

**LISA M. LARSON  
VITAE**

**Iowa Psychology License #874, Health Service Provider #610**

***EDUCUCATIONAL BACKGROUND***

- Ph.D. University of Missouri - Columbia, Counseling Psychology,  
Psychology Department, 1986  
Dissertation: "Problem-solving appraisal with male alcoholics"  
MS University of Missouri-Columbia, Counseling Psychology,  
Psychology Department, 1984

***ACADEMIC BACKGROUND***

- 1986-1992 Assistant Professor, Department of Educational Psychology, University of  
Nebraska – Lincoln  
1992-1998 Associate Professor, Department of Educational Psychology, University of  
Nebraska – Lincoln  
1998-2000 Associate Professor, Department of Psychology, Iowa State University, Ames, IA  
2000-present Professor, Department of Psychology, Iowa State University, Ames, IA

***PUBLICATIONS (REFEREED)*** \*students as coauthors

1. \*Schenkenfelder, M., \*Frickey, E. A., Larson, L. M. (in press). College environment and basic psychological needs: predicting academic major satisfaction. *Journal of Counseling Psychology*.
2. \*Crick, K. A., Larson, L. M., & \*Seipel, M. T. (in press). Non-tenure track faculty satisfaction: A self-determination model. *Journal of Career Assessment*.
3. \*Surapaneni, S., Larson, L. M., \*Heath, P., Vogel, D. (2019). The Interaction of Stigma and Distress: Predicting the Help-Seeking Attitudes of United States Students. *British Journal of Guidance and Counseling*.
4. \*Baker, D. F., Larson, L. M., & \*Seipel, M. T. (2018). Relation of reinforcement sensitivity on vocational interest and self-efficacy. *Journal of Career Assessment*.
5. Larson, L. M., \*Seipel, M. T., Shelley, M. S., Gahn, S. W., \*Ko, S. Y., \*Schenkenfelder, M., Rover, D. T., Schmittmann, B., & Heitmann, M. M. (2019). The Academic Environment and Faculty Well-Being: The Role of Psychological Needs. *Journal of Career Assessment*, 27, 167-182.
6. \*Pesch, K. M., Larson, L. M., & \*Seipel, M. T. (2018). Career certainty and major satisfaction: The roles of information-seeking and occupational knowledge. *Journal of Career Assessment* 26, 583-598.
7. \*Seipel, M. T., & Larson, L. M. (2018). Supporting Non-Tenure – Track Faculty Well-Being. *Journal of Career Assessment*, 26, 154-171
8. \*Pesch, K. M., Larson, L. M., & \*Seipel, M. T. (2018). Career Indecision within the College Social Microcosm: Social Value Determinants and Psychological Needs. *Journal of Career Assessment*, 26, 291-307.

