

## EDUCATION

**PhD, Counseling Education and Supervision, Concentration: Mental Health** (CACREP accredited)  
*Old Dominion University* Norfolk, VA (May 2019) 3.95 GPA

*Dissertation: An Experimental Study of Research Self-Efficacy in Master's Students*

**MS, Pastoral Counseling** (CACREP accredited)

*Loyola University Maryland* Columbia, MD (May 2016) 3.94 GPA

**BA, International Studies with Departmental Honors, Focus: Power, Control and Gender**

*University of Oregon* Eugene, OR (June 2011) 4.0 GPA

*Honors Thesis: Power and Control in the Lives of Female Victims and Perpetrators of Domestic Violence: An Imperial Investigation*

**AA, Computer Science**

*Montgomery College* Montgomery, MD (June 2000) 3.94 GPA

## RESEARCH INTERESTS

Lifespan development in adulthood, particularly building resilience

Posttraumatic growth model related to trauma (historical and work-based)

Counselor professional identity development throughout a career

## SCHOLARLY ACTIVITIES

### PUBLISHED PEER-REVIEWED ARTICLES

- (6.) Meade, N. A., Branco, S., Burt, I., White, R., & Hawk, A. (2021). Cultural appropriation or appreciation: A rejoinder to Greenleaf. *Journal of Counseling and Development, 100*(1), 96-103. <https://doi.org/10.1002/jcad.12400> [Impact factor 2.06 Scopus SJR, National Readership]
- (5.) Meade, N. A., Tarver, S., Rehfuss, M. (2019). Clarifying the identity of Human Services through a content analysis of programmatic accreditation. *Journal of Human Services, 39*(1), 33-46. [Acceptance Rate 17%-19%, National Readership]
- (4.) Sparkman-Key, N., Meade, N. A., & Borden, N. (2019). Advancing the field of Human Services: LGBT competencies. *Journal of Human Services, 39*, 73-84. [Acceptance Rate 17%-19%, National Readership]
- (3.) Meade, N. A. & Sparkman-Key, N. (2019). An Exploratory Investigation of a Flipped Classroom Model in Human Services Education. *Journal of Human Services: Training, Research, and Practice, 4*(1), Article 3. [Acceptance Rate 15%, National Readership]
- (2.) O'Grady, K. A., Stewart, C., Orton, J. D., Flythe, W. W., Snyder, N., & Desius, J-P. (2018). Resilience in the wake of disasters: A two-wave qualitative study of survivors of the 2010 Haiti earthquake. *Journal of Psychology and Christianity, 37*(1), 43-56. [Acceptance Rate 29%, National Readership]
- (1.) O'Grady, K. A., Orton, J. D., White K.W., & Snyder, N. (2016). A way forward for spirituality, resilience, and international social science. *Journal of Psychology and Theology, 44*(2), 166-172. <https://doi.org/10.1177/009164711604400207> [Impact Factor .34 Scopus SNIP, National Readership]

## **OTHER PUBLICATIONS**

White, R., Hanks, A., Branco, S., **Meade, N.**, & Burt, I. (2020, Feb 11). The silenced voices speak for themselves: Resilience and occupying space. *Counseling Today, Online* Retrieved from <https://ct.counseling.org/2020/02/a-collective-voice-indigenous-resilience-and-a-call-for-advocacy/>

## **RESEARCH AND PUBLICATIONS IN PROGRESS**

**Meade, N. A.** (under review). Forming Optimal Classroom Environments Through Bandura's Mastery Experiences. *Teaching and Supervision in Counseling*

**Meade, N. A.** (in preparation). *Creative learning techniques of Erikson's Psychosocial Model to improve student learning: A case study*

**Meade, N. A., & Dupre, Y.** (in progress). *Fighting Endangerment: Race, Gender, and Power's Affect on Female Faculty Retention*

**Meade, N. A.** (in progress). *Counseling Professional Identity: Voices in the Field*

## **GRANTS**

**Meade, N. A.** (Principal), & Dupre, Y. (Principal). (2022, April). *2022 Georgian Court University Mini Grant for Fighting Endangerment: Race, Gender, and Power's Affect on Female Faculty Retention*, \$250

