B., & **Todd, N. R.** (2008, March). *Contextualizing psychosocial costs of racism to Whites*. Paper presented at the International Counseling Psychology Conference, Chicago, IL.
- Lewis, J. A.,** Neville, H. A., & Spanierman, L. B. (2007, August). *Relations among color-blind racial ideology and social justice attitudes*. Poster presented at the annual convention of the American Psychological Association, San Francisco, CA.
- Todd, N. R.,** Aber, M. S., & Spanierman, L. B. (2007, May). *A constructed White racial reality*. Paper presented at the Third International Congress of Qualitative Inquiry, Urbana, IL.
- Todd, N. R. & Spanierman, L. B.** (2007, February). *Preliminary development of the White Experiences Questionnaire*. Symposium presented at the Annual Teachers College Winter Roundtable on Cross-Cultural Psychology and Education, New York, NY.
- Spanierman, L. B., **Beer, A. M., Poteat, V. P., & McClair, V.** (2006, August). *A service learning design course: Examining White students' racial attitudes*. Poster presented at the annual convention of the American Psychological Association, New Orleans, LA.
- Beer, A.,** Spanierman, L. B., Oh, E., **Poteat, P., Hund, A., McClair, V., & Clarke, A.** (2006, August). White university students' responses to societal racism: A qualitative examination. In L. B. Spanierman (Chair), *Contextualizing Whites' responses to societal racism*. Symposium presented at the annual convention of the American Psychological Association, New Orleans, LA.
- McClair, V. & Spanierman, L. B.** (2006, August). Psychosocial costs of racism to Whites and mental health outcomes. In L. B. Spanierman (Chair), *Contextualizing Whites' responses to societal racism*. Symposium presented at the annual convention of the American Psychological Association, New Orleans, LA.

- Poteat, V. P.** & Spanierman, L. B. (2006, August). Assessing White community members' reactions to societal racism. In L. B. Spanierman (Chair), *Contextualizing Whites' responses to societal racism*. Symposium presented at the annual convention of the American Psychological Association, New Orleans, LA.
- Todd, N.**, Spanierman, L. B., **Beer, A. M.**, & **McClair, V.** (2006, August). Costs of racism: A contextual model among White university students. In L. B. Spanierman (Chair), *Contextualizing Whites' responses to societal racism*. Symposium presented at the annual convention of the American Psychological Association, New Orleans, LA.
- Neville, H. A., Spanierman, L. B., **Wang, Y.**, & **Liao, H.** (2006, July). *Development and influence of racial ideology and cultural sensitivity among racially diverse college students*. Poster presented at the 19th Biennial Meeting of the International Society for the Study of Behavioural Development, Melbourne, Australia.
- Spanierman, L. B., Neville, H., **Wang, Y.**, **Lee, M.**, **Liao, H.**, & **McClair, V. L.** (2006, April). *Why can't we all just get along? Examining freshman diversity attitudes*. Paper presented at the University of Illinois' Documenting the Differences Racial and Ethnic Diversity Make, Urbana, IL.
- Spanierman, L. B., **Oh, E.**, Heppner, P. P., Neville, H. A., Mobley, M., **Wright, V.**, Dillon, F., & Navarro, R. (2006, April). *The Multicultural Teaching Competencies Scale (MTCS): Development and initial validation*. Poster presented at the annual meeting of the American Education Research Association, San Francisco, CA.
- Spanierman, L. B. (2006, February). Patterns of White individuals' psychosocial costs of racism: A cluster analysis. K. Kwan (Chair), *Assessment of White racial attitudes: The waves and the clusters*. Symposium presented at the Annual Teachers College Winter Roundtable on Cross-Cultural Psychology and Education, New York, NY.
- Spanierman, L. B., Neville, H. A., **Liao, H.**, **Wang, Y. F.**, & **Cheng, S.** (2005, August). *Universal diverse orientation among first year college students*. Poster presented at the annual convention of the American Psychological Association, Washington, DC.
- Spanierman, L. B., **Poteat, V. P.**, & **Beer, A. M.** (2005, August). *Psychosocial costs of racism to Whites: A cluster analysis*. Poster presented at the annual convention of the American Psychological Association, Washington, DC.
- Neville, H. A., Spanierman, L. B., **Lee, M.**, **McClair, V.**, & **Mirell, A. V.** (2005, August). *Influence of a multicultural living-learning community on students' racial attitudes*. Poster presented at the annual convention of the American Psychological Association, Washington, DC.
- Spanierman, L. B., **Oh, E.**, **Poteat, V. P.**, & **Wang, Y. F.** (2005, February). *Multicultural counseling competencies among White psychology trainees: Examining new constructs*. Symposium presented at the Annual Teachers College Winter Roundtable on Cross-Cultural Psychology and Education, New York, NY.
- Spanierman, L. B., **Wang, Y. F.**, **Oh, E.**, & **Poteat, V. P.** (2005, January). *Multicultural counseling competencies among White psychology trainees: Examining new constructs*. Poster presented at the National Multicultural Summit, Hollywood, CA.
- Spanierman, L. B., **Oh, E.**, & **Poteat, V. P.** (2004, September). *Costs of racism to Whites: Implications for multicultural counseling and training*. Paper presented at the Dennis H. May Diversity Conference on Diversity Issues at the University of Illinois, Champaign, IL.
- Spanierman, L. B., **Oh, E.**, **McClair, V.**, **Poteat, V.P.**, **Beer, A. M.**, & **Hund, A. R.** (2004, August). *The impact of racism on White individuals: A qualitative examination*. Poster presented at the annual convention of the American Psychological Association, Honolulu, HI.

