
**CURRICULUM VITAE
ROSEMARY ELAINE PHELPS**

1. ACADEMIC HISTORY

Name: Rosemary Elaine Phelps

Address: Department of Counseling and Human Development Services
421A Aderhold Hall
The University of Georgia
Athens, GA 30602-7142
Phone: (706) 542-4221
FAX: (706) 542-4130
E-mail: rephelps@uga.edu

Present Rank: Professor

Proportion of Budgeted Time Assignments:

1997-2002: .45 Instruction, .30 Research (9 month appointment)
2002-2003: .31 Instruction, .30 Research, .14 Administration (9 month appointment)
2004-2006: .45 Instruction, .30 Research (9 month appointment)
2006-2007: .187 Instruction, .187 Research, .375 Administration (9 month appointment)
2007-2012: .187 Instruction, .094 Research, .094 Service, .375 Administration (9 month
appointment)
2012-2013: .50 Instruction, .50 Research (9 month appointment)

Tenure Status: Tenured

Graduate Faculty Status:

Graduate Faculty, The University of Georgia (appointed 1995, reappointed 2002)

Academic Degrees:

Ph.D. Counseling Psychology, The University of Tennessee-Knoxville, 1986
M.A. Guidance and Counseling, The Ohio State University-Columbus, 1977
B.A. Psychology, The Ohio State University-Columbus, 1976

Certification and Additional Training:

Licensed Psychologist #20040543 (Indiana)
HERS-NE Leadership Institute - Wellesley College (2007)

Academic Positions:

Visiting Scholar
Distinguished Visiting Faculty Program
Office of the Provost
Georgia State University
Atlanta, GA
(Spring Semester, 2014)

Professor and Department Head
Department of Counseling and Human Development Services
The University of Georgia
(2006-2012)

Professor
Department of Counseling and Human Development Services
The University of Georgia
(2004-Present)

On-Line Instructor
University of New Hampshire GRAD 980
Department of Psychology
University of New Hampshire
(Summer 2006, 2007)

Associate Professor
Department of Counseling and Human Development Services
The University of Georgia
(September, 1997 - 2004)

Assistant Professor
Department of Counseling and Human Development Services
The University of Georgia
(1990 - 1997)

Assistant Professional Specialist
Department of Psychology
University of Notre Dame
(1989 - 1990)

Staff Psychologist
University Counseling Center
University of Notre Dame
(1986 - 1989)

Adjunct Assistant Professor
Counseling Psychology Program
Department of Psychology
University of Notre Dame
(1986 - 1989)

Other Professional Employment:

Project Coordinator/Counselor

Upward Bound Program
The University of Tennessee
(1984 - 1986)

Counselor
Educational Talent Search Program
The University of Tennessee
(1983 - 1984)

Head Resident
Department of Residence Halls
The University of Tennessee
(1979 - 1982)

Residence Hall Director
Department of Housing
Ball State University
(1977 - 1979)

Group Home Assistant
Association for the Developmentally Disabled
Columbus, Ohio
(1976 - 1977)

Post-Graduate Awards:

Participant in the University System of Georgia's Connecting Teachers and Technology Faculty Development Workshop (1997) (Selected via competitive process by the University System of Georgia's Office of Information and Instructional Technology staff)

Research Protégé, Institute for Behavioral Research (IBR) Mentoring Program, The University of Georgia (1993)

SCHOLARLY ACTIVITIES

a. Publications: (*refereed, **invited and reviewed)

Books Authored or Co-Authored:

Gazda, G.M., Walters, R.P., Blazer, F.J., Childers, W.C., Phelps, R.E. & Nealy, A. (2005). *Human relations development: A manual for educators* (Rev.ed.). Boston, MA: Allyn and Bacon

Gazda, G. M., Asbury, F. R., Balzer, F. J., Childers, W. C., Phelps, R. E., & Walters, R. P. (1999). *Human relations development: A manual for educators* (6th ed.). Boston: Allyn and Bacon.

Gazda, G. M., Asbury, F. R., Balzer, F. J., Childers, W.C., Phelps, R. E., & Walters, R. P. (1999). *Instructor's manual for human relations development: A manual for educators* (6th ed.). Boston: Allyn and Bacon.

Gazda, G. M., Asbury, F. R., Balzer, F. J., Childers, W. C., Phelps, R. E., & Walters, R. P. (1995). *Human relations development: A manual for educators* (5th ed.). Boston: Allyn and Bacon.

Gazda, G. M., Asbury, F. R., Balzer, F. J., Childers, W. C., Phelps, R. E., & Walters, R. P. (1995). Instructor's manual for *Human relations development: A manual for educators* (5th ed.). Boston: Allyn and Bacon.

Book Chapters:

Thomas, K.M., Johnson-Bailey, J., Phelps, R.E., Tran, N.M., & Johnson, L. (2013). Women of color at midcareer: Going from pet to threat. In L. Comas-Diaz & B. Green (Eds.). *Psychological Health of Women of Color*. Santa Barbara, CA: ABC-CLIO, LLC.

Warner, C.B., Phelps, R.E., Pittman, D.M., & Moore, C.S. (2013). Anticipating and working with controversy in diversity and social justice topics. In D.S. Dunn, R.A.R. Gurung, K.Z. Naufel, & J.H. Wilson (Eds.), *Controversy in the psychology classroom: Using hot topics to foster critical thinking* (pp. 143-156). Washington, DC: American Psychological Association.

Phelps, R.E. (2012). Diversity and diversity issues in teaching. In W. Buskist & V.A. Benassi (Eds), *Effective College and University Teaching: Strategies and Tactics for the New Professoriate* (pp. 145-153) Thousand Oaks, CA: Sage.

Warner C.B. & Phelps, R.E. (2011). Cultural heritage quilt presentations. In A.D. Coker, J.S. Pangelinan & M. Pope (Eds.), *Experiential Activities for Teaching Multicultural Counseling Classes and Infusing Cultural Diversity into Core Classes*. Alexandria, VA: American Counseling Association.

Warner, C. & Phelps, R.E. (2009). The relationship between motivational orientation and educational aspirations in urban, African American youth. In D.Hough (Ed)., *Middle Grades Research: Exemplary Studies Linking Theory to Practice*. Information Age Publishing, Inc.

Phelps, R.E. & Constantine, M.G. (2001). Hitting the roof: The impact of the glass-ceiling effect on the career development of African Americans. In W.B.Walsh, R. Bingham, M.T. Brown, & C. Ward (Eds.). *Career Counseling for African Americans* (pp. 161-175). Mahwah, NJ: Lawrence Erlbaum.

Howard-Hamilton, M.F., Phelps, R.E., & Torres, V. (1998). Meeting the needs of all students and staff members: The challenge of diversity. *Beyond law and policy: Reaffirming the role of student affairs*, 82, 49-64.

Journal Articles:

** Warner, C.B., & Phelps, R.E. (in press). Educational and career aspirations of African American middle school students in special issue "Issues and Perspectives on the Black Experience in Education: Research and Practice." *Journal of African American Studies*.

** Phelps, R.E. (2010). Transforming the culture of the academy through "Preparing Future Faculty" programs. *American Psychologist*, 65(8), 785-792.