**Meade, N. A.** (Principal), & Dupre, Y. (Principal). (2019, Sept). *2019 Southern Association for Counselor Education and Supervision Research Grant Award for Fighting Endangerment: Race, Gender, and Power's Affect on Female Faculty Retention*, \$500

**Meade, N. A.** (Principal), & Dupre, Y. (Principal). (2019, Aug). *2019 Association for Counselor Education and Supervision Research Grant Award for Fighting Endangerment: Race, Gender, and Power's Affect on Female Faculty Retention*, \$1,500

**Snyder, N.** (Principal). (Sept 2018). *2019 Southern Association for Counselor Education and Supervision Research Grant Award for An Experimental Study of Research Self-Efficacy in Masters' Students*, Unfunded

## **PEER-REVIEWED PRESENTATIONS**

**Meade, N. A., & Dupre, Y.** (2022, Nov). *Fighting Endangerment: Race, Gender, and Power Affect on Female Faculty Retention*. Fifty minute education session at SACES bi-yearly conference

**Meade, N. A., & Dupre, Y.** (2021, Apr). *How Race, Gender, and Power Affect African-American Female Faculty Retention*. Fifty minute education session at ACA national yearly conference

**Meade, N. A., Umstead, L., Balkins, R., Fernandez, S., Morris, C., & Jorgensen, M.** (2019, Oct). *Master's students and evidence-based practices: What skills do students need?*. Ninety minute panel discussion at ACES bi-yearly conference

**Meade, N. A.** (2019, Oct). *Increasing master's students' research self-efficacy: Testing an intervention*. Fifty minute education session at ACES bi-yearly conference

**Snyder, N.** & Fox, J. (2018, Oct). *Improving research self-efficacy: A means of cultivating equality*. Fifty minute roundtable at SACES bi-yearly conference

Eaton, C. & **Snyder, N.** (2018, Sept). *Building bridges through creative interventions: Improving social, emotional and educational skills of at-risk children/youth*. Fifty minute roundtable at ACC national conference

**Snyder, N. C.** & Fox, J. (2017, Oct). *Creative strategies for increasing master's student research self-efficacy: Forging the future*. Fifty minute roundtable at ACES national conference

O'Grady, K. A., Richardson, K., Christie, D., & **Snyder, N. C.** (2016, March). *Resilience processes in the context of extreme sexual violence: Lessons learned from Congolese rape survivors*. Hundred and ten minute workshop at the Division 36 APA mid-year conference

White, K. W., **Snyder, N. C.**, O'Grady, K.A., & Orton, J.D. (2015, July). *The Center for Trauma Studies and Resilience Leadership: A new way forward in an ever-changing world*. Ninety minute workshop at the ASERVIC ACA 2015 Conference.

Rollison, D., Canner, C., & **Snyder, N. C.** (2015, July). *Haiti and Faith in Times of Trauma: Posttraumatic growth, meaning, and spiritual transformation after the 2010 earthquake*. Ninety minute workshop at the ASERVIC ACA 2015 Conference.

**Snyder, N. C.** (2014, Nov). *Hearing power: A new framework for Domestic Violence*. Ninety minute workshop at the AAPC Atlantic regional conference.

Dillehay, A., Stewart, C., **Snyder, N. C.**, Dickerson, G., Flythe, W., & O'Grady, K.A. (2014, Aug). *A posttraumatic investigation of the 2010 Haiti cosmology episode: A three year qualitative follow-up study*. Poster presented at the Division 36 APA mid-year conference

**Snyder, N. C.** (2011) *Power and control in the lives of female victims and perpetrators of Domestic Violence: An imperial investigation*. Sixty minute paper presentation at the University of Oregon's Undergraduate Symposium.

#### **INVITED PRESENTATIONS**

**Meade, N.A.**, Branco, S. F., White, R. K. (2021, Nov). *Appreciate, Adapt, and Avoid Appropriation: Recommendation for Clinical Practice, Teaching, and Research*. Sixty minute Webinar hosted by the Association for Multicultural Counseling & Development.