- Oh, E., Neville, H. A., Heppner, M. J., & Spanierman, L. B., (2004, August). *Counseling experiences of rape survivors*. Poster presented at the annual convention of the American Psychological Association, Honolulu, HI.
- Spanierman, L. B. (2003, August). Psychosocial costs of racism to Whites: Conceptual and empirical highlights. In L. B. Spanierman (Chair), *Conceptual and empirical advancements in the study of Whiteness*. Symposium presented at the Annual Convention of the American Psychological Association, Toronto, ON.
- Spanierman, L. B., Heppner, M. J. & Neville, H. A. (2002, August). *Psychosocial costs of racism to Whites: Measuring the construct*. Poster presented at the Annual Convention of the American Psychological Association, Chicago, IL.
- Neville, H. A., Spanierman, L. B., & Bao, T. D. (2002, February). *Why talk about race, I treat everyone the same: The relationship between color-blind racial attitudes and multicultural competence*. Symposium presented at the Annual Teachers College Winter Roundtable on Cross-Cultural Psychology and Education, New York, NY.
- Flores, L. Y., Velez, A.D., & Spanierman, L. B. (2001, August). *Relations among Mexican Americans' career interests, vocational self-efficacy, and occupational choice*. Poster presented at the Annual Convention of the American Psychological Association, San Francisco, CA.
- Spanierman, L. B., Heppner, M. J. & Neville, H. A. (2000, August). *Development and initial validation of the Psychosocial Costs of Racism to Whites Scale*. Poster presented at the Annual Convention of the American Psychological Association, Washington, DC.
- Neville, H. A. & Spanierman, L. B. (1999, February). *Acknowledging race and racism in the 21st century: Examining color-blind racial attitudes and psychosocial costs of racism to Whites*. Symposium presented at the 16th Annual Teachers College Winter Roundtable on Cross-Cultural Psychology and Education, New York, NY.
- Martens, M., Mackert, M., Awad, C., Spanierman, L. B. & Holmes, D. (1999, August). *Construction of the self-perception of physical well-being scale*. Poster presented at the Annual Convention of the American Psychological Association, Boston, MA.
- Neville, H. A., Heppner, M. J., & Spanierman, L. B. (1998, August). *Postrape coping efforts: An examination of Black and White survivors*. Poster presented at the Annual Convention of the American Psychological Association, San Francisco, CA.
- Neville, H. A., Heppner, M. J., & Spanierman, L. B. (1998, February). *General and culture-specific aspects of the post-rape coping efforts*. Symposium presented at the Annual Teachers College Winter Roundtable on Cross-Cultural Psychology and Education, New York, NY.
- Flores, L. Y., Spanierman, L. B., & Heppner, M. J. (1998, March). *Culturally sensitive career centers*. Symposium presented at the University of Missouri National Career Conference, Columbia, MO.