- DeAngelis, T. & Phelps, R.E. (2008). Experts share tips on attracting the best people for the job. *APA Monitor*, 39(4), 60-62.
- * Nelson, M.L., Gizara, S., Hope, A.C., Phelps, R., Steward, R., & Weitzman, L. (2006). A feminist multicultural perspective on supervision. *Journal of Multicultural Counseling and Development*, 34(2), 105-115.
- * Warner, C.B., & Phelps, R.E. (2008). The relationship between motivational orientation and educational aspirations in urban, African American youth. *Middle Grades Research Journal*, 3, 75-85.
- ** Steward, R.J., & Phelps, R.E. (2004). Feminist and multicultural collaboration in counseling supervision: Voices from two African American women. *Journal of Multicultural Counseling and Development*, 32, 358-365.
- * Phelps, R.E., Taylor, J.D., & Gerard, P.A. (2001). Cultural mistrust, ethnic identity, racial identity, and self-esteem among ethnically diverse Black university students. *Journal of Counseling and Development*, 79, 209-216.
- * Phelps, R.E., Tranakos-Howe, S., Dagley, J.C., & Lyn, M.K. (2001). Encouragement and ethnicity in African American college students. *Journal of Counseling and Development*, 79, 90-97.
- * Steward, R.J., & Phelps, R.E. (2000). Faculty of color and university students: Rethinking the evaluation of faculty teaching. *Journal of the Research Association of Minority Professors*, 4, 49-55.
- * Cooper, D.L., Paisley, P.O., & Phelps, R.E. (1998). Developing pre-college programs for at-risk students: Creation, implementation, and dissemination of a staff development workshop for counselors and teachers. *Journal of College Student Development*, 39, 387-388.
- * Phelps, R.E., Altschul, D.B., Wisenbaker, J.M., Day, J.F., Cooper, D.L., & Potter, C.G. (1998). Roommate satisfaction and ethnic identity in mixed-race and White university roommate dyads. *Journal of College Student Development*, 39, 194-203.
- * Winston, R.B., Jr., Phelps, R. E., Mazzeo, S., & Torres, V. (1997). A short measure of students' autonomy development: The Georgia Autonomy Scales. *The College Student Affairs Journal*, 17, 4-17.
- * Torres, V., & Phelps, R. E. (1997). Hispanic American acculturation and ethnic identity: A bi-cultural model. *The College Student Affairs Journal*, 17, 53-68.
- * Hayes, R. L., Paisley, P. O., Pearson, G., Salter, R., & Phelps, R. E. (1997). Integrating theory and practice: Counselor educator-school collaborative. *Professional School Counseling*, 1, 9-12.
- * Phelps, R. E., Potter, C. G., Slavich, R., Day, J. F., & Polovin, L. B. (1996). Roommate satisfaction and ethnic pride in same-race and mixed-race university roommate pairs. *Journal of College Student Development*, 37(4), 377-388
- ** Phelps, R. E. (1995). What's in a number?: Implications for African American female faculty at predominantly White colleges and universities. *Innovative Higher Education*, 19(4), 255-268.

- * Phelps, R. E., & Luke, E. (1995). A structured group approach for dealing with self-criticism. *Journal for Specialists in Group Work, 20*, 48-58.
- * Constantine, M. G., Quintana, S. M., Leung, S. A., & Phelps, R. E. (1995). Survey of the professional needs of Division 17's ethnic and racial minority psychologists. *The Counseling Psychologist, 23*(3), 546-561.
- * Meara, N. M., Day, J. D., Chalk, L. M., & Phelps, R. E. (1995). Possible selves: Applications for career counseling. *Journal of Career Assessment, 3*(3), 259-277.
- * Phelps, R. E. (1992). University and college counseling centers: One option for new professionals in counseling psychology. *The Counseling Psychologist, 20*(1), 24-31.
- * Phelps, R. E., Meara, N. M., Davis, K. L., & Patton, M. J. (1991). Blacks' and Whites' perceptions of verbal aggression. *Journal of Counseling and Development, 69*, 345-350.

Bulletins or Reports:

- ** Phelps, R. E. (1992). Implications for research in cross-cultural counseling. *Commission VII Newsletter of the American College Personnel Association, 18*(3).

Abstracts:

- Phelps, R.E., Dagley, J.C., Tranakos-Howe, S., & Lyn, M.K. (1998). Encouragement and ethnicity in African American college students. *Higher Education Abstracts, 34*(1), 38-39.

Book Reviews:

- ** Phelps, R. E. (1993). [Review of the book *Cultural pluralism on campus*]. *Journal of College Student Development, 34*, 443-444.

Executive Board and Grant Reports:

- Phelps, R.E. (2002, November). UGA Preparing Future Faculty for Psychology Initiative Final Report. Submitted to Dr. Paul Nelson, Deputy Executive Director, Education Directorate, American Psychological Association, Washington, DC.
- Phelps, R.E., Thomas, K.M., & Grantham, T.C. (2001, September). UGA Preparing Future Faculty for Psychology Initiative Progress Report. Submitted to Dr. Paul Nelson, Deputy Executive Director, Education Directorate, American Psychological Association, Washington, DC.
- Grantham, T.C., Phelps, R.E., & Thomas, K.M. (2001, February). UGA Preparing Future Faculty for Psychology Initiative Progress Report. Submitted to Dr. Paul Nelson, Deputy Executive Director, Education Directorate, American Psychological Association, Washington, DC.
- Thomas, K.M., Phelps, R.E., & Grantham, T.C. (2000, September). UGA Preparing Future Faculty for Psychology Initiative Progress Report. Submitted to Dr. Paul Nelson, Deputy Executive Director, Education Directorate, American Psychological Association, Washington, DC.
- Phelps, R. E., Perez, R. M., Constantine, M. G., & McCoy, A. (1996). *Examining the past, exploring the future: Ethnic and racial issues in Division 17*. A preliminary report prepared for the Executive Board of Division 17 of the American Psychological Association.

Leung, S. A., Constantine, M. G., Quintana, S. M., & Phelps, R. E. (1993). *Division 17 Psychologists of Color: A Survey of Needs*. A preliminary report prepared for the Executive Board of Division 17 of the American Psychological Association.

Group Manuals:

Luke-Johnson, E., & Phelps, R. E. (1983). Facilitator's manual for *Turning your worst enemy into your best friend: A structured group on self-criticism*. Unpublished manuscript, The University of Texas at Austin.

Articles On-line:

Thomas, K.M., Phelps, R.E., & Grantham, T. (2002). The Role of Service Learning in Preparing Future Faculty: The UGA Model. American Psychological Association's website on Service Learning and Civic Engagement. <http://www.apa.org/ed/slce/home.html>

Creative Contributions Other Than Formal Publications:

Research Instruments Developed:

Phelps, R.E. (1994). *Cultural Diversity Survey- High School*.

Phelps, R.E., Rice, K.G., & Yee, E. (1990). *Racial Consciousness Scale*.

Phelps, R.E., & Day, J.D. (1990). *Ethnicity Questionnaire*.