**Meade, N. A.** (2021, Oct). *Acknowledging Living on Occupied Land: Being an Ally*. Sixty minute Webinar hosted by the Northern Virginia Counseling Association.

**Meade, N. A.**, (2021, June). *Grounded Theory: Learning from an Example*. Sixty minute presentation hosted by Dr. Sunal at the University of Texas at Tyler.

**Meade, N. A.** (2020, Apr). *CHS Research Days: Brown Bag Series presentation with Dr. Nicola Meade on Grounded Theory*. Sixty minute Webinar hosted by Old Dominion University

Hanks, A., Yellowhair, J., White, R., & **Meade, N. A.** (2019, Nov). *Native 101 (What they did not teach you in your graduate program): Beginning the journey into becoming competent working with*

*Indigenous people.* Ninety minute Webinar for the Association for Multicultural Counseling and Development

## **UNIVERSITY EXPERIENCE**

**Assistant Professor** Georgian Court University Lakewood, NJ (Fall 2021-present)

- Hybrid Psychology class Basic Counseling (Fall 2022)
- On-campus Counseling class Applied Research Methods (Spring 2022)
- On-campus Psychology class Research Methods & Stats for the Behavior Sciences (Spring 2022)
- On-campus Psychology class Psychopathology (Spring 2022)
- Virtual Psychology class Clinical Methods (Spring 2022)
- On-campus Counseling class Counseling Skills (Fall 2021 & Fall 2022)
- On-campus Counseling class Career Development (Fall 2021 & Fall 2022)
- On-campus Psychology class Lifespan Development (Fall 2021 & Fall 2022)
- On-campus Psychology class Basic Counseling (Fall 2021)

**Visiting Assistant Professor** Hood College Frederick, MD (Fall 2020-Summer 2021)

- On-line Counseling class *Internship* (Summer 2021)
- On-line Counseling class *Practicum* (Winter 2020 & Spring 2021)
- On-line Counseling class *Research and Program Evaluation* (Fall 2020 & Spring 2021)
- On-line Counseling class *Theories and Principles of Counseling* (Fall 2020 & Spring 2021)
- On-line Counseling class *Professional, Legal & Ethical Responsibilities* (Fall 2020)

**Behavioral Health Consultant** Advanced Practice Registered Nurse – Behavioral health, Interprofessional, Leadership, and Telehealth Grant (Fall 2020-Summer 2021)

- Collaboratively create the training manual for mental health interns
- Contribute to the formation of the interdisciplinary field work
- Supervise mental health interns

**Adjunct Instructor** Old Dominion University Norfolk, VA (Summer 2019-Summer 2021)

- On-line Counseling class *Theories of Counseling and Psychotherapy* (Fall 2020 & Spring 2021)
- On-line Counseling T-group *Growth Group* (Summer 2020)
- On-line Counseling class *Testing and Client Assessment* (Summer 2020)
- Hybrid Counseling T-group *Growth Group* (Spring 2020)
- Hybrid Counseling class *Internship in Mental Health Counseling* (Spring 2020)
- On-line Human Services class *Career Development and Appraisal* (Spring 2020)
- Hybrid Counseling class *Theories of Counseling and Psychotherapy* (Fall 2019 & Spring 2020)
- On-campus Counseling T-group *Growth Group* (Summer 2019-Fall 2019)
- On-line Human Services class *Human Services Methods* (Fall 2019)
- On-line Human Services class *Interventions and Advocacy with Children* (Fall 2019)
- On-campus Counseling class *Principles of Professional Counseling and Ethics* (Summer 2019)

**Clinical Counseling Supervisor** Old Dominion University Norfolk, VA (Spring 2017-Fall 2018)

- Supervised three practicum master's students (Fall 2018)
- Supervised two practicum master's students (Summer 2018)
- Supervised three pre-practicum master's students (Spring 2017)

**Co-Instructor** Old Dominion University Norfolk, VA

- Counseling class *Advanced Counseling Research Design and Assessment* (Spring 2019)
- Counseling class *Development Through the Lifespan* (Fall 2018)

- Counseling class *Diagnosis and Treatment Planning in Mental Health* (Fall 2018)