EXTERNAL RESEARCH GRANTS

Georgia Institute of Technology / Emory School of Medicine, January 2017 – October 2017 (\$31,000)
Principal Investigator (with co-PI Helen Neville)
Climate Study: Coulter Department of Biomedical Engineering

Department of Health and Human Services, SAMHSA, August 2015 – September 2018 (\$945,000)
Council of Directors/Collaborator (PI, Michael Schafer), 5H79T1026014-03
Arizona State University SBIRT Training & Implementation Collaborative (ASU-STIC)

National Institutes of Health, July 2014 – June 2016 (\$40,328)
Principal Investigator, Health Disparities Research Loan Repayment Program, L60MD009412-01
Examining Mental Health Disparities among Latino/a Clients

National Institutes of Health, July 2008 – June 2010 (\$70,000)
Principal Investigator, Clinical Research Loan Repayment Program, L30MH084601-01
Using Multiple Methods to Examine Multicultural Competence among White Mental Health Providers

Ford Foundation, August 2004 – August 2005 (\$38,000)
Partner/Collaborator on award to University of Illinois Center on Democracy in a Multiracial Society
Documenting the Difference Diversity Makes: Freshman Survey

INTERNAL RESEARCH GRANTS

McGill University, September 2011 – August 2013
Principal Investigator, Office of the Deputy Provost Grant (\$16,970)
McGill Diversity and Equity Focus Group Study

University of Illinois at Urbana-Champaign, August 2009 – October 2010
Principal Investigator, Campus Research Board Grant (\$12,680)
Received Arnold O. Beckman Special Distinction
Predicting Multicultural Competence among White Clinicians: The Role of Racial Affect

University of Illinois at Urbana-Champaign, June 2008 – December 2009
Principal Investigator, Charles Dunn Hardie Collaborative Research Stipend Award & Renewal (\$10,000)
Chief Nostalgia: An Interdisciplinary Examination

University of Illinois at Urbana-Champaign, January 2007 – May 2007
Principal Investigator, Center on Democracy in a Multiracial Society Grant (\$8,000)
Examining Influences on University Students' Democratic Dispositions

University of Illinois at Urbana-Champaign, October 2006 – December 2007
Co-Principal Investigator with: Mark Aber, Belinda De La Rosa, Lydia Khuri, & Helen Neville
Campus Research Board Grant (\$23,058)
Examining the Impact of Participation in a Multicultural Living Learning Community

University of Illinois at Urbana-Champaign, May 2006 – May 2007
Principal Investigator, Campus Research Board Grant (\$9,743)
Understanding White Trainees' Development of Multicultural Counseling Competence

University of Illinois at Urbana-Champaign, August 2004 – August 2007
Co-Principal Investigator with Helen Neville
Office of the Provost and Vice Chancellor for Academic Affairs
Nancy Cantor Graduate Research Assistantship (50% graduate assistantship)
Influence of New Living-Learning Community on Students' Racial Attitudes and Behaviors

University of Illinois at Urbana-Champaign, May 2003 – May 2004
Principal Investigator, Campus Research Board Grant (\$20,120)
Examining the Relationship among Psychosocial Costs of Racism to Whites and Multicultural Counseling Competencies

PROFESSIONAL AFFILIATIONS

American Psychological Association

Division 9, APA, Society for the Psychological Study of Social Issues

Division 17, APA, Society of Counseling Psychology

Division 45, APA, Society for the Psychological Study of Culture, Ethnicity and Race

