

CURRICULUM VITA

Michele R. Guzmán, Ph.D.

EDUCATION:

University at Albany, State University of New York, Albany, NY
Doctor of Philosophy in Counseling Psychology

Vassar College, Poughkeepsie, NY
Bachelor of Arts
Major: Psychology, *Cum Laude*.

HONORS AND AWARDS:

Stuart C. Tentoni Outstanding Professional Development Program Award, American Psychological Association of Graduate Students, August 2010
DiversityFIRST Award, Texas Diversity Council, October 2009
Faculty Professional Development Award, UT Austin Hispanic Faculty Staff Association, Spring 2007
Faculty Member of the Year Award, UT Austin Hispanic Faculty Staff Association, Spring 2007
Summer Research Assignment, University of Texas at Austin, Summer 2006
Special Research Grant, University of Texas at Austin, 2004, 2002, 2001
Faculty Research Grant, Center for Mexican American Studies, Summer 2002
Research Award, Graduate Student Organization, University at Albany, Spring & Summer 2000
Dissertation Award, Initiatives for Women, University at Albany, Spring 2000
Regents Professional Opportunity Scholarship, NYS Education Department, 1998-1999
Handbook of Multicultural Counseling Award, 1998

PROFESSIONAL EXPERIENCE:

Assistant Vice President for Diversity Education Initiatives, Division of Diversity and Community Engagement, The University of Texas at Austin, Austin, TX (September 2007-January 2011). Provide leadership, vision, and direction to strengthen multicultural and diversity education on campus. Act as a consultant regarding critical incidents on campus involving discrimination. Participate in strategic planning for the division, including further development of the mission and vision of the division. Effectively lead and coordinate the efforts of Diversity Education Institute staff members and affiliates. Create and deliver innovative diversity education curricula and programming to the UT Austin campus community and outside agencies.

Research Fellow, Hogg Foundation, Division of Diversity and Community Engagement, The University of Texas at Austin, Austin, TX (June 2008-present). Participate in the strategic planning process for foundation funding initiatives. Research potential new projects and author requests for proposals (RFP) concerning topics such as cultural competency, mental health workforce issues, and junior faculty mental health research.

Clinical Associate Professor, Department of Educational Psychology, Counseling Psychology/Counselor Education Training Program, The University of Texas at Austin, Austin, TX (September 2007-present; September 2001-2007, Assistant Professor). Teach practicum, counseling theory, and multicultural counseling courses. Conduct research on diversity education and multicultural competencies. Co-chair doctoral dissertations.

ADDITIONAL HIGHER EDUCATION/COLLEGE STUDENT EXPERIENCE

Academic Advisor/Counselor, Educational Opportunity Program (EOP), State University of New York at New Paltz, New Paltz, NY (June 1994-August 1996). Program admits and serves academically and financially disadvantaged students. Population was predominately African American and Latino. Provided academic, financial, career, and personal counseling to college students. Taught course to EOP freshman

caseload each fall. Reinforced study and time management skills. Discussed college adjustment issues. Supervised Peer Counselors serving EOP freshman class.

Faculty Fellow, Department of Residence Life, The University of Austin, Austin, TX. (2002-2003).

Program designed to provide opportunities for significant faculty-student interaction outside of the classroom setting. Worked with a Resident Assistant for a residence hall floor of about fifty students during the academic year. Together with RA planned activities with floor residents designed to create a sense of community on that floor.

Psychology Intern, Counseling and Psychological Services, Southern Methodist University, Dallas, TX (Summer 2001). Rotation during pre-doctoral internship. Organized resources for multicultural counseling handbook and provided individual therapy to college students.

Outreach Coordinator, Middle Earth Peer Assistance Program, University Counseling Center, University at Albany, Albany, NY (September 1997-May 1998). Supported and supervised undergraduate peer hotline counselors. Mental health concerns hotline served both graduate and undergraduates in the university community.