9. \*Baker, D. F., Larson, L. M., & \*Surapaneni, S. (2016). Leadership Intentions of Young Women: The Direct and Indirect Effects of Social Potency. *Journal of Career Assessment*, 24, 718-731.
10. \*Pesch, K. M., & Larson, L. M., & \*Surapaneni, S., (2016). Parental Autonomy Support and Career Well-being: Mediating Effects of Perceived Academic Competence and Volitional Autonomy. *Journal of Career Assessment*, 24, 497-512.
11. Larson, L. M., \*Pesch, K. M. \*Surapaneni, S., \*Bonitz, V. S., \*Wu, T. F., & Werbel, J. D. (2015). Predicting Graduation: The Role of Mathematics/Science Self-Efficacy. *Journal of Career Assessment*, 23, 399-409.
12. Larson, L. M., \*Pesch, K. M., \*Bonitz, V. S., Wu, T- F, & Werbel, J. D. (2014). Graduating with a Science Major: The Roles of First-Year Science Interests and Educational Aspirations. *Journal of Career Assessment*, 22, 479-488.
13. Larson, L. M., Stephen, A. \*Bonitz, V. S., & \*Wu, T. F. (2014). Predicting Science Achievement in India: Role of Gender, Self-efficacy, Interests, and Self-reported Effort. *Journal of Career Assessment*. 22, 89-101.
14. Larson, L. M., \*Bonitz, V. S., Werbel, J. D., \*Wu, T. F., & \*Mills, L. R. (2012). Distinguishing Beginning Premed Students from their Science Peers: The Salience of Proximal Variables. *Journal of Career Assessment*, 20, 208-220.
15. Larson, L. M., \*Wu, T. F., \*Bailey, D. C., \*Gasser, C. E., \*Bonitz, V. S., & Borgen, F. H. (2010). The Role of Personality in the Selection of a Major: With and Without Vocational Self-efficacy and Interests. *Journal of Vocational Behavior*, 76, 211-222.
16. \*Bonitz, V. S., Armstrong, P. I., & Larson, L. M. (2010). RIASEC Interest and Confidence Cutoff Scores: Implications for Career Counseling. *Journal of Vocational Behavior*, 76, 265-276.
17. \*Wu, T.-F., Yeh, K.-H., Cross, S. E, Larson, L. M., Wang, Y-H., & Tsai, Y-L. (2010). Conflict with Mothers-in-law and Taiwanese Women's Marital Satisfaction: The Moderating Role of Husband Support. *The Counseling Psychologist*, 38, 497-522.
18. \*Bonitz, V. S., Larson, L. M., & Armstrong, P. I. (2010) Interests, self-efficacy, and choice goals: An experimental manipulation. *Journal of Vocational Behavior*, 76, 223-233.
19. Larson, L. M., \*Wu, T. F., \*Bailey, D. C., Borgen, F. H., & \*Gasser, C. E. (2010). Male and Female College Students' Educational Majors: The Contribution of Basic Vocational Confidence and Interests. *Journal of Career Assessment*, 18, 16-33.
20. \*Bailey, D. C., Larson, L. M., Borgen, F. H., & \*\*Gasser, C. E. (2008). Changing of the guard: Interpretive continuity of the 2005 Strong Interest Inventory. *Journal of Career Assessment*, 16, 135-155.
21. Larson, L. M., Wei, M., \*Wu, T. F., Borgen, F. H., & Bailey, D. C. (2007) Discriminating among Educational Majors and Career Aspirations in Taiwanese Undergraduates: The Contribution of Personality and Self-Efficacy. *Journal of Counseling Psychology*, 54,395 - 408.
22. Vogel, D. L., Wade, N. G., Wester, S. R., Larson, L. M., & \*Haekler, A. H. (2007). Seeking help from a mental health professional: The influence of one's social network. *Journal of Clinical Psychology*, 63, 233-245.
23. \*Staggs, G., Larson, L. M., & \*Borgen, F. H. (2007). Convergence of Interests and personality: Meta-analyses of the Multidimensional Personality Questionnaire and the Strong Interest Inventory. *Journal of Career Assessment*, 15, 423-445.
24. \*Gasser, C. E., Larson, L. M., & Borgen, F. H. (2007). Concurrent validity of the 2004