EDITORIAL ACTIVITIES

Guest Editor, Special Section on Whiteness, *Journal of Research on Adolescence*, 2020-2022

Associate Editor, *Journal of Diversity in Higher Education*, 2016 – 2019

Editorial Board Member, *Journal of Multicultural Counseling and Development*, 2018 – 2021

Editorial Board Member, *Journal of Diversity in Higher Education*, 2011 – 2016

Editorial Board Member, *Journal of Counseling Psychology*, 2007 – 2014

Editorial Board Member, *The Counseling Psychologist*, 2006 – 2008

Reviewer, *American Journal of Orthopsychiatry*, 2019-2020

Reviewer, *American Psychologist*, 2008 – present

Reviewer, *Journal for Social Action in Counseling and Psychology*, 2015-present

Reviewer, *Psychotherapy Research*, 2011 – 2013

Reviewer, *Sociological Forum*, 2010 – 2014

Reviewer, *Psychiatric Services*, 2009 – 2014

Reviewer, *Journal of Diversity in Higher Education*, 2008 – 2011

Reviewer, *Cultural Diversity and Ethnic Minority Psychology*, 2005 – 2013

Reviewer, *Journal of Counseling Psychology*, 2005 – 2007

Reviewer *Journal of Multicultural Counseling and Development*, 2005-2007

Reviewer, *The Counseling Psychologist*, 2003 – 2005, 2008 – present

PROFESSIONAL SERVICE

Member, Science Advisory Board, Society of Counseling Psychology, 2018-2021

Member, Awards Special Task Group, American Psychological Association, Society of Counseling Psychology, 2015

Vice President for Scientific Affairs, Society of Counseling Psychology, 2012 – 2015

Reviewer, *The Counseling Psychologist* Outstanding Contribution, Society of Counseling Psychology, 2012-2015

Fielding Graduate University, External Examiner for Doctoral Dissertation, 2015

Co-Chair, Society of Counseling Psychology Awards and Recognition Committee, 2010 – 2011

Tri-Chair, Society of Counseling Psychology Special Task Group: Taking Action against Racism in Higher Education, 2008 – 2009

Member, External Advisory Board, *Ethnography of the University Initiative*, 2010 – present

Member, Awards Committee, American Education Research Association, 2008 – 2010

Member, Program Committee (Reviewer), Society of Counseling Psychology, 2003 – 2006, 2008 – 2009

Member, Training Committee, VA Illiana Health Care System, 2003 – 2010

Coordinator, Student Volunteers for APA Convention, Society of Counseling Psychology, 2003

PROMOTION AND TENURE REVIEWS

Villanova University, External Reviewer for Promotion to Professor, 2020

Texas Tech University, External Reviewer for Promotion to Professor, 2019

Columbia University, Teachers College, External Reviewer for Promotion to Professor, 2017

University of Georgia, External Reviewer for Promotion to Professor, 2016

University of Maryland, External Reviewer for Promotion and Tenure, 2016

Georgia State University, External Reviewer for Promotion and Tenure, 2016
University of Tennessee, External Reviewer for Promotion to Professor, 2015
University of Tennessee, External Reviewer for Promotion and Tenure, 2015
Virginia Commonwealth University, External Reviewer for Promotion and Tenure, 2015
University of Texas, External Reviewer for Promotion and Tenure, 2013
Chatham University, External Reviewer for Promotion and Tenure, 2013
University of Toronto, Ontario Institute for Studies in Education, External Reviewer for Promotion and Tenure, 2013
Columbia University, Teachers College, External Reviewer for Promotion and Tenure, 2011

UNIVERSITY SERVICE

(ARIZONA STATE UNIVERSITY)