Grants Received:

Phelps, R.E. (2008) *UGA PFF in Psychology Initiative*. Grant funded by the Education Directorate, American Psychological Association (\$2,500)

Phelps, R.E. (2007). *UGA PFF in Psychology Initiative*. Grant funded by the Education Directorate, American Psychological Association (\$2,500)

Phelps, R.E. (2006). *UGA PFF in Psychology Initiative*. Grant funded by the Education Directorate, American Psychological Association (\$2,000)

Phelps, R.E. (2005). *UGA PFF in Psychology Initiative*. Grant funded by the Education Directorate, American Psychological Association (\$1,500)

Phelps, R.E. (2003-2004). *Minority Students in Academic Careers*. Grant funded by the Education Directorate, American Psychological Association (\$3,000)

Phelps, R.E. (2002 -2003). *Research Graduate Assistantship with the Office of Institutional Diversity*. One-third time doctoral student assistantship funded by the Office of Institutional Diversity, The University of Georgia (\$10,500)

Thomas, K.M., Phelps, R.E., Grantham, T., & Hu, C.Y. (2001). *A New Model of Training in Psychology: A Service-Learning Incubator*. Science Directorate, American Psychological Association (\$1,500)

- Phelps, R.E., Thomas, K.M., & Grantham, T.C. (2000-2003). *The University of Georgia Preparing Future Faculty for Psychology Initiative*. Grant funded by the American Psychological Association in sponsorship with the Association of American Colleges & Universities, and the Council of Graduate Schools (\$20,000 + \$21,000 matching funds)
- Phelps, R.E. (1999-2000). *Outreach/Research Graduate Assistantship with the Athens Area Homeless Shelter Project*. Doctoral student assistantship funded by the Dean's Office, College of Education, The University of Georgia (\$9,500).
- Phelps, R.E., Thomas, K.M., Grantham, T. (2000). Preparing Future Psychology Faculty. American Psychological Association/ Preparing Future foundation. \$41,000.
- Bailey, D.F., & Phelps, R.E. (1999). *Project Gentlemen on the Move: An Academic and Social Initiative for the Empowerment of African American Male Youth*. Faculty Collaboration Grant funded by the Dean's Office, College of Education, The University of Georgia (\$2,000).
- Phelps, R.E. (1999, Summer). *R.A.C.E. Toward Tomorrow's Society, Reaching Across Cultures and Ethnicities: An Intervention Strategy*. Summer Research Grant funded by the Dean's Office, College of Education, The University of Georgia (\$5,000).
- Phelps, R.E. (1998-99). *LET'S CHAT: Extending the Boundaries in Multicultural Counseling Training*. Multicultural Education Grant funded by the Dean's Office, College of Education, The University of Georgia (\$2,300).
- Cooper, D.L. & Phelps, R.E. (1998). *Developing On-line Computer-Based Resources for the Georgia Counselor Network (GACNET)*. Grant funded by the Dean's Office, College of Education, The University of Georgia (\$10,000).
- Paisley, P.O., Cooper, D.L., & Phelps, R.E. (1997). *Developing Pre-College Programs for At-Risk Students: Creation, Implementation, and Dissemination of a Staff Development Workshop for Counselors and Teachers*. Faculty Outreach Grant funded by the Dean's Office, College of Education, The University of Georgia (\$5,000).
- Cooper, D.L., & Phelps, R.E. (1997). *Graduate Experiences of African American Students on Predominantly White Campuses*. Faculty Collaboration Grant funded by the Dean's Office, College of Education, The University of Georgia (\$2,000).
- Frasier, M.M., & Phelps, R.E. (1997). *An investigation into the creativity, counseling, and technological knowledge and skills needed by parents to be effective partners in the education of their children*. One-third time, 9-month, doctoral-level graduate research assistant for 1997-1998. Funded by the Joint Research/Outreach Program and the School of Professional Studies, College of Education, The University of Georgia (\$8,550)
- Phelps, R.E. (1996). *Research program on roommate satisfaction and ethnic identity*. One-third time graduate assistantship for 1996-1997 academic year. Funded by the Joint Research/Outreach Program and the School of Professional Studies, College of Education, The University of Georgia (\$8,550).
- Frasier, M.M., Bowie, M., & Phelps, R.E. (1996). *An investigation into the creativity, counseling, and technological knowledge and skills needed by parents to be effective partners in the education of their children*. One-third time, 9-month, doctoral-level graduate research

assistant for 1996-1997. Funded by the Joint Research/Outreach Program and the School of Professional Studies, College of Education, The University of Georgia (\$8,550).

Phelps, R.E., & Potter, C.G. (1996). *Occupational stress, coping styles, and depression in women of color in psychology*. Funded by the Faculty Support and Collaboration Grant Program, College of Education, The University of Georgia (\$1,600).

Phelps, R. E. (1993). *Interracial differences in perceptions of verbal aggression*. Funded by the Institute for Behavioral Research, The University of Georgia (\$3,000).

Phelps, R. E. (1991-1994). *Summer Research Award*. Funded by the Dean's Office, College of Education, The University of Georgia (\$3,600).

Recognitions and Outstanding Achievements:

American Psychological Association Fellow (Society for Counseling Psychology), 2011

American Psychological Association's Distinguished Contributions to Education and Training in Psychology Award, 2010

Faculty of the Year Award- Counseling Psychology Student Association (2005-2006)

University of Georgia- Senior Teaching Fellow (2004-2005)

University of Georgia Teaching Academy (a community of scholars dedicated to promoting and celebrating excellence in teaching and learning) - Class of 2002

Carnegie Scholars Program - selected as one of two University of Georgia nominees for 2002

UGA College of Education and College of Arts and Sciences Deans' Forum – selected as member (Fall, 2002 – 2004)

UGA College of Education and College of Arts and Sciences Deans' Forum Diversity Subcommittee – selected as member (Fall, 2002 – 2004)

College of Education Teaching Excellence Advisory Team – selected as 1 of 8 faculty members in the College (Spring 2002 – 2003)

UGA College of Education Russell Yeany Research and Creative Activity Award Nominee for 2002

2002 K. Patricia Cross Future Leader in Higher Education National Award (American Association of Higher Education) to Julio I. Rojas – doctoral advisee of Rosemary E. Phelps

2002 APPIC Student Research Award (Honorable Mention) to Sigrid Y. Kennebrew for her dissertation entitled "Alienation and Stress: African American Graduate Students' Psychological Well-Being at a Traditionally White Institution" – dissertation research directed by Rosemary E. Phelps

2001 K. Patricia Cross Future Leader in Higher Education National Award (American Association of Higher Education) to Sigrid Y. Kennebrew – doctoral advisee of Rosemary E. Phelps

Invited to attend the *UGA Office of the Vice President for Academic Affairs & Provost's Workshop for Administrators on Doctoral Student Education* (2001)

The Preparing Future Faculty Grant featured in the November 12, 2001 (Vol. 29, No. 15) issue of COLUMNS (bi-weekly University of Georgia Faculty/Staff News publication)

The 1998 *UGA College of Education Faculty Fellow Award Nominee* from the Department of Counseling and Human Development Services

Roommate Satisfaction Program of Research featured in the May 18, 1998 (Vol. 25, No. 17) issue of COLUMNS (bi-weekly University of Georgia Faculty/Staff News publication)

Faculty Senate Award for Teaching Excellence at the Assistant Professor Level (1994) (Highest Teaching Award, peer-selected and awarded in the College of Education, The University of Georgia).

Certificate of Appreciation as a Mentor-UAP (University Affiliated Program for Persons with Developmental Disabilities) Minority Recruitment and Retention Initiative Mentoring Program, The University of Georgia (1992-1995).

Outstanding Participation with Educational Opportunity Programs (1985).

Outstanding Young Woman of America (1981, 1983).

Pi Lambda Theta National Honor and Professional Association in Education (1980).