Practicum Student, Psychological Counseling Center, State University of New York at New Paltz, New Paltz, NY (January 1994-May 1994). Participated in an organized training program in short-term individual psychotherapy with college students. Practicum included intake interviews, client caseload, and individual and case supervision.

LEADERSHIP EXPERIENCE/UNIVERSITY & COMMUNITY SERVICE:

Cultural Diversity and Global Cultures Flag Committee, Chair (2010-2011), Member (2009-2010). Review and approve proposals for courses flagged as either “cultural diversity” and “global cultures” under new curriculum requirements. Revise criteria as needed and develop assessment goals for the courses.

Division of Diversity and Community Engagement Strategic Planning Steering Committee (Spring 2010-present). Provide input, feedback, and leadership concerning the process of developing a five-year strategic plan for the division.

Simkins Advisory Committee, (June 2010). Reviewed, discussed, and researched situation concerning a residence hall named after an ex-KKK founder. Made recommendations to the president of the university.

Campus Climate Response Team Workgroup (2009-present). Over the course of a year, through researching existing procedures and examining best practices at other universities, developed and proposed a recommendation to the university president concerning a team designed to respond to bias incidents on campus.

Leadership Texas, Committee of the Board (2009- present). Provide feedback on programming, serve on the diversity subcommittee, and assist with recruitment efforts.

Leadership Texas, Class of 2009 (March-Nov 2009). Leadership Texas participants explore a wide range of topics, including those in science and technology, education, business, government, the environment and the economy. The curriculum also includes leadership skills enhancement through interactions with state and national experts, presentations by speakers and on-site visits to major business, education and cultural centers. The program for Leadership Texas sessions uses cities throughout Texas as a backdrop for presentations and discussions of current state issues with local and state leaders and experts. These sessions are held at locations that provide a context for each topic, such as universities, correctional facilities, corporate headquarters or South Texas colonias.

Hispanic Faculty/Staff Association, Faculty Co-President, The University of Texas at Austin, (2008-2009). Served on executive committee as Co-President Elect during 2007-2008. Together with the staff co-president, chaired the executive committee, planned meetings and programming, managed the budget, and made decisions regarding vision and future of organization.

Center for Women and Gender Studies Steering Committee (2007-2009). Participated in making decisions and recommendations about programming, future direction of the center, and center leadership.

Search Committees, Member and/or Co-Chair (2006-2008). Served on search committees for: the Executive Director of the Hogg Foundation for Mental Health, Program Coordinators (two) for Multicultural Information Center (co-chair for both committees), Director of the Diversity Education Institute (Co-Chair), and Director of the Counseling and Mental Health Center (member).

Executive Committee, Counseling Psychology Program, Department of Educational Psychology, The University of Texas at Austin, Austin, TX. (September 2001-present). Make decisions regarding admissions for both the PhD and MEd programs, curriculum, program policies, and student status.

Higher Education Resource Services (HERS) Institute for Women in Higher Education Administration, Participant, Denver, CO, (Fall, 2007). Intensive, professional development experience for women in mid- and senior-level positions in higher education administration. Curriculum prepares participants for institutional leadership roles with knowledge, skills and perspectives for achieving institutional priorities and maximizing institutional resources. Topics included: charting and achieving institutional priorities, budgeting & financial analysis, recruitment and personnel development, institutional advancement, lobbying, and fundraising, bringing best practices to campus challenges, and advancing campus leadership.

Orange Santa, The University of Texas at Austin, Interpreter Austin, TX. (December 2010, 2007, 2006, & 2002). Volunteered as an interpreter at the Orange Santa store to assist Spanish-monolingual UT employees with gift selections for their children.

Center for Women and Gender Studies – Ann Richards School for Young Women Leaders (CWGS – ARSYWL) School Partnership Advisory Board (Jan. 2007-present). Advise school leaders on research partnership, teacher professional development, and curriculum.

Board of Directors, Sunrise Center, Austin, TX. (Sept 2002-Dec 2003). Planned fundraising events to support center, managed budget, and planned future direction of center that provided psychological counseling and assessment services to immigrants and refugees.