- Strong Interest Inventory: An Examination of Gender and College Major. *Journal of Career Assessment*, 15, 23-43.
25. Vogel, D. L., Wester, S. R., & Larson, L. M. (2007). Avoidance of Counseling: Psychological Factors That Inhibit Seeking Help. *Journal of Counseling & Development*, 85, 410-422.
  26. Larson, L. M. & Borgen, F. H. (2006) Do Personality Traits Contribute to Vocational Self-Efficacy? *Journal of Career Assessment*, 14, 295-311.
  27. Vogel, D. L., Wester, S. R., Larson, L. M., & Wade, N. G. (2006). An Information Processing Model of the Decision to Seek Professional Help. *Professional Psychology: Research and Practice*. 37, 398-406.
  28. Wei, M., Mallincrodt, B., Larson, L. M., & \*Zakalik, R. (2005). Adult attachment, depressive symptoms, and validation from self versus others. *Journal of Counseling Psychology*. 52, 368-377.
  29. \*Karr, C. A. & Larson, L. M. (2005). Keeping Theory Revision Front and Center in Counseling Psychology: Moving from Discussion to Action. The Rejoinder. *The Counseling Psychologist*, 33, 383-388.
  30. \*Karr, C. A. & Larson, L. M. (2005). Use of Theory in Research: Investigating Three Counseling Psychology Journals (1990-1999). Major Contribution. *The Counseling Psychologist*, 33, 299-326.
  31. \*Gasser, C. E, Larson, L. M., & Borgen, F. H. (2004). Contributions of personality and interests to explaining the educational aspirations of college students. *Journal of Career Assessment*, 12, 347-365.
  32. \*Staggs, G., Larson, L. M., & Borgen, F. H. (2003). Convergence of specific factors in vocational interests and personality. *Journal of Career Assessment*, 11, 243-262.
  33. \*Rottinghaus, P. J., Larson, L. M., & Borgen, F. H. (2003). Theoretical and empirical linkages of self-efficacy and interests. *Journal of Vocational Behavior*, 62, 221-236.
  34. Larson, L. M., Day, S. X., Howarth, S., Clark, M. P., & Vogel, D. L. (2003). Developing a supervisor feedback rating scale using outside observers. *Measurement and Evaluation in Counseling and Development*, 35, 230-238.
  35. Larson, L. M., \*Rottinghaus, P. J., & Borgen, F. H. (2002). Meta-analyses of big six interests and big five personality factors. *Journal of Vocational Behavior*, 61, 217-239.
  36. \*Alexander, C. M., \*Hill, K. J., & Larson, L. M (2002). Admission to APA accredited programs in counseling psychology *The Counseling Psychologist*, 30, 135-146.
  37. Larson, L. M., & Borgen, F. H (2002). Convergence of vocational interests and personality: Examples in an adolescent gifted sample *Journal of Vocational Behavior*, 60, 91-112.
  38. \*Daniels, J. D., & Larson, L. M. (2001) The impact of performance feedback on counseling self-efficacy and counselor anxiety *Counselor Education and Supervision*, 41, 120-130.
  39. \*Majors, M. A., & Larson, L. M (2001). Occupationally unique interests in scales on the Strong Interest Inventory, *Journal of Vocational Behavior*, 59, 105-119.
  40. Larson, L. M., & \*Besett-Alesch, T. M (2000). Bolstering the scientist component in the training of scientist-practitioners: One program's curriculum modifications *The Counseling Psychologist*, 28, 873-896.
  41. Larson, L. M., \*Clark, M. P., \*Wesely, L. A. H., \*Koraleski, S. F., \*Daniels, J., & \*Smith, P. (1999). Choosing brief videos versus role plays for increasing counseling self-