**Teaching Assistant** Old Dominion University Norfolk, VA (Fall 2016-Spring 2019)

- Taught on-campus Human Services class *Interpersonal Communication* (Spring 2019)
- Co-taught on-line Human Service class *Career Development and Appraisal* (Spring 2019)
- Taught on-campus Human Services class *Interpersonal Communication* (Fall 2018)
  - Revamped class to increase students' capacity to improve their writing skills along with opportunities to practice interpersonal skills, reflect on their interpersonal skill sets, and critically consider how interpersonal communication relates to diversity issues
- Co-taught on-line Human Service class *Career Development and Appraisal* (Fall 2018)
- Co-taught on-line Human Service class *Intervention and Advocacy with Children* (Summer 2018)
- Taught on-campus class *Human Services Methods* (Spring 2018)
  - Revamped class to increase students' capacity to improve their writing skills and opportunities to engage with human services methods practically during class time
- Taught on-campus class *Introduction to Human Services* (Fall 2017)
  - Revamped class to increase students' capacity to increase their writing skills and opportunities to engage with key basic skills in a practical manner during class time
- Co-taught on-line class *Introduction to Human Services* (Summer 2017)
- Taught on-campus Human Service class *Intervention and Advocacy with Children* (Spring 2017)
  - Revamped class to be taught in a flipped classroom model style in order to increase students' practicing time with different interventions described in the textbook
- Taught on-line Human Service class *Career Development and Appraisal* (Spring 2017)
- Co-taught on-line Human Service class *Career Development and Appraisal* (Spring 2017)
- Co-taught on-campus Human Service class *Program Development and Implementation* (Fall 2016)
- Co-taught two on-line Human Service classes *Career Development and Appraisal* (Fall 2016)

**Research Assistant** Old Dominion University Norfolk, VA (Fall 2016-Spring 2019)

- To Dr. Rehfuss, Program Director, Human Services (Distance Learning) (Fall 2018-Spring 2019)
  - Edited 12 chapters for an upcoming book
  - Completed a course evaluation measuring if objectives are being met and congruent with planned levels of Bloom's Taxonomy
  - Evaluated an online course for strategies in order to improve students' writing skills
  - Created evaluation form of upcoming candidates for three departmental positions
  - Completed a course award nomination application
- To Dr. Tarver (Summer 2018)
  - Generated literature review of content analysis publications and CSHSE
  - Collected data for content analysis
  - Performed data analysis
  - Collected supportive evidence for IRB application for second project
- To Dr. Sparkman-Key, Program Director, Human Services Program (Summer 2017-Spring 2018)
  - Generated literature review on auto-ethnography
  - Assisted in preparation for Study Abroad trip to Jamaica
  - Edited articles ready for submission to journals
  - Created three IRB applications
  - Assisted in writing NIH 2018 Opportunity Grant: Understanding the Generational Impact of Drugs and Alcohol When It's Culturally Acceptable: Teen Maternal Health and Their Families in Jamaica
  - Assisted in writing NSF 2017 ATE Grant: Entrepreneurship Based Peer Support Network for Improvement of Transfer Students Retention and Success in Engineering Technology
- To Dr. Dustin (Fall 2016-Spring 2017)

- Managed student complaints
- Sent out correspondences requesting changes to the online platform for different courses

**Graduate Assistant** Loyola University Maryland Columbia, MD (Fall 2014-Fall 2015)

- To Dr. Kari O’Grady, Director of Center for Trauma Studies and Resilience Leadership
  - Coordinated research lab: Faith in Times of Trauma
  - Maintained the Faith in Times of Trauma SharePoint site
  - Suggested and then implemented a new model of how to run the research lab
  - Participated actively with conceptualization and implementation of a new departmental center: Center for Trauma Studies and Resilience Leadership (CTSRL)

**Team Member of Faith in Times of Trauma Research Group** Loyola University Maryland Columbia, MD (Fall 2013-Spring 2014)

- Analyzed data
- Engaged in discussion about members’ biases
- Discussed themes uncovered to generate inter-coder reliability
- Contributed and refined model developed during the grounded theory process