Editorial Service:

Associate Editor

Southeastern Association of Educational Opportunity Program Personnel
(November, 1985 - August, 1986)

Assistant Editor

Southeastern Association of Educational Opportunity Program Personnel
(October, 1984 - October, 1985)

Member of Editorial Board or Referee for Scholarly or Professional Journal

Journal of Basic and Applied Social Psychology (Ad Hoc Reviewer) (2006)

Journal of Counseling Psychology (Ad Hoc Reviewer) (2005-2007)

Journal of Counseling and Development (1997-2001)

Cultural Diversity and Ethnic Minority Psychology (Ad Hoc Reviewer) (2004-2007)

Journal on Excellence in College Teaching (2004-2006)

The Counseling Psychologist (Ad Hoc Reviewer) (2000-)

Georgia Journal of College Student Affairs (1993 - 1996)

Journal of Mental Health Counseling (1993 - 1996)

Southeastern Association of Educational Opportunity Program Personnel (SAEOPP) Journal (1986 - 1998)

Book Reviewer

Lawrence Erlbaum Associates, Inc. (2000-present)

Jossey-Bass, Inc. (1997)

Convention Papers and Presentations: (*published counterpart, **invited)

International/National

Phelps, R.E., Warner, C.B., Pittman, D.M., Dodd, C & Atkins-Howell, T. (2010, October). *The Journey of Aspiring Teachers in Learning the Importance of Race and Culture in Teaching and Supervision*. Symposium presented at the Institute for the Study and Promotion of Race and Culture (ISPRC): Diversity Challenge 2010. Newton, MA.

Phelps, R.E., Pittman, D., Sutton, C. (2009, May). *Are we on the same page? Expectations of Black faculty and Black students on Predominately White campuses*. Presented at the National Conference on Race and Ethnicity, San Diego, CA.

Phelps, R.E. (2009, March). *Fostering social support among doctoral students in counseling*. Presented at Best Practices among University Graduate Programs, UGA Graduate School, Athens.

Phelps, R.E., Moore, C.S., Pittman, D.M. & (2009, August). *Incorporating Diversity Topics Throughout the Psychology Curriculum*. Symposium presented at the Society for the Teaching of Psychology (STP) Best Practices in Teaching Controversial Topics in Psychology conference. Atlanta, GA

Thomas, K., Johnson-Bailey, J., Phelps, R.E., & Tran, N. (2009). *Going from pet to threat: Reflection from mid-career women*. Symposium presented at the Society for Industrial/Organizational Psychology Conference, New Orleans, LA.

Phelps, R.E., Benassi, V., Jacobs, S., & Stumblingbear, G. (2008, August). *Preparing future psychology faculty for academic careers: Past successes, future directions*. Presented at the American Psychological Association Convention, Boston, MA.

Phelps, R.E., Savatta, N., & Taylor, J. (2007, May). *Behind the scenes: The impact of diversity education on faculty and students*. Presentation at the National Conference on Race and Ethnicity annual meeting, San Francisco, CA.

Phelps, R.E. (Chair) (2005, April). *Recruiting and retaining faculty and students of color*. Symposium presented at Southeastern Psychological Association, Nashville, TN.

Jones, S.B., Phelps, R.E., & Packer, C.L. (2004, January). *Experiential multicultural group training*. Presented at ASGW, New York, New York USA.

- Phelps, R.E.. (2004, August). *First distance learning course in PFF in psychology*. Presented at APA, Honolulu, Hawaii USA.
- Phelps, R.E., Packer, C.L., Callender, C.M., Harden, J.K., Bailey, D.F., & Gantt, L. S. (2004, August). *In the beginning: Initial interests of undergraduate psychology majors*. Poster session at APA, Honolulu, Hawaii USA.
- ** Phelps, R.E. (2003). The scholarship of professional application with an emphasis on mentoring students of diverse cultural backgrounds in K. Schilling (Chair), *Scholarship Reconsidered in the Context of Graduate Education in Psychology*.” Plenary session to be presented at the APA Education Leadership Conference, Washington, DC.
- Ford, T.D., Thomas, K., & Phelps, R. (2003). *Creating inclusive campuses in the south: Work toward the development of a regional model*. Conversation Hour at the Stepping Up to the Plate in Diversity Education: A Best Practices Conference for Educators and Administrators, Atlanta.
- Phelps, R.E., Ford, T.D., & Thomas, K.M.. (2003, October). *Building a regional sensitive model for systemic and institutional change*. Presented at American Council on Education Office of Minorities in Higher Education Conference, Atlanta.
- ** Phelps, R.E. (2002, December). Insights from a PFF-4 disciplinary faculty member. In S. P. Morreale (Chair), *Reflecting Back and Moving Toward the Future in PFF*. Plenary Session presented at the annual meeting of the Council of Graduate Schools, Washington, DC.
- Phelps, R.E. (2002, August). To teach or not to teach: Mentoring future faculty. In J.E. Barnett (Chair), *Supervision and mentoring- essential aspects of psychologists’ professional development*. Symposium conducted at the meeting of the American Psychological Association, Chicago.
- ** Phelps, R.E. (2001, October). The UGA Preparing Future Faculty program: A faculty perspective. In A.S. Pruitt-Logan (Chair), *Preparing a diverse faculty in life sciences, mathematics, and psychology*. Symposium conducted at the Educating All of One Nation Conference, American Council on Education, Office of Minorities in Higher Education, Cincinnati.
- ** Banyard, V., & Phelps, R.E. (2001, June). *Stimulating the scholarship of teaching and learning in graduate education*. Roundtable conducted at the PFF 4 Summer Working Conference, Boston.
- Tranakos-Howe, S., Perez, R. M., & Phelps, R.E. (2000, August). *Examining quality of life in African American graduate students: How are they doing?* Poster presented at the annual meeting of the American Psychological Association, Washington, DC.
- Phelps, R. E., Tranakos-Howe, S., Dagley, J. C., & Bailey, D. F. (2000, August). *Investigation of race-related stress in African American graduate students*. Poster presented at the annual meeting of the American Psychological Association, Washington, DC.
- Phelps, R. E., Prince, K. J., Kennebrew, S. Y., Campbell-Burden, B., & Dagley, J. C. (2000, August). *Career development of African Americans: Spiritual, racial, and cognitive dimensions*. Poster presented at the annual meeting of the American Psychological Association, Washington, DC.

- Phelps, R.E., Dagley, J.C., Howe, S.T., & Bell, A. (1999, May). *Understanding encouragement and ethnicity in African American college students: Counseling and program development implications*. Presentation at the North American Society of Adlerian Psychology Conference, Atlanta, GA.
- Altschul, D. B., & Phelps, R. E. (1999, January). *An investigation of a small- group intervention strategy aimed at increasing roommate satisfaction in interracial roommate pairs*. Poster session presented at the meeting of the National Multicultural Conference and Summit.
- Phelps, R. E., Dagley, J. C., Moore, A., Lyn, M. K. Tabony, R., Forkner, C. W., & Howe, S. T. (1998, August). *Encouragement and ethnicity in African American college students*. Poster session presented at the meeting of the American Psychological Association, San Francisco, CA.
- Altschul, D. B., Perez, R. M., Kennebrew, S. Y., & Phelps, R. E. (1998, August). *Content analysis of racial and ethnic identity research*. Poster session presented at the meeting of the American Psychological Association, San Francisco.
- Phelps, R. E. (1998, August). Collaborative research team approach: What is it and how does it work? In R. M. Perez and R. E. Phelps (Chairs), *Mentoring and modeling multicultural research -- A collaborative team approach*. Symposium conducted at the meeting of the American Psychological Association, San Francisco.
- Altschul, D. B., Phelps, R. E., & Forkner, C. W. (1997, August). *Roommate satisfaction, ethnic pride, and flexibility in university roommate pairs*. Poster session presented at the meeting of the American Psychological Association, Chicago.
- Phelps, R. E., Perez, R. M., Constantine, M. G., & McCoy, A. (1996, August). *Examining the past, exploring the future: Ethnic and racial issues in Division 17*. Poster session presented at the meeting of the American Psychological Association, Toronto.
- ** Phelps, R. E. (1995, July). What is the “multicultural” in multicultural counseling? In S. Campbell and J. Provost (Chairs), *Looking at type through multicultural lenses: Implications for the helping professions*. Symposium conducted at the Association for Psychological Type XI International Conference, Kansas City, MO.
- McGee-Brown, M. J. & Phelps, R. E. (1995, January). *Students and teachers in collaborative teacher interpretive inquiry: Reflections, strategies, and sharing*. Paper presented at the Conference on Qualitative Research in Education, The University of Georgia, Athens.
- * Phelps, R. E. (1994, June). One or two: A number can make a difference. In M. Frasier (Chair), *Routes to empowerment for African American female faculty at a major research institution*. Symposium conducted at the National Conference on Race and Ethnicity in American Higher Education, Atlanta.
- * Constantine, M. G., Quintana, S. M., Phelps, R. E., & Leung, S. A. (1993, August). *Assessing the professional needs of Division 17 psychologists of color*. Poster session presented at the meeting of the American Psychological Association, Toronto.
- Phelps, R. E., & Webster, C. B. (1993, January). *Counseling across cultures: A group work approach*. Paper presented at the meeting of the Association for Specialists in Group Work, Athens, GA.