- efficacy in prepractica trainees: Balancing risk and potency. *Counselor Education and Supervision*, 38, 237-248.
42. \*Paa, H. & Larson, L. M. (1998). Prediction of level of restrained eating behavior in adult women. *International Journal of Eating Disorders*, 24, 91-93.
  43. Larson, L. M. & \*Majors, M. S. (1998). Applications of the Coping with Career Indecision Instrument with adolescents. *Journal of Career Assessment*, 6, 163-180.
  44. Larson, L. M. & \*Daniels, J. (1998). Review of the counseling self-efficacy literature (Monograph). Major contribution for *The Counseling Psychologist*, 26, 179-218.
  45. Larson, L. M. (1998b). Making it to the show: Four criteria to consider. (Response to Four Reactants) Major contribution for *The Counseling Psychologist*, 26, 324-341.
  46. Larson, L. M. (1998a). The social cognitive model of counselor training (Monograph). Major contribution for *The Counseling Psychologist*, 26, 219-273.
  47. \*Koraleski, S. F. & Larson, L. M. (1997). A partial test of the transtheoretical model with adult survivors of childhood sexual abuse in therapy. *Journal of Counseling Psychology*, 44, 302-306.
  48. Larson, L. M., & \*Sailors, P. J. (1997). Perceived effective problem solvers' attributions concerning success and failure of a simulated real life problem. *Behavior Modification*, 21, 341-354.
  49. McWhirter, E., Larson, L. M., & \*Daniels, J. A. (1996). Predictors of educational aspirations among adolescent gifted students of color. *Journal of Career Development*, 23, 97-109.
  50. Larson, L. M., \*Potenza, M. T., \*Wennstedt, L. W., & \*Sailors, P. J. (1995). Measuring real-life problem solving: Do perceptions accurately reflect behavior? *Cognitive Therapy and Research*, 19, 241-257.
  51. Larson, L. M., \*Toulouse, A. L., \*Ngumba, W., \*Fitzpatrick, L. A., & Heppner, P. P. (1994). The development and validation of coping with career indecision. *Journal of Career Assessment*, 2, 91-110.
  52. Larson, L. M., \*Allen, S. J., \*Imao, R. A. K., & \*Piersel, W. C. (1993). Self-perceived effective problem solvers differential view of their partners' problem-solving styles. *Journal of Counseling and Development*, 71, 528-532.
  53. \*Hill, K. J., & Larson, L. M. (1992). Measurement of attributional style in the reformulated learned helplessness model of depression: Issues and alternatives. *Cognitive Therapy and Research*, 16, 83-90.
  54. Larson, L. M., \*Suzuki, L., \*Gillespie, K., \*Potenza, M. T., \*Toulouse, A. L., & \*Bechtel, M. A. (1992). The development and validation of the Counseling Self-Estimate Inventory. *Journal of Counseling Psychology*, 39, 105-120.
  55. Larson, L. M., Piersel, W. C., \*Imao, R. A. K., & \*Allen, S. J. (1990). Significant predictors of problem-solving appraisal. *Journal of Counseling Psychology*, 4, 482-490.
  56. Larson, L. M. (1990). A critique of problem-solving training: Where to from here. *Journal of Cognitive Psychology - An International Quarterly*, 4, 257-265.
  57. Larson, L. M., & Heppner, P. P. (1989). Problem-solving appraisal in an alcoholic population. *Journal of Counseling Psychology*, 36, 73-78.
  58. Heppner, P. P., Baumgardner, A. H., Larson, L. M., & Petty, R. E. (1988). Problem-solving training for college students with problem-solving deficits. *Counseling Psychology Quarterly*, 1, 129-143.

59. Larson, L. M., Heppner, P. P., Ham, T., & Dugan, K. (1988). Investigating multiple subtypes of career indecision through cluster analysis. *Journal of Counseling Psychology*, 35, 439-446.
60. Larson, L. M. (1987). Problem-solving appraisal: A necessary ingredient in the career-planning process. *Journal of Career Development*, 14, 24-34.
61. Larson, L. M., & Heppner, P. P. (1985). The relationship of problem-solving appraisal to career decision and indecision. *Journal of Vocational Behavior*, 26, 55-65.
62. Heppner, P. P., Neal, G. W., & Larson, L. M. (1984). Problem-solving training as prevention with college students. *The Personnel and Guidance Journal*, 62, 514-519.
63. Heppner, P. P., Reeder, B. L., & Larson, L. M. (1983). Cognitive variables associated with personal problem-solving styles: Implications for counseling. *Journal of Counseling Psychology*, 30, 537-545.