American Psychological Association, (APA) Division 17 Membership Committee (Aug 2001-Aug 2004). Conducted outreach calls to Division 17 non-renewers. Worked on project to recruit recent PhD graduates.

CURRICULUM DEVELOPMENT:

Cultural Diversity Training for Law Enforcement Officers TCLEOSE #3939 and #3904 (2008-2010) Full day and half-day trainings developed University of Texas at Austin Police Department officers to meet the Texas Commission on Law Enforcement Officers Standards and Education (TCLEOSE) requirements for Cultural Diversity and Cultural Awareness courses. Original curriculum written for this training in conjunction with police officers.

Aspects Series: Teaching in the Diverse Classroom (2008-2009). Developed a course with staff from the Center for Teaching and Learning designed to support graduate student instructors in developing effective skills for teaching diverse students and managing diversity issues in the classroom.

Diversity Education Institute Workshop Offerings (Fall 2008)

A selection of workshops from which corporations, non-profit agencies, and educational institutions can select to meet the needs of their employees. Workshops cover such topics as multiple identities, race and racism, sexual orientation, gender, and ability status.

Surviving and Thriving: Continued Excellence in Diversity Education (Spring 2008)

Workshop series designed to support educators teaching courses or facilitating workshops about diversity topics and social justice. Three part series covering: White Privilege, Disability, and Managing Discussions about Sexual Orientation and Religion.

Multicultural Counseling Course (Fall 2001-present)

Required course for counselor education MEd and counseling psychology PhD students. Course also taken by school psychology, social work, communication, rehabilitation counseling, and higher education administration students.

Additional courses: Introduction to Counseling Theories (both undergraduate and master's levels), Multicultural Practicum (PhD students), School/Higher Ed Practicum (master's students)

PUBLICATIONS

Guzmán, M.R. & Carrasco, N. (in press). *Counseling Latinolas*. Cengage Learning.

Guzmán, M. R. (2010, August 15). *Is Profiling Racist? It can be*. The Huntsville Item.

McCarthy, C., Van Horn Kerne, V., Calfa, N.A., Lambert, R., & **Guzmán, M.** (2010). An Exploration of School Counselors' Demands and Resources: Relationship to Stress, Biographic, and Caseload Characteristics. *Professional School Counseling, 13*, p146-158.

Brabeck, K., & **Guzmán, M. R.** (2009). Exploring Mexican-Origin Intimate Partner Abuse: Survivors' Help-seeking within Their Socio-cultural contexts. *Violence and Victims, 24*, 817-832.

Guzmán, M. R. (2009). Developing Women of Color Leaders in Higher Education. *Communiqué: Ethnic Minority Leadership, August 2009, XXXIII-XXV*.

Brabeck, K., & **Guzmán, M. R.** (2008). Frequency and Perceived Effectiveness of Strategies to Survive Abuse Employed by Battered Mexican-Origin Women. *Violence Against Women, 14*, 1274-1294.

Santiago-Rivera, A. L. & **Guzmán, M. R.** (2008). Psychological issues and psychotherapeutic approaches with recent immigrants. In W. B. Walsh. (Ed.) *Biennial Review of Counseling Psychology*. Lawrence Erlbaum Associates.

Chen, G., LePhuoc, P., **Guzmán, M. R.**, Rude, S., & Dodd, B. (2006). Exploring the complexity of Asian American racial identity. *Cultural Diversity and Ethnic Minority Psychology, 12*, 461-476.

Guzmán, M.R., Santiago-Rivera, A. L., & Haase, R. F. (2005). Understanding academic attitudes and achievement in Mexican-origin youths: Ethnic identity, other-group orientation and fatalism. *Cultural Diversity and Ethnic Minority Psychology, 11*, 3-15.

Friedlander, M., Escudero, V., & **Guzmán, M.** (2002). International exchanges in family therapy: Training, research, and practice in Spain and the United States. *The Counseling Psychologist*, 30 (2), 314-329.

OTHER RESEARCH ACTIVITY

Doctoral Dissertations: I have chaired or co-chaired seven doctoral dissertations and have sat on fourteen dissertation committees.