- Phelps, R. E. (1991, August). Teaching cultural sensitivity: Bearing or sharing the load? In R. E. Phelps (Chair), *Present challenges and future directions in teaching cross-cultural course work*. Symposium conducted at the meeting of the American Psychological Association, San Francisco.
- Phelps, R. E. (1989, August). Developing a cross-cultural perspective for therapy with fundamentalist clients. In C. E. Gabbard (Chair), *A cross-cultural model for therapy with fundamentalist religious clients*. Symposium conducted at the meeting of the American Psychological Association, New Orleans.
- Phelps, R. E. (1989, August). Student development: A key component in cultural diversity. In B. R. Fretz (Chair), *Strategies for curriculum and resource development for culturally diverse competencies*. Symposium conducted at the meeting of the American Psychological Association, New Orleans.
- Phelps, R. E., & Dickman, M. M. (1989, May). *Dealing with difference*. Training conducted at the meeting of the Association of American Law Schools Workshop on Clinical Legal Education, Washington, D.C.
- * Phelps, R. E. (1988, August). The new professional in counseling center settings. In C. E. Watkins & J. L. Swanson (Chairs), *New professionals in counseling psychology: The first years out*. Symposium conducted at the meeting of the American Psychological Association, Atlanta.
- Young, M. G., & Phelps, R. E. (1988, April). *AIDS and children: The educational and psychological implications*. Paper presented at the meeting of the National Association of School Psychologists, Chicago.
- Phelps, R. E., & Luke-Johnson, E. (1985, March). *Examining Black self-criticism and building self-esteem*. Paper presented at the meeting of the American College Personnel Association, Boston.
- * Phelps, R. E., & Luke-Johnson, E. (1984, March). *A structured group approach to self-criticism*. Paper presented at the meeting of the American Association of Counseling and Development, Houston.

Regional

- Phelps, R.E. & Hill, J. (Co-Facilitators) (2006, May). *Future faculty strand of the intersection of diversity and learning conference*. The University of Georgia, Athens, GA.
- Grantham, T.C., Phelps, R.E., Roberts, A., & Bridges, E. (Chairs). (2006, March). *Preparing psychologists and educators to work with underserved talented youth*. Symposium presented at the Southeastern Psychological Association Conference, Atlanta, GA.
- Phelps, R.E. (2006, March). *Exploring psychology career paths for minority students: The academic career path* in C. Asanbe (Chair), Exploring Psychology Career Paths for Minority Students. Symposium presented at the Southeastern Psychological Association Conference, Atlanta, GA.
- Phelps, R.E. (2006, February). *A balancing act: The intricacies of mentoring minority and women faculty*. Panelist at the Black Issues in Higher Education Conference, The University of Georgia, Athens, GA.

- Phelps, R.E. (Chair). (2005, April). *Recruiting and retaining faculty and students of color*. Symposium presented at SEPA, Nashville, TN.
- Robinson, T., King, B., & Phelps, R.E. (2005, April). *Psychological well-being in African American college student*. Poster Session at the Great Lakes Conference, Bloomington, IN.
- Phelps, R.E. (Chair). (2004, March). *Understanding graduate school: Form admission to graduation*. Paper presented at SEPA, Atlanta, GA.
- ** Phelps, R.E.. (2004, April). *Graduate education: Merging reality with the ideal*. Paper presented at Great Lakes Conference, Muncie, IN.
- Phelps, R.E.. (2004, March). *Preparing future faculty: A national initiative*. Paper presented at SEPA, Atlanta, GA.
- ** Phelps, R.E.. (2004, September). *Preparing Future Faculty [PFF] for Psychology: The University of Georgia grant initiative*. Paper presented at Miami University PFF Conference, Miami, OH.
- Nelson, P., Benassi, V., Confrin, M., Phelps, R., Shore, C., & Whittlesey, V.. (2003, March). *Oklahoma State University PFF in psychology workshop*. Paper presented at Oklahoma State University, Stillwater, OK.
- Phelps, R.E., & Forkner, C.W. (2003). *Research from A to Z*. Presentation at the meeting of the Southeastern Psychological Association, New Orleans.
- Grantham, T.C., Thomas, K.M., Phelps, R.E., Frank, M.L., Roberts, A.C., & Rojas, J.I. (2002). *Preparing Future Faculty in Psychology: Service Learning in Academia*. Symposium conducted at the meeting of the Southeastern Psychological Association, Orlando.
- Phelps, R.E. (2002). Training and Programmatic Issues. In R.E.Phelps (Chair), *A Preparing Future Faculty Perspective: The Power of Teaching in Shaping Careers*. Symposium conducted at the Southeastern Teaching of Psychology Conference, Atlanta.
- Phelps, R.E. (2001). Program Director's Perspective. In R.E. Phelps (Chair), *Preparing Future Psychology Faculty: A University of Georgia Program Model*. Symposium conducted at the annual meeting of the Southeastern Psychological Association, Atlanta.
- ** Phelps, R.E., Frank, M.L., Rosenman, M., & Whittlesey, V. (2001). The UGA PFF Program. In J. Korn (Chair), *Preparing Future Faculty (PFF): A Discussion*. Conversation Hour conducted at the Southeastern Teaching of Psychology Conference, Atlanta.
- Phelps, R.E., Tranakos-Howe, S., & Kennebrew, S.Y. (2000). *Coping, Racial Identity, and Ethnic Identity in African American College Students*. Poster session presented at the annual meeting of the Southeastern Psychological Association, New Orleans.
- Phelps, R.E. (1998, March). A model of research mentoring and collaboration. In R.M. Perez & D.B. Altschul (Chairs), *Mentoring graduate students through a collaborative multicultural research team approach*. Symposium conducted at the meeting of the Southeastern Psychological Association, Mobile, AL.