Chair, University Hearing Board, 2021
Co-chair, Diversity, Equity, and Inclusion Committee, Counseling & Counseling Psychology, 2020
Member, Curriculum Committee, College of Integrative Sciences and Arts, 2019-2021
Member, Committee to Develop College Mission, College of Integrative Sciences and Arts, 2019-2020
Chair, Search Committee for Associate Dean, College of Integrative Sciences and Arts, 2018
Chair, Ad Hoc Awards Committee, College of Integrative Sciences and Arts, 2016
Chair, Search Committee for Clinical Assistant Professor, Counseling & Counseling Psychology, Polytechnic Campus, 2016
Chair, Search Committee for Coordinator, Counselor Training Center, Counseling & Counseling Psychology, 2016
Member, Bylaws Committee, College of Letters and Sciences, 2014-2015
Member, Search Committee for Clinical Assistant Professor, Counseling & Counseling Psychology, 2014
Chair, Doctoral Admissions Process Review, Counseling & Counseling Psychology, 2013 – 2014
Senator, Arizona State University Academic Senate, 2014
Participant, ASU Dialogue Project, 2014
Member, Doctoral Admissions Committee, Counseling & Counseling Psychology, 2013 – 2014
Member, Awards Committee, Counseling & Counseling Psychology, 2013 – present
Member, Science-Practice Committee, Counseling & Counseling Psychology, ASU, 2013 – present

(MCGILL UNIVERSITY)

Member, Committee on Graduate Studies, McGill Faculty of Education, 2013
Member, University Tenure Committee, McGill Faculty of Dentistry, 2012 – 2013
Director, Gardner Residence Hall, McGill University Residences, 2012 – 2013
Member, Joint Board Senate Committee on Equity, McGill University, 2010 – 2013
Member, Student Awards Committee, McGill, Educational and Counselling Psychology, 2012
Facilitator, McGill Consultation Fair, Office of the Deputy Provost, 2012
Member, Chair Advisory Committee, McGill, Educational and Counselling Psychology, 2011 – 2012
Member, Student Fellowship Committee, McGill, Educational and Counselling Psychology, 2010 – 2012

(UNIVERSITY OF ILLINOIS)

Senator, University of Illinois at Urbana-Champaign Faculty Senate, 2007 – 2010
Member, Faculty and Staff Awards Committee, College of Education, 2009 – 2010
Member, University of Illinois Senate Committee on Committees, 2009 – 2010
Member, Executive Committee, Department of Educational Psychology, 2008 – 2010
Member, Steering Committee, Diversity and Equity in Education, College of Education, 2008 – 2010
Member, Qualitative Research Specialization Committee, College of Education, 2007 – 2010
Member, Student Dissertation Awards Committee, College of Education, 2008 – 2009
Member, Provost's Task Force on the Program on Intergroup Relations, 2008 – 2009
Member, University of Illinois Senate Committee on Admissions, 2007 – 2009

Core Group Member, Conceptualizing the Illinois Experience, 2008
 Member, Center on Democracy in a Multiracial Society Fellowship Review Committee, 2008
 Member, Conference Planning Committee, Center on Democracy in a Multiracial Society, 2007 – 2008
 Member, Reconceptualizing Diversity and Equity Task Force, College of Education, 2006 – 2007
 Member, Capricious Grading Committee, College of Education, 2006 – 2007
 Faculty Research Mentor, Summer Research Opportunities Program, 2003, 2004, 2008
 Member, Faculty Awards Committee, College of Education, 2002 – 2003
 Member, Fulbright Campus Review Committee, Graduate College, 2002

SUPERVISION OF STUDENT RESEARCH

DOCTORAL DISSERTATIONS (*PEER-REVIEWED PUBLICATIONS)