## CLINICAL EXPERIENCE

**Counselor** Transformative Pivots *virtual and Gaithersburg, MD* (Jan 2021-present)

- Conducting therapy on a sliding scale to a variety of clientele
- Specializing in non-dominant affectional orientations and trauma
- Maintaining all necessary client records

**Counselor** Upcounty Pastoral Counseling Services *virtual and Gaithersburg, MD* (Aug 2019-Jan 2021)

- Conducting therapy under supervision on a sliding scale to a variety of clientele
- Specializing in non-dominant affectional orientations
- Maintaining all necessary client records

**Counseling Intern** Eastern Virginia Medical Services, Family Medical Center *Norfolk, VA* (Jan 2018-Dec 2018)

- Conduct therapy with low-income clients ranging from 19 to 80 years old with a wide range of mental health needs
- Support doctoral and nursing staff with patients who demonstrate mental health needs
- Maintain all records necessary for the client’s medical record
- Offer brief training for nursing staff regarding handling clients manifesting suicidal idealizations

**Counseling Intern** Maryland Health Alliance *Greenbelt, MD* (Sept 2015-May 2016)

- Conduct therapy with low-income clients ranging from 5 years old to 64 years old with a wide range of mental health needs
- Build solid working relationships with other members of the integrative team, which include Social Workers, a Psychiatrist, and other Counselors
- Maintain all records necessary for submitting insurance payment requests

**Counseling Intern** St. Agnes Hospital *Baltimore, MD* (Sept 2014-May 2015)

- Conduct therapy with low-income clients with heart concerns from 35 to 70 years old with a wide range of mental health needs
- Work alongside medical staff in the Congestive Heart Failure Clinic (CHF)
- Educate CHF staff on roles and skills of a counseling intern

- Train CHF staff on a counseling technique for them to use with especially challenging patients
- Both recruited clients and had clients referred from CHF, Heart rehab, and Pastoral Care

**Navigator** The Gateway Center for Domestic Violence *Portland, OR* (Sept 2011 – Feb 2012)

- Within a short time frame create a sense of trust and value in my role
- Assist an average of 5-8 drop-in clients in a 20 hour week with a variety of needs
- Create a plan with clients to give them the best possibility of successfully achieving their desired goals using whatever community resources best fits their next step

**Co-Facilitator** Womenspace *Eugene, OR* (2010-2011)

- Create a safe place for survivors to share their stories and begin the healing process
- Give one-on-one support when a survivor is in crises or overwhelmed by day's material
- Co-create monthly themes and lead group in looking at those themes

**Co-Facilitator** Christians As Family Advocates (CAFA) *Eugene, OR* (2009 – 2011)

- Lead a non-denomination faith-based support group for women who are in or were a part of a domestic violent relationship
- Plan and on occasion design educational pieces for the group
- Ensure group was a safe space for all parties to share and be heard

**Family Advocate** Limerick Social Services *Limerick County, Ireland* (2006 – 2008)

- Case manage at-risk families in their homes in the first year of a new birth
- Triage with other agencies to bring to the family the resources they needed to be successful

## SERVICE

- *Chi Sigma Iota Faculty Representative, Treasurer*, Gamma Chi, Georgian Court University local chapter (Fall 2021-present)
- *Editorial Board Member*, Journal of Multicultural Counseling and Development (Oct 2021-present)
- *Co-Vice President*, Native-American Concerns Group, a division of the Association for Multicultural Counseling and Development (Fall 2020-present)
- *Executive Administrator Representative*, Native-American Concerns Group, a division of the Association for Multicultural Counseling and Development (Fall 2018-present)
- *Awards Committee Reviewer*, Adult Development and Aging division of ACA (Fall 2019-present)
- *Chair*, Pastoral Counseling Loyola University Maryland Alumni and Friends Committee (2017-present)
- *Case Consultant*, Practitioners with complex cases (2016-present)
- *Guest expert lecturer on grounded theory*, Research Methods taught at University of Texas XX (Summer 2021 and Spring 2022)
- *Article Reviewer*, Adultsplan (Fall 2020-Fall 2021)
- *Interviewee*, Video on Incorporating Multicultural Issues on the Classroom (Fall 2021)
- *Reviewer*, A Primer on Celtic Spirituality with Recommendations for Counseling Practice (2021)
- *Group Facilitator*, Peer Support LPC Residents (January 2020-January 2021)
- *Proposal Reviewer*, 2020 AMCD Virtual Summit (Spring 2020)
- *Proposal Reviewer*, 2020 SACES Conference (Spring 2020)
- *Data Reviewer*, E-Portfolio: Advancing Human Services Education through Technology (Jan 2020)
- *Panelist*, Old Dominion University Doctoral Interviewee Panel (Fall 2018)
- *Mentor*, First-year doctoral student (Fall 2017-Spring 2019)