- Johnson, C.D., Thomas, K.M., Phelps, R.E., Cokley, K., & Brown, S. (1998, March). *Scholars and students talk ethnic (racial) identity*. Conversation Hour conducted at the meeting of the Southeastern Psychological Association, Mobile.
- Phelps, R.E. (1997, April). Cross-cultural supervision needs within doctoral-level training programs. In D.J. Wright (Chair), *Cross-cultural issues in supervision: Creating effective strategies for supervisees*. Symposium conducted at the meeting of the Southeastern Psychological Association, Atlanta.
- Lusky, M., & Phelps, R.E. (1997, April). *A bi-directional mentoring model: Preparing future psychologists for teaching careers*. Poster session presented at the meeting of the Southeastern Psychological Association, Atlanta.
- Baden, A. L., & Phelps, R.E. (1994, March). *Ethnicity and world view*. Paper presented at the meeting of the Southeastern Psychological Association, New Orleans.

State

- Moore, C. S., Phelps, R.E., & Warner, C.B. (2009, December). *Discrepancies in the educational and career aspirations of African American early adolescents*. Presentation at the Counseling Psychology Student Research Symposium, The University of Georgia, Athens.
- Nelson, P., Bennassi, V., Cofrin, M., Phelps, R., Shore, C., & Whittlesey, V.. (2003, March). Oklahoma State University PFF in Psychology.
- Phelps, R. E. (1997, October). *Professional development through graduate education*. Presentation at the Georgia College Personnel Association New Professionals Conference, Georgia College and State University, Milledgeville.
- Phelps, R.E. (1996, October). *Continuing your formal education*. Presentation at the Georgia College Personnel Association New Professionals Conference, Georgia College and State University, Milledgeville.
- ** Phelps, R. E. (1995, March). *What does it take? Preparing counselors for the School-to-Work transition initiative*. Paper presented at the Conference on Preparing Educators for the School-to-Work Transition Movement, The University of Georgia, Athens.

Paper Sessions Organized and Chaired at Professional Meetings:

International/National

- Phelps, R.E. (2001, March). *Multicultural training in counseling psychology: Research, instruction, and service*. Symposium conducted at the Counseling Psychology National Conference, Houston.
- Phelps, R. E. (1999, March). *Expanding the multicultural research agenda: A research team's progress and promise*. Symposium conducted at the meeting of the Southeastern Psychological Association, Savannah, GA.
- Phelps, R.E. (1999, March). *Minorities in psychology: Making it through the pipeline*. Symposium conducted as part of the CEPO Minority Interest Group at the meeting of the Southeastern Psychological Association, Savannah, GA.

Perez, R. M., & Phelps, R. E. (1998, August). *Mentoring and modeling multicultural research -- A collaborative team approach*. Symposium conducted at the meeting of the American Psychological Association, San Francisco.

Phelps, R. E. (1991, August). *Present challenges and future directions in teaching cross-cultural course work*. Symposium conducted at the meeting of the American Psychological Association, San Francisco.

Phelps, R. E. (1991, August). *Diversity in counseling psychology*. Roundtable conducted at the meeting of the American Psychological Association, San Francisco.

Regional

Phelps, R.E. (Chair). (2005, April). *Recruiting and Retaining Faculty and Students of Color*. Symposium presented at SEPA, Nashville, TN.

Phelps, R.E. (2002, February), *A PFF perspective: The power of teaching in shaping careers*. Symposium conducted at the Southeastern Teaching of Psychology Conference, Atlanta.

Phelps, R.E. (2001, March). *Preparing future psychology faculty: A University of Georgia program model*. Symposium conducted at the annual meeting of the Southeastern Psychological Association, Atlanta. (This symposium included our PFF partner institution liaisons and PFF scholars).

Phelps, R.E. (2001). *A minority student forum: Graduate study in psychology*. Symposium sponsored by the CEPO Minority Interest Group at the annual meeting of the Southeastern Psychological Association, Atlanta.

Phelps, R. E. (1999, March). *Expanding the multicultural research agenda: a research team's progress and promise*. Symposium conducted at the meeting of the Southeastern Psychological Association, Savannah, GA.

Phelps, R. E. (1999, March). *Minorities in psychology: Making it through the pipeline*. Symposium conducted at the meeting of the Southeastern Psychological Association, Savannah, GA.

Phelps, R. E. (1998, March). *Practical issues in conducting racial and ethnic minority research*. Symposium conducted at the meeting of the Southeastern Psychological Association, Mobile, AL.

Phelps, R. E. (1997, April). *"Does it matter?": An examination of racial/ethnic identity*. Symposium conducted at the meeting of the Southeastern Psychological Association, Atlanta.

Phelps, R. E. (1996, March). *Mentoring: Preparing minority students for the challenges of graduate school*. Symposium conducted at the meeting of the Southeastern Psychological Association, Norfolk, VA.

Phelps, R. E. (1996, March). *Interactions between African American graduate students and African American faculty*. Symposium conducted at the meeting of the Southeastern Psychological Association, Norfolk, VA.

Local

Phelps, R. E. (1999, April). *Pieces of the puzzle: Clarifying the multicultural research agenda*. Symposium conducted at the College of Education Multicultural Conference, The University of Georgia, Athens.

Phelps, R. E. (1998, May). *Issues in conducting multicultural research*. Panel conducted at the annual College of Education Multicultural Conference, The University of Georgia, Athens.

Service as a Discussant at Professional Meetings:

International/National:

Discussant, *Collaboration across academic and ethnic cultures: Preparing for diverse futures*. Symposium conducted at the meeting of the American Psychological Association, New Orleans, LA (2006, August).

Discussant, *Integrating theory, research, training, and practice toward multicultural competency*. Symposium conducted at the meeting of the American Counseling Association, Indianapolis, IN (1998, March)

Discussant, *Rethinking the application of racial identity in developmental theory, training, and counseling application*. Symposium conducted at the meeting of the American Psychological Association, New York (1995, August)

** Discussant, *How does culture affect response to the MBTI: "Reported" type vs. "true" type?* Roundtable conducted at the Association for Psychological Type XI International Conference, Kansas City, MO (1995, July)

Discussant, *Cross-cultural competencies: Academicians. Affirming ethnicity and culture*. Roundtable conducted at the meeting of the American Psychological Association, Washington, DC (1992, August)

Discussant, *Implementing our knowledge of cross-cultural interaction: The African and American case. Diversity in counseling psychology*. Roundtable conducted at the meeting of the American Psychological Association, San Francisco (1991, August)

Discussant, *Advancing in academe-early career issues. Women's career advancement in counseling psychology*. Roundtable conducted at the meeting of the American Psychological Association, Boston (1990, August)

Regional

Discussant, *Reactions to the College Adjustment Scales: A cross-cultural perspective. Assessment in counseling centers: The development, standardization, and validation of the College Adjustment Scales*. Symposium conducted at the meeting of the Southeastern Psychological Association, New Orleans (1991, March)

PUBLIC SERVICE

External Reviewer for Promotion and Tenure

University of Kentucky (2009)

Howard University (2007)
Mississippi State University (2003)

National:

Program Co-Chair, Division 17, APA Annual Convention, Honolulu, Hawaii (2012-2013)

AACTE Institutional Representative for UGA College of Education (2004-2006)

Program Reviewer, Lilly Conference on College and University Teaching – North sponsored by the International Alliance of Teacher Scholars, Inc. (2002)

Co-Coordinator, Supervision and Training Work Group, APA Division 17's SAW Advancing Together: Centralizing Feminism and Multiculturalism in Counseling Psychology Conference (1999)

Member, Inclusive Environment Special Task Group, Division 17 (Counseling Psychology) of the American Psychological Association (1996-1997)

Member, Continuing Education and Regional Conferences Committee, Division 17 (Counseling Psychology) of the American Psychological Association (2001-2004, 1995-1998)

Chair, Racial and Ethnic Minority Needs Assessment Subcommittee, Division 17 of the American Psychological Association (1993)