Advisor/Chair

Jackson Liguori	<i>TBD</i>	In progress
Lori Burmeister	<i>How Military Spouses' Perceptions of Stigma Help or Hinder Service Member Mental Health Treatment (Co-chair)</i>	In progress
Mercedes Anderson	<i>Interpersonal violence survivors: A phenomenological investigation of experience after disclosure</i>	In progress (Proposed)
Samantha Cruz	<i>Investigating the impact of hate speech on observers and targets in higher education</i>	2021
Sierra Dimberg	<i>Women in the U.S. Military: Coping Style as a Moderator between Gender Microaggressions and Depressive Symptoms</i>	2020
Marvyn Arévalo Avalos	<i>Substance Use among Mexican Adolescents: Moderators of Intervention Efficacy and Risk Profiles</i>	2020
Sara Houshmand*	<i>Resilient responses: Coping with racial microaggressions (supported by SSHRC Fellowship \$105,000)</i>	2017
Jason Soble*	<i>Neuropsychological functioning of OEF/OIF combat veterans with posttraumatic stress disorder</i>	2011
Amanda Beer*	<i>Advancing social justice in counseling psychology: Enlisting student voices through a mixed-methods study</i>	2008
V. Paul Poteat *	<i>The social context of prejudice: Identifying peer group effects on individual attitudes toward gay men, lesbians, and racial minorities (supported by APA Dissertation Research Award)</i>	2007

Committee Member

Emily Blevins (University of Illinois)	<i>Expanding Methodologies to Capture Racial Affect: White Americans' Emotional Responses to Racial Injustice and White Accountability</i>	2021 (Proposed)
Diana Gal-Szabo	<i>White Parents' Color-Blind Racial Ideology and Implicit White Preference as Predictors of Children's Racial Attitudes</i>	2020
German Cadenas	<i>Critical consciousness, social justice self-efficacy, and intentions to persist in Latina/o college students</i>	2016
Cheryl Walker	<i>Examining role diversification through dialogue from small-group interactions during unit activities within inquiry-based teaching and learning classrooms (Internal Examiner)</i>	2013
Valene Whittaker	<i>Exploring the associations between racial identity attitudes and social justice outcomes in African American college students: A mixed method investigation</i>	2013

Nilmini De Silva	<i>Sri Lankan women's career identity evolution after immigration to Montreal, Quebec, Canada</i>	2011
Emily Blake	<i>Cognitive errors and coping patterns in major depressive disorder and how they change over the course of cognitive therapy</i>	2011
Nathan Todd	<i>Religious participation and social justice: Individual and congregational effects</i>	2010
Sarah Mebane	<i>Adult survivors of adolescent bullying: An exploration of long term effects</i>	2010
Xuhua Qin	<i>Family impact on Asian American's career choice</i>	2010
Allison Grupski	<i>Classifying exercise activities according to motivation, self-objectification, and disordered eating: How can we target change?</i>	2009
C. Vaile Wright	<i>Finding one's voice: Predicting litigation decision making in a class action sexual harassment lawsuit</i>	2007
Hsin-Ya Liao	<i>Perception of subtle racism: The role of group status, legitimized ideology, race-based rejection sensitivity, implicit theories of race, and accountability</i>	2006
Chi-Ping Deng	<i>The development of an occupational classification and scales</i>	2006
External Evaluator Lyndse Anderson	<i>Racial bias in perspective taking: A moderation analysis of ethnocultural empathy</i>	2018

MASTER'S THESES/RESEARCH PROJECTS (*PEER-REVIEWED PUBLICATIONS = 10)

Advisor/Chair

Alex Colson	<i>TBD</i>	In progress
Jessica Gerton (co-chair)	<i>Treatment Modality as a Moderator of Client Outcomes During In-Person versus Telehealth Counseling with Trainees</i>	In progress (Proposed)
Yeeun Kim	<i>Experiences with Gender Microaggressions among Active-Duty US Military Women</i>	In progress
Jackson Liguori*	<i>Recovering from Racism: Why and How White Supremacists Quit Hate</i>	2020
Bethany Smith	<i>Role of mindfulness in multicultural competence</i>	2018
Marvyn Arévalo Avalos	<i>University environment influences on Mexican American undergraduate males' academic performance</i>	2017
Lori Burmeister	<i>Mental health stigma and military spouses: The influence of marital conflict and career consequences on treatment-seeking encouragement (Co-chair)</i>	2017
Mariam Najih	<i>Arab Muslim students' experiences with racial microaggressions (supported by FQRSC \$15,000)</i>	2016
Pauline Venieris	<i>Social justice advocates and meaning-making: A qualitative study (Co-chair)</i>	2014
Sela Kleiman*	<i>Translating oppression: Effects of sexual minority status on racial attitudes (supported by SSHRC \$17,500)</i>	2013
Gauthamie Poolokasingham*	<i>Fresh off the boat? Racial microaggressions that target South Asian Canadian students (supported by Golden Key Award \$10,000)</i>	2013