### **EXTERNAL MONIES AND GRANTS**

- Cinzia, C. (Principal Investigator). Co-Principal Investigators: Bratsch-Prince, D., Constant, K., Oglivie, C., Okudan-Kremer, G., Senior Personnel: Weinstein, A. Powell Coffman, J., Larson, L. M., Hayes, C., Collaborative Research: Joining forces: A Midwestern partnership of research-intensive institution for women STEM faculty success. *ADVANCE: Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers. Partnership Track*. \$223,030. Not Funded
- Jiles, D. C. (Principal Investigator). Rajala, S., Rover, D. T., Shelley, M. C., Rover, D. T., Zambreno, J. A., Larson, L. M., Kemis, M., Mina, M., Rodriguez, S, Yilmaz, S. (Co Principal investigators). (2016 – 2021). IUSE/PFE:RED: Reinventing the Instructional and Departmental Enterprise (RIDE) to Advance the Professional Formation of Electrical and Computer Engineers (\$1,999,869 total costs) National Science Foundation, Funded
- Zambreno, J. A., (Principal Investigator), Jacobson, D. W., Rover, D. T., Shelley, M. C. Tobey, U., Emmerson, J., Hensen, K., Sheller, C., Bausman, M., Conley, H., Larson, L. M., and Rodriguez, S. (Co Principal Investigators). (2016 – 2021). *Collaborative research: WI-ESCEL Scholarship Program (Women in Electrical, Computer, and Software Engineering as Leaders)*. (\$4,054,476 total costs). National Science Foundation. Funded.
- Jiles, D. C. (Principal Investigator). Jones, P., Mina, M., Rover, D. T., Zambreno, J. A. (Principal Investigator). Shelley, M. and Larson, L. M. (Senior Personnel). *IUSE/PFE:RED: Reinventing the instructional and departmental enterprise(RIDE) to advance the professional formation of electrical and computer engineers* (\$1,999,991 total costs) National Science Foundation, not funded.
- Rover, D. (Principal Investigator). (Sept. 2014 – August 2017). Larson, L. M., Gahn, S. W. Shelley, M. C. Schmittmann, B. (Co- principal investigators). *"EAGER: Understanding and Strengthening STEM Faculty Engagement, the Institutional Environment and Transformative Research,"* (\$299,991) National Science Foundation, Funded.
- Larson, L. M. (Principal Investigator). *Expanding the engineering pipeline: Developing an engineering interest measure*. National Science Foundation Grant, 500,000, submitted September 26, 2006. Not funded.
- Cutrona, C., principal investigator, Evans, N. J., Peplau, L. A., Larson, L. M., Campo, S., Losch, M., Nathan, P., Clair, S. E. (Investigators). (January, 2004, resubmitted January, 2005).

“Developmental trajectories of stigmatized rural young adults.” National Institute of Health Grant for \$2,463,556 in direct costs and \$3,336,606 total costs, Not funded.  
 Larson, L. M., Day, S. X., Clark, M., & Howarth, S. (2000-2001) LAS Faculty Development Grant, “Ratings of counseling performance: Does nature of supervisor feedback affect agreement?” \$7,500, funded.

1991 to 1998	The Career Exploration Workshops generated Served on panel about \$6000 in income per year.
Spring, 1995	Strong Research Advisory Board Grant funded by Consulting Psychologists Press \$6350
Spring, 1996	Foundation of Instruction in Post Secondary Education (FIPSE) Grant Faculty Fellowship in the Peer Review of Teaching \$2500
Spring, 1989	Comprehensive Career Guidance Project, Nebraska Department of Education, Second author with Alvin Leung, Ph.D., \$7100