Multicultural Competencies and Stress in School Counselors. Co-PI with Christopher McCarthy, PhD. Examined multicultural competencies in school counselors. In addition to participants having completed a measure assessing their multicultural awareness and knowledge, a series of vignettes were presented which attempted to capture participants' multicultural skills. A number of demographic items were connected to the competency variables. Manuscript in progress.

Diversity in the classroom: An evaluation of teacher preparation, stress, and work satisfaction. Co-PI with Christopher McCarthy, PhD Analyzing data from a study that examined multicultural competencies, both self-reported and objective, in K-12 teachers. These competencies were assessed both before and after teachers participated in a stereotyping workshop. In addition to stress and work satisfaction, teachers were asked how prepared and confident they felt in dealing with a number of diversity situation in the classroom.

MULTICULTURAL/DIVERSITY RELATED PRESENTATIONS

Guzmán, M.R., Adelman, D., & Calfa, N. (2010, August). Diversity Education: Another Career Path for Psychologists, American Psychological Association Annual Convention, San Diego, CA.

Guzmán, M.R. (2010, August). Demystifying Cultural Competency, Texas Civil Rights Project annual staff retreat, Austin, TX.

Guzmán, M.R. (2010, June). Demystifying Cultural Competence, Keynote Address, Anti-defamation League Summer Educators Institute, The University of Texas at Austin, Austin, TX.

Guzmán, M.R. (2010, April). The Importance of Understanding our Cultural Diversity, Keynote Address, Annual Professional Development Conference, Travis County Integrative Care, Austin, TX.

Guzmán, M.R. (2009, September). Facilitating Diversity Dialogues, Social Justice Advisory Committee, School of Social Work, The University of Texas at Austin

Guzmán, M.R. (2008, March). Raising Children to Resist Bias and Appreciate Diversity. Work/Life Services & Employee Assistance Program and the Child Development Center, The University of Texas at Austin, Austin, TX

Guzmán, M.R. (2008, February). The Changing Face of Texas: Implications and Solutions for Higher Education and UT Austin. Interactive workshop. Leadership Texas, The University of Texas at Austin, Austin, TX.

Guzmán, M.R., Cokley, K., & Calfa, N. (2008, February). Responding to Racial and Ethnic Stereotyping on Campus. The 25th Annual Teachers College Winter Roundtable on Cultural Psychology and Education, Columbia University, New York, NY.

Guzmán, M. R. (2007, November). Responding to Bias Incidents on Campus: Opportunities and

Challenges. Moderator of panel discussion. Division of Diversity and Community Engagement, The University of Texas at Austin, Austin, TX.

Guzmán, M.R. (November, 2007). Roundtable Discussion on Internalized Racism. Diversity Education Institute, The University of Texas at Austin, Austin, TX.

Guzmán, M.R. (2007, October). Community Dialogue: Stereotyping. Division of Diversity and Community Engagement, The University of Texas at Austin, Austin, TX.

Brabeck, K., Chen, G. A., **Guzmán, M. R.**, & Nelms, S. (2007, January). Giving Voice to Marginalized Communities: Explorations of Intersecting Social Identities. National Multicultural Conference and Summit, The Psychology of Multiple Identities, Finding Empowerment in the Face of Oppression, Seattle, Washington.

Guzmán, M.R. (2003, October). Racial identity theory and Latinos: Do the current models reflect the experience of this population? Diversity Challenge 2003 Conference, Boston, MA.

Moore, L., & **Guzmán, M.** (2003, August) From the Inside/Out: Enhancing Self-Evaluation and Dialogue Toward Multicultural Competence, Texas Network of Youth Services (TNOYS) Annual Training Conference, San Antonio, TX.

Guzmán, M.R. (2002, October). Understanding Academic Attitudes and Achievement in Mexican Origin Youth: Ethnic Identity, Other Group Orientation, and Fatalism. Latino Psychology Conference 2002, Providence, RI.