Sara Houshmand*	<i>Racial microaggressions at Canadian universities: Exploring international students' experiences</i> (supported by SSHRC \$17,500)	2012
Kathleen Kordesh*	<i>White students' racial affect: Understanding the antiracist type</i>	2011
Jacquelyn Beard*	<i>Psychosocial costs of racism to Whites: Examining gender differences in types</i>	2010
Jason Soble*	<i>The effect of cognitive dissonance induction on racial attitudes and costs of racism types in White individuals</i>	2008
Vetisha McClair	<i>The psychosocial costs of racism to White university students and their emotional and social well-being.</i>	2007
Amanda Beer*	<i>The Role of Romantic/Intimate Relationships In the Well-being of Incarcerated Females</i>	2006
V. Paul Poteat*	<i>Further validation of the Psychosocial Costs of Racism to Whites Scale</i>	2005
Committee Member		
Sean Spille	<i>Biopsychosocial factors of the syndemic health problem of substance use in Latino men who have sex with men (LMSM)</i>	2020
Blair Puleo	<i>Laboratory-derived, coded communicative behaviors among individuals with cancer and their caregiving partners: Averages, peaks, and area under the curve</i>	2020
Steven Marsiglia	<i>Ethnic Identity as a Moderator for Perceived Access to Healthcare Among Latino Gay, Bisexual, and Other Men Who Have Sex with Men</i>	2020
Sarah Parks	<i>Does Color-blind Racial Ideology Moderate the Internalization of the Model Minority Myth on Psychological Distress among Asian American College Students?</i>	2019
Elizabeth Altamirano	<i>The development of the Perceptions of Police Officers Scale in Latinos/as in the U.S.</i>	2018
Chi Li	<i>Counseling self-efficacy of international counseling students: Contributions of language anxiety, acculturation and social connectedness with host country people</i>	2016
Jenny Holzapfel	<i>Intercultural couples' stress: Impact of dyadic coping on relationship satisfaction</i>	2016
Amy Dawson	<i>Achievement aspirations of STEM students: The contribution of anticipated work-family conflict</i>	2014
Jioni Lewis*	<i>Examining the relations between color-blind racial ideology, campus diversity practices, and social justice attitudes</i>	2008
Sean Cheng	<i>Racial identity cluster profiles of Asian American college students: An examination of psychological well-being and racial attitudes</i>	2008
Valene Whittaker	<i>Examining the relation between racial identity attitude clusters and psychological health outcomes in African American college students</i>	2008
Zully Rivera	<i>Examining Latino men's cultural and conceptual knowledge about prostate cancer</i>	2007

Nathan Todd*	<i>White emotional responses to reflecting on race, racism, and white privilege</i>	2007
Alexis Clarke	<i>Perceptions of racism among Black Americans: Relations with racial color-blindness, self-esteem, and anger</i>	2006
Allison Grupski	<i>A structural approach to investigate the role of social comparison on the pathway from self-objectification to disordered eating.</i>	2005
Whitney Kingsbury	<i>Attributions and coping style along the bully-victim continuum</i>	2004

SUPERVISION OF UNDERGRADUATE HONORS THESES (*PEER-REVIEWED PUBLICATION)

Ty Clarke	<i>“Whites have nothing to do with it”: A rhetorical analysis of hegemonic racial discourse (Second Reader)</i>	2016
Jeffrey Yeung*	<i>“Being White in a multicultural society:” Understanding Whiteness in an intergroup dialogue. (Chair)</i>	2010