### **BOOK CHAPTERS**

- Larson, L. M., & \*Seipel, M. T. (in press). Personality interests, and careers. In B. J. Carducci (Editor-in-Chief) & J. S. Mio & R. E. Riggio (Vol. Eds.), *Wiley-Blackwell encyclopedia of personality and individual differences: Vol. IV. Clinical, applied, and cross-cultural research* Hoboken, NJ: John Wiley & Sons.
- Larson, L. M., \*Bonitz, V. S., \*Pesch, K. M. (2013). Assessing Key Vocational Constructs. Chapter in W. B. Walsh, M. Savickas, and P. Hartung (Ed.) *Handbook of Vocational Psychology (4<sup>th</sup> edition)*. New York, NY: Taylor & Francis/Routledge.com. pp. 127 – 154.
- Larson, L. M. (2012). What do we know about people’s worklife across the lifespan: Personality, interests, aspirations, educational achievement, career choice, the job search, job performance, and job satisfaction? Chapter in the J. I. Hansen’s and E. Altmeir’s (Ed.), *Handbook of Counseling Psychology*, Oxford University Press. pp. 128-178.
- \*Bonitz, V.S., Armstrong, P.I., & Larson, L.M. (2010) Geschlechterunterschiede im Abschneiden beim Studententpisa-Test – die Folge geschlechterspezifischer Berufsinteressen? [Gender differences in performance on the Studententpisa test – the result of gender-specific vocational interests?]. In M. Verbeet, & S. Trepte (Eds.), *Allgemeinbildung in Deutschland – Erkenntnisse aus dem SPIEGEL-Studententpisa-Test [General education in Germany – Findings from the SPIEGEL-Studententpisa-Test]*. Wiesbaden: VS Verlag, pp. 273-287.
- Larson, L. M., & \*Bailey, D. C. (2006). Beyond Holland’s RIASEC. J. H. Greenhaus and G. A. (Eds.) Chapter in the *Encyclopedia of Career Development*, Thousand Oaks, CA: Sage Reference Publications. pp. 69-71.

### **NATIONAL CONVENTION PAPERS PRESENTED**

1. \*Seipel, M. T., & Larson, L. M. (2019, August). Student veteran well-being: The role of veteran friendly campus perception and psychological need. Paper presented at the American Psychological Association National Convention, Chicago, Ill.

2. \*Crick, K. A., & Larson, L. M. (2019, August). The examination of racially diverse non tenure track (NTT) faculty's job satisfaction. Paper presented at the American Psychological Association National Convention, Chicago, Ill.
3. \*Crick, K. A., Seipel, M. T., & Larson, L. M. (2019, August). Volitional autonomy and relatedness: Mediators explaining Non Tenure Track faculty job satisfaction. Paper presented at the American Psychological Association National Convention, Chicago, Ill.
4. \*Frickey, E. & Larson, L. M. (2019, August). Interpersonal sensitivity and well-being: Understanding relatedness as an essential mediator. Paper presented at the American Psychological Association National Convention, Chicago, Ill.
5. \*Frickey, E., & Larson, L. M. (2019, August). A closer examination of engineering department culture: Identifying supports and barriers. Paper presented at the American Psychological Association National Convention, Chicago, Ill.
6. \*Frickey, E., \*Crick, K. A., Rodriguez, S. L., Espino, M. L, Larson, L. M., & Shelley, M. (2019, August). The ESCCEL program: An effort to increase diversity in STEM Fields in higher education. Paper presented to the American Psychological Association National Convention, Chicago, Ill.
7. \*Crick, K. A., \*Baker, D. F., Larson, L. M., & \*Seipel, M. T. (2018, August). Relation of reinforcement sensitivity on vocational Interest and Self-Efficacy. Paper presented at the American Psychological Association National Convention, San Francisco, Ca.
8. \*Surapaneni, S., Larson-Konar, D. M., & Larson, L. M. (2018, August). Stigma and Intentions to Seek Help in Caucasian, Asian American and Asian International. Paper to be presented at the American Psychological Association National Convention, San Francisco, Ca.
9. Larson-Konar, D. M., \*Frickey, E., Larson, L. M., & \*Crick, K. A. (2018, August). Multiracial/Monoracial Discrepancies on Institutional Support, Psychological Need Satisfaction, and Global Satisfaction among Non-Tenure Track University Faculty. Paper to be presented at the American Psychological Association National Convention, San Francisco, Ca.
10. \*Ko, S., \*Seipel, M., Larson, L. M., Shelley, M., Gahn, S., Rover, D., Schmittmann, B., & Heitmann, M. (2017, August). Enhancing Faculty Wellbeing: Self Determination Theory (SDT) as a Framework. Paper presented at the 2017 American Psychological Association National Convention, Washington, D. C.
11. \*Schenkenfelder, M., & Larson, L. M. (2017, August). Predicting academic major satisfaction using environmental factors and Self-Determination Theory. Paper presented at the 2017 American Psychological Association National Convention, Washington, D. C.
12. \*Schenkenfelder, M., Larson, L. M., & \*Ko, S. (2017, August). The Impact of ADVANCE Department Enhancement Program (DEP) at Iowa State University (ISU). Paper presented at the 2017 American Psychological Association National Convention, Washington, D. C.
7. Larson, L. M., \*Schenkenfelder, M., & Bird, S. (2016, May). Transforming the Institution One Department at a Time. Poster presented to the AWIS/ADVANCE National Conference, Baltimore, MD.
8. Larson, L. M., Smith, J. L. (2016, May). Using Psychological Theory to Inform Practice: Broadening Participation and Enhancing the Climate of STEM. Session presented at the AWIS/ADVANCE National Conference, Baltimore, MD.