MULTICULTURAL/DIVERSITY RELATED WORKSHOPS FOR AGENCIES/DEPARTMENTS:

Guzmán, M.R. (2010, July). Texas Commission on Law Enforcement Officers Standards and Education, Cultural Diversity training. Pflugerville Independent School District Police Department, Pflugerville, TX.

Edwards, L. & **Guzmán, M. R.** (2010, July). Community of Respect, Cross Cultural Workshop. International Office, The University of Texas at Austin, Austin, TX.

Guzmán, M.R., & Whalley, S. (2010, May). Exploring Multiple Cultural Identities and Facilitating Diversity Dialogues, faculty and staff, Angelo State University, San Angelo, TX.

Guzmán M.R. (2010, March). Theatre Action Project. Provided workshop for staff who work with K-12 students on handling tough diversity situations and comments in the classroom.

Guzmán M.R. (2010, April). Facilitating Diversity Dialogues, Difficult Dialogues Faculty Retreat, The University of Texas at Austin, Austin, TX.

Guzmán M.R. (2010, February). Exploring Multiple Cultural Identities. Employee Assistance Program, The University of Texas at Austin, Austin, TX.

Guzmán, M.R., & Whalley, S. (2009, October). Counseling from a social justice focus. Presentation to staff at the Counseling and Mental Health Center, The University of Texas at Austin, Austin, TX

Guzmán, M.R. (2009-present). Pflugerville Independent School District. Provide diversity workshops related to stereotyping and having productive conversations about race, ethnicity, and racism to school district administrators, curriculum specialists, and teachers.

Guzmán, M. R. (2009-present). Austin Presbyterian Theological Seminary, Austin, TX. Co-facilitate faculty and student discussions on topics of diversity.

Guzmán, M. R., & Adelman, D. (2009, June). Employee Retirement Systems of Texas, Austin, TX. Provided cultural diversity training on exploring multiple cultural identities to approximately 60 employees.

Guzmán, M. R. & Whalley, S. (2008-present). University Police Department. Texas Commission on Law Enforcement Officers Standards and Education, Cultural Diversity training. The University of Texas at Austin, Austin, TX.

Guzmán, M. R. (2008, August). Division of Student Affairs. Division-wide retreat focused on diversity issues. The University of Texas at Arlington, Arlington, Texas.

Guzmán, M. R. & Cokley, K. (2008, March). Diversity Education Seminar. City of Elgin directors, Elgin, TX.

Guzmán, M. R. (2008, March & 2007, April). Starting a Multicultural Dialogue, The University of Texas at Austin Child Development Center-Comal site, Austin, TX.

Guzmán, M. R. & Bigler, R. (2007, June). Personal Stereotypes and Biases-Dialogue Around Racism and Gender Roles. What Do We Believe? The Ann Richards School for Young Women Leaders Professional Development Training, The University of Texas at Austin, Austin, TX.

Guzmán, M. R. & Foster, K. M. (2007, June). Working With Latino and African American Families: Cultural Norms, Gender Role Socialization, and Interpersonal Relations. The Ann Richards School for Young Women Leaders Professional Development Training, The University of Texas at Austin, Austin, TX.

BILINGUAL/BICULTURAL SKILLS AND EXPERIENCES:

Communicative and Cultural Competency for Mental Health Providers (CC-MHP) Project, Our Lady of the Lake University, San Antonio, TX (February 2003-December 2003). Participated in a project designed to provide training for the delivery of culturally and linguistically appropriate services to Spanish-dominant and Latino clients in their families. Training occurred over sixteen, 4-hour workshops.

Graduate Exchange Program, Universidad de La Coruña, España. (May & June 1999). Observed family therapy utilizing solution-focused and brief therapy models. Participated in treatment team observation and discussion. Attended a didactic seminar in family therapy intervention. All therapy and academic experiences were conducted in Spanish.

The Center for Bilingual Multicultural Studies, Cuernavaca, Mexico, (Summer 1997) Participated in a two-week intensive language study program. Lived with a Mexican family and visited many culturally significant sites.