- *Data Reviewer*, Study Abroad Case Study (Fall 2017-Spring 2018)
- *Reviewer*, Dictionary of Counseling & Human Services by E. Neukrug, M. Kalkbrenner, and K. Snow (Fall 2016)

## **COMMUNITY EXPERIENCE**

**The Co-Op Family Center** Eugene, OR (2009-2011)

*Co-Chair, Board of Directors, Elected* (Sept 2010 – July 2011)

*Staff Liaison* (April 2010 – July 2011)

*Chair, Personnel Committee* (April 2010 – July 2011)

*Chair, Open House Committee* (Aug 2009 – July 2011)

## **HONORS and AWARDS**

*Outstanding Doctoral Student Award*, May 2019

Omega Delta Chapter of Chi Sigma Iota

*Graduate Teaching Assistantship*, Sept 2016-May 2019

\$20,500 per academic year plus full tuition waiver

*MD Senatorial Scholarship*, Sept 2015-2016

\$1,332 award given to Maryland residents pursuing a graduate degree based on academic performance and financial need

*Pastoral Counseling Grant Recipient*, Sept 2014-May 2015 & Sept 2015-May 2016

\$3,300 award given by the Pastoral Counseling department at Loyola University Maryland based on academic performance and financial need for pastoral counseling students

*Ford Family Foundation Opportunity Scholarship Recipient Graduate Program*, Sept 2013-May 2015

\$15,000 per year award up to two years given those funded by the Ford Family Foundation's undergraduate program based on academic performance and financial need

*Ford Family Foundation Opportunity Scholarship*, Sept 2009-June 2011

90% of unmet need including all living expenses and childcare costs awarded to single mothers pursuing continuing education based on academic performance and financial need

*Osher Reentry Scholarship*, Sept 2009-June 2011

\$2,000 per year award for students who took more than five years off between starting an undergraduate degree and returning to finish it, must reapply each year

*Edmunson/Davis Memorial Scholarship*, Sept 2009-June 2011

\$2,000 per year award for undergraduate women who have demonstrated potential leadership, superior scholastic abilities, and who are in need of financial aid, must reapply each year

*Gherty-Moore Scholarship Fund*, Sept 2010-June 2011

\$2,000 award for nontraditional student parent who serves as primary support and care giver to his or her children and faces financial need, economic hardship and/or other obstacles to attendance at and graduating from the university



*Dean's List*, University of Oregon, Fall 2009 and Winter 2010

A student who completes at least 15 credits for the term with a grade point average of at least 3.75

### **LICENSES**

Licensed Professional Counselor, *NJ* (Jan 2022-present)

Licensed Clinical Professional Counselor, *MD* (March 2021-present)

### **CERTIFICATIONS**

Preparing Future Faculty (Spring 2019)

Foundational Strategies for Effective Online Teaching (Fall 2018)

Nationally Certified Counselor (NCC) – 2016 to present

### **MEMBERSHIPS**

AMCD, Division of ACA, New Professional Member (2018-present)

ACES, Division of ACA, New Professional Member (2016-present)

AADA, Division of ACA, New Professional Member (2019-2022)

AARC, Division of ACA, New Professional Member (2016-2018)

American Counseling Association, New Professional Member (2014-present)

Chi Sigma Iota Honor Society (Inducted Fall 2014)

Phi Beta Kappa (Inducted Spring 2011)

Golden Key Honor Society (Inducted Fall 2010)