9. Lamont, S., Larson, L. M., Sundrarajan, S., & Haddad, M. (2016, May). Institutionalizing ADVANCE: Successes and Challenges of Expanding Equity Advisors to All Colleges. Session presented to the AWIS/ADVANCE National Conference, Baltimore, MD.
10. Shelley, M. C., Larson, L. M., Gahn, S. W. Rover, D., Schmittmann, B., & Heitmann, M. (2016, August). Statistical Models of Faculty Retention: Logistic Regression, COACHE, and Support Mechanisms Paper presented to the 2016 Joint Statistical Meetings, Chicago, Ill.
11. Larson, L. M., Shelley, M. C., Gahn, S., & \*Seipel, M. T. (2016, April). Self Determination Theory (SDT) as a Framework for Understanding Faculty Wellbeing. Paper presented to the 2016 National Alliance for Broader Impact Convention, Philadelphia, PA.
12. \*Surapaneni, S., Larson, L. M., & Vogel, D. (2016, August). The Relation of Public Stigma and Self-Stigma: The Moderating Role of Distress based on Gender. Paper presented at the 2016 American Psychological Association National Convention, Denver, CO.
13. \*Baker, D. F., Larson, L. M., & \*Surapaneni, S. (2015, August). Leadership Efficacy/Intentions of Young Women: The Role of Interest, Confidence, and Social Potency. Paper presented at the 2015 American Psychological Association National Convention, Toronto, Ontario, CA.
14. \*Surapaneni, S., \*Pesch, K. M., & \*Larson, L. M. (2015, August). Perceived Competence and Volitional Autonomy as Mediators of Parental Support and Career Well-being. Paper presented at the 2015 American Psychological Association National Convention, Toronto, Ontario, CA.
15. \*Schenkenfelder, M., \*Surapaneni, S., \*Larson, L. M. (2015, August). Decreasing chilly climate for women by improving campus and classroom climate. Paper presented at the 2015 American Psychological Association National Convention, Toronto, Ontario, CA.
16. \*Surapaneni, S., Larson, L. M., \*Pesch, K. M., Bonitz, V. S. (2014, August). *Mathematics/Science self-efficacy and academic achievement on persistence of college students*. Paper presented at the 2014 American Psychological Association National Convention, Washington, D.C.
17. \*Surapaneni, S., Larson, L. M., \*Johar, O., \*Larson-Konar, D. M. (2014, August). *Differences in inclusiveness within and outside classrooms for Racial/Ethnic Minorities and Caucasians*. Paper presented at the 2014 American Psychological Association National convention, Washington, D.C.
18. \*Surapaneni, S., Larson, L. M., & Bowen, B. (2014, March). *ADVANCE: A bottom up and top down approach to diversifying college campuses*. Paper presented at the 2014 International Counseling Psychology Conference in Atlanta, Georgia
19. \*Pesch, K., Larson, L.M., Bonitz, V. S., & Wu, T. F. (2012, August). Predicting Science Major Completion: The Role of Educational Aspiration. Paper presented at the 2012 American Psychological Association National Convention. Orlando, Fla.
20. Bonitz, V. S., Armstrong, P. I., & Larson, L. M. (2010, August). *Interests and general knowledge: Insights from cross-cultural research*. Poster to be presented at the American Psychological Association National Convention, San Diego, CA.
21. Bonitz, V. S., Armstrong, P. I., & Larson, L. M. (2009 August). *RIASEC interest and confidence cutoff scores: Implications for career counseling*. Poster to be presented to the American Psychological Association National Convention, Toronto, Canada.



22. Bailey, D. C., Larson, L. M., Wu, T. F., Borgen, F. H., & Gasser, C. E. (2008, August). Using Basic Vocational Confidence and Interests to Discriminate Educational Majors. Poster presented at the American Psychological Association, Boston, MA.
23. Bonitz, V. S., Larson, L. M., Wu, T. F., Bailey, D. C., Borgen, F. H. (2008, August). Discriminating among educational majors in undergraduates: The contribution of personality. Poster presented at the American Psychological Association, Boston, MA.
24. Bailey, D. C., Larson, L. M., Wu, T.F. & Mills, L. R. (2007, August). *Personality and self-efficacy as discriminators of educational and career aspirations*. Poster presented at the American Psychological Association National Convention, San Francisco.
25. Wu, T. F., Larson, L. M., Borgen, F. H., & Bailey, D. C. (2007, August) *Integrating personality, self-efficacy, and interest in discriminating among college majors*. Poster presented at the American Psychological Association National Convention, San Francisco.
26. Bailey, D. C. Wade, N. G., Larson, L. M., Schobitz, R. P. *Religious Coping, Trait Forgiveness, and Meaning in Military Duty as Protective Barriers for Soldiers*. (2006, August). Poster presented at the American Psychological Association National Convention, New Orleans, LA.
27. Wu, T. F., Larson, L. M., Wei, M., Borgen, F. H., & Bailey, D. C. (2006, August) *Personality and Self-Efficacy: Cross Cultural Validity in Taiwanese Undergraduates*. Poster presented at the American Psychological Association National Convention, New Orleans, La.
28. Gasser, C. E., Larson, L. M., & Borgen, F. H. (2005, August). *Concurrent validity of the 2004 Strong Interest Inventory: An Examination of Gender and College Major*. Poster presented at the American Psychological Association National Convention, Washington, D. C.
29. Bailey, D. C., Larson, L. M., Borgen, F. H., & Gasser (2005, August). *Relation of the 1994 and 2004 Strong Interest Inventories: A Study of Equivalency* Poster presented at the American Psychological Association National Convention, Washington, D. C.
30. Larson, L. M., Bailey, D. C., & Borgen, F. H., & Gasser, C. (2005, August). *2004 Strong and Expanded Skills Confidence Inventory: Our First Look*. Poster presented at the American Psychological Association National Convention, Washington, D. C.
31. Young, K., Bailey, D., Boysen, G., Quinn, A., Robinson, R. Ruxton, B., Seeman, J., Spencer, K., & Larson, L. M. (2004, August). *Outcome Expectancy in the Career and Academic Domain: A Review*. Poster presented at the American Psychological Association National Convention, Honolulu, Hawaii.
32. Bailey, D. C., Larson, L. M. Borgen, F. H. (2004, August). Personality and self-efficacy in college major prediction: A new look at PE fit. Poster presented at the American Psychological Association National Convention, Honolulu, Hawaii
33. Larson, L. M., Borgen, F. H., & Gasser, C. (2003, August). Individuality expressed through personality, interests, and self-efficacy. Poster presented at the American Psychological Association National Convention, Toronto, Canada.
34. Tilley, B. P., & Larson, L. M. (2002, August). Validation of the educational outcome expectancy scale. Poster presented at the American Psychological Association National Convention, Chicago, Ill.
35. Staggs, G., Larson, L. M., & Borgen, F. H. (2002, August). Convergence of