Member, Ethnic and Cultural Diversity Committee, Division 17 of the American Psychological Association (1991-1992, 1988-1990)

Member, Professional Bias Panel for the Employee Assistance Program Inventory (1991)

Chair, Ethnic and Cultural Diversity Committee, Division 17 of the American Psychological Association (1990-1991)

Regional:

Member-at-Large, Executive Committee, Southeastern Psychological Association (2012-present)

Chair, CEPO Undergraduate Research Program, Southeastern Psychological Association (2006-2012)

Chair, Minority Interest Group, Southeastern Psychological Association (1998-2005)

Program Reviewer, Southeastern Psychological Association Conference (1998)

Member, Steering Committee, Division 17 Great Lakes Regional Conference (1987-1988)

State:

Executive Board Member, Project Leap!, Office of Citizens Employment and Training, Atlanta, GA (1995-1999)

Secretary, Tennessee Vocational Association (1985-1986)

Local:

Committee Member, Continuum of Care Program for Athens-Clarke County, Human & Economic Development Department, Athens, GA (Spring 2003)

Board of Directors Member, Athens (GA) Area Homeless Shelter (1998-2001, 2003-present)

Professional Memberships:

American Counseling Association

American Psychological Association

Division 2: Society for the Teaching of Psychology

Division 17: Society of Counseling Psychology

Division 35: Society for the Psychology of Women

Division 45: Society for the Psychological Study of Ethnic Minority Issues

Association for Multicultural Counseling and Development

Association for Psychological Science

Southeastern Psychological Association

OTHER SERVICE

Regional:

Consultant, Multicultural Education with the Southeastern Consortium for Minorities in Engineering (SECME) (1991)

Local:

Third-Party Evaluator, ACTION, Inc.-Genesis Project funded by the Demonstration Partnership Program, Office of Community Services, Washington, DC (1992)

Workshops, In-Service Training, and Guest Lectures:

Phelps, R.E. (2006, April). *Demystifying the academic search process*. Presentation to the UGA National Science Teachers Association.

Phelps, R.E. "How Can Undergraduate Students become more engaged in your research in various teaching formats from the large lecture to the one-on-one directed study." Served as a panelist for a panel discussion. This was part of a colloquium on the Integration of Research and Teaching held at the University of Georgia.

Nelson, P., Benassi, V., Cofrin, M., Phelps, R., Shore, C., & Whittlesey, V. (2003, March). *Oklahoma State University PFF in psychology workshop*. Workshop for OSU and partner institution faculty and administrators in the process of developing a PFF program in Psychology, Oklahoma State University, Stillwater.

Phelps, R.E., Thomas, K.M., & Grantham, T.C. (2001, Spring). *Graduate study in psychology at the University of Georgia*. Invited talk at the monthly meeting of the Spelman College Psychology Club, Atlanta.

- Phelps, R.E., & Bailey, D.F. (2000, February). *Multicultural issues for health care providers*. Workshop for Intensive Care Unit Nurses of St. Mary's Hospital, Athens, GA
- Phelps, R.E., Howe, S. T., Kennebrew, S. Y., Lyn, M. K., & Bell, A. (1999, April). *Awareness, skills, & action: Dimensions of multicultural counseling*. Workshop conducted at the Eisenhower Army Medical Center, Fort Gordon Army Base, Augusta, GA.
- Phelps, R.E., & Rollins, C. A. (1993, Summer). *Cultural diversity in rehabilitation services*. Two-day workshops conducted for employees and administrative staff of the Division of Rehabilitation Services, Atlanta.
- Hayes, B., & Phelps, R.E. (1992, June 16-19). *Cultural diversity*. Professional development/in-service training conducted for Newton County (GA) teachers.
- Phelps, R.E. (1991, October 24). *Cultural diversity*. In-service training conducted for pediatric nurses at Athens Regional Medical Center, Athens, GA.
- Phelps, R.E. (1992, April). Cultural diversity and religion. First Baptist Church, Athens, GA.

The University of Georgia:

University Activities:

- Member, Graduate School Teaching Portfolios Evaluation Committee (2007, 2009)
- Member, Graduate School Presidential Fellows Selection Committee (2006)
- Member, Diversity Award Committee (2006)
- Member, Peer Review of Teaching Committee (2005-2006)
- Member, Department of Speech Communication Program Review Committee (2005-2006)
- Member, Faculty Colloquium Steering Committee (2005)
- Member, Special Promotion and Tenure Committee (2005)
- Member, Graduate School Future Leaders Program Selection Committee (2005-2007)
- Teaching Academy Executive Committee (2004-2007)
- Member, Program Review and Assessment Committee (2004-2006)
- Task Force on General Education and Student Learning (2004-2005)
- Member, Sociology Program Review Committee (2004)
- Member, Special Promotion Committee (Charged by VP for Instruction) (Spring 2004)
- Member, Graduate Student Professional Development Course Offerings Subcommittee (Spring 2004)

- Member, Graduate School Associate Dean Search Committee (2004-2005)
- Member, Graduate School Professional Development (2003-2005)
- Member, Special Honors Program Assessment Committee (Spring 2003 – present)
- Member, Associate Vice President for Instruction Screening Committee (Spring & Summer 2003, Spring & Summer 2004)
- Member, Administrative Review Committee for Dr. Sherrie Nist, Director of the Division of Academic Enhancement (Spring 2003)
- Co-Developer, Office of Institutional Diversity Research Center Proposal (2002-2003),
Administrative Assignment: 14%
- Member, Center for Undergraduate Research Opportunities – Apprentice Program (CURO-AP) Advisory Council (Fall, 2002-2005)
- Member, Administrative Review Committee for Dr. Steve Brown, Director of the Counseling and Testing Center (Fall 2001)
- Member, Graduate School's Graduate Student Problem Advisory Committee (2000-2002)
- Member, Office of Institutional Diversity Design Team (2001-2002)
- Member, Staff Psychologist Search Committee, Counseling & Testing Center (Fall 2001)
- Member, University of Georgia Self-Study Steering Committee (1999-2000)
- Member, President's Minority Advisory Committee (appointed Summer, 1998 - 2002)
- Member, Senior Vice President for Academic Affairs and Provost Search Committee (Winter & Spring, 1998)
- Mentor, Take Our Daughters to Work Day, The University of Georgia (1997)
- Judge, University-wide Assistantship Competition for Minority Students, Graduate School, The University of Georgia (1996)
- Interviewer, Counseling and Testing Center Counseling Psychologist Position, The University of Georgia (1995)
- Fellow, Institute for Behavioral Research, The University of Georgia (1994- Present)
- Member, Director of Undergraduate Admissions Search Committee, The University of Georgia (1994-1995)
- Consultant, Cultural Diversity Issues, Department of University Housing, The University of Georgia (1991-present)
- Member, Pi Kappa Phi Review Committee, The University of Georgia (1993)

Mentor, University Affiliated Program for Persons with Developmental Disabilities, Minority Recruitment and Retention Initiative Mentoring Program (1992-1995)

Consultant, Student Interest Survey Project, Office of Minority Student Services and Programs, The University of Georgia (1991)

College of Education Activities:

Member, Ad Hoc Review Committee for Office of Faculty and Finance (2009)

Member, College of Education Dismissal Policy Committee (2008)

Member, School Psychology Search Committee (2008)

Member, EPIT Department Head Search Committee (2007)

Member, College of Education Georgia Systemic Teacher Education Program (GSTEP) Advisory Committee (Fall, 2002 – 2004)

Member, College of Education School of Professional Studies School Director Search Committee (Fall, 2000)

Member, College of Education Office of Research Development and Outreach Review Committee (2000)

Member, College of Education Promotion and Tenure Review Committee (1998-1999)

Member, College of Education Dean's Search Committee (1998-1999)

Member, College of Education Cultural Diversity Curriculum Review Committee (1998-2001)

Member, College of Education Millennium Committee (1998-1999)

Senator, College of Education Faculty Senate, The University of Georgia (1996-1999)

Member, College of Education Faculty Senate Task Force on Course and Instructor Evaluation Process, The University of Georgia (1996-1997)

Member, College of Education Staff Excellence Award Committee, The University of Georgia (1996-1997)

Member, College of Education Faculty Senate Graduate Courses and Programs Standing Committee, The University of Georgia (1997-1999)

Member, College of Education Awards Committee, The University of Georgia (1994-1996)

Member, College of Education Multicultural Task Force, The University of Georgia (1994-1996)

Reviewer, College of Education Multicultural Grants, The University of Georgia (1995)

Member, College of Education Dean's Search Committee, The University of Georgia (1993-1994)

Member, College of Education Initiative Committee, The University of Georgia (1990-1991)

Departmental Activities:

Member, Teaching Assistant Interview Committee (2006-2007)

Member, Faculty Activity Report Evaluation Committee (2006)

Member, APA Report Practicum Subcommittee (2004-present)

Member, Counseling Psychology Diversity Consultant Committee (2004)

Member, Department Faculty Peer Review Committee (1998, 2000)

Member, Departmental Post-Tenure Review Committee (1998, 1999)

Member, Third-Year Review Committee (1999, 2000)

Coordinator, Semester Conversion Curriculum Revision Initiative, Counseling Psychology Program (1997-1998)

Member, Student Personnel in Higher Education Faculty Search Committee, (1996-1997)

Chair, Admissions Committee for Counseling Psychology (1996-1998)

Member, Admissions Committee for Counseling Psychology (1990-1994)

Member, Admissions Committee for Student Affairs Administration (1992-2002)

Member, Admissions Committee for Student Personnel in Higher Education (1991-1994)

Member, Admissions Committee for Community Counseling (1990-1993)

Member, Community Counseling Faculty (1990-1993)

Member, Counseling Psychology Faculty (1990-present)

Member, Student Affairs Administration Faculty (1992-2002)

Member, Student Personnel in Higher Education Faculty (1991-1997)

Member, Student Personnel in Higher Education Faculty Search Committee (1996)

Member, Instructional Assessment Committee (1995)

Member, Clinical Faculty Committee, Center for Counseling and Personal Evaluation (1991-1993)

Advisor, Intentionally Structured Group on Wellness (1993)

Member, Teaching Review Committee (1992)

Member, Curriculum Review Committee for Counseling Psychology (1991)

Workshops, In-Service Training, and Guest Lectures:

- Phelps, R.E. (2003, April 8). *The UGA Model for Preparing Future Faculty in Psychology*. Presentation to the UGA Teaching Academy, The University of Georgia
- Phelps, R.E., & Packer, C.L. (2003, February 10). *Developing Positive Mentoring and Faculty-Student Relationships*. Presentation in HONS 1990H (CURO-AP first- and second-year undergraduate students), The University of Georgia
- Phelps, R. E. (2002, November 4). *Diversity in Higher Education*. Presentation to the EPSY 8990 Seminar on Professional Development, The University of Georgia
- Phelps, R.E. (2002, October 2). *Culturally Appropriate and Culturally Competent Research*. Presentation to the Honors' Pre- Med Class, The University of Georgia
- Phelps, R.E. (2002, July). *Multicultural Issues*. Presentation in ECHD 8100 Developmental Counseling class, The University of Georgia
- Phelps, R.E. (2000, February 18). *Classroom Issues from a Faculty Member's Perspective*. Presentation at the meeting of the Lilly Fellows, The University of Georgia
- Phelps, R.E. (2000, February 4). *Promotion and Tenure Issues for African American faculty*. Presentation to the College of Education African American faculty, The University of Georgia
- Phelps, R. E., Perez, R. M., Campbell-Burden, B., Howe, S. T., Kennebrew, S.Y., Lyn, M. K., & Bell, A. (1999, April). *Multicultural research and the Diversity Research Team*. Presentation in EDEC 8180 Research in Multicultural Teacher Education class, The University of Georgia
- Phelps, R. E., & Paisley, P. O. (1998, April). *Multiculturalism in school counseling*. Presentation at the School Collaborative Meeting, Department of Counseling and Human Development Services, The University of Georgia
- Phelps, R.E. (1995, March 21). *DSM-IV workshop*. Professional development/in-service training conducted for faculty of the Department of Counseling and Human Development Services, The University of Georgia
- Phelps, R. E. (1994, September 21). *Issues in the study of racial identity: Cultural mistrust, racial identity, and ethnicity*. Presentation at the Counseling and Testing Center, The University of Georgia
- Phelps, R. E. (1994, May 11). *Issues in multicultural counseling: Bridges to adult education*. Lecture in EAD 600 class, The University of Georgia
- Phelps, R. E. (1994, May 4). Recruitment strategies for faculty members of color. In M. M. Atwater (Chair), *Recruitment and retention of faculty of color*. Panel discussion conducted at the College of Education Multicultural Education Day Conference, The University of Georgia
- Phelps, R. E. (1993, November 17). *Do men and women speak the same language?* Presentation for Colonial Area resident assistants, The University of Georgia.

- Phelps, R. E. (1993, October 27). *Careers in student affairs*. Roundtable conducted during Student Affairs Week, The University of Georgia
- Phelps, R. E. (1993, May 5). *Gender differences in perceptions of verbal aggression*. Presentation sponsored by the Women's Studies Program Brown Bag Lunch Series, The University of Georgia
- Phelps, R. E. (1993, January 26). *Careers in psychology*. Presentation at the roundtable sponsored by the Minority Business Students' Association, The University of Georgia
- Phelps, R. E. (1991, July 15). *Multicultural issues in family therapy*. Lecture in CFD 807 class, The University of Georgia
- Stoner, K. L., Fyke, N., Lynch, T., Phelps, R. E., & Wilson, R. (1983, September 9). *Racial awareness: Promoting understanding by understanding yourself*. Workshop conducted for the Department of University Housing, The University of Georgia

The University of Notre Dame:

University Activities:

Consultant, Cultural Diversity Issues, University of Notre Dame Law School (1988-1989)

Member, Year of Cultural Diversity Committee, Office of the Provost (1988-1989)

Consultant, Holy Cross Associates Program, University of Notre Dame (1986-1990)

Consultant, University of Notre Dame Upward Bound Program (1986-1987)

Department of Psychology Activities:

Member, Counseling Psychology Faculty (1987-1990)

Member, Counseling Psychology Selection Committee (1989-1990)

University Counseling Center Activities:

Coordinator, Professional Development Research Program (1988-1989)

Coordinator, Consultation Program (1987-1989)

Member, Professional Development Committee (1986-1987)

Member, Teaching Committee (1986-1987)

Member, Client Records Committee (1986-1987)

Member, Research Committee (1986-1987)

Workshops, In-Service Training, and Guest Lectures:

Phelps, R. E., & Dickman, M. M. (1989, January). Dealing with difference. Three-day cultural diversity workshop for first-year law students.

The University of Texas, Austin:

University Activities:

Consultant for College of Nursing faculty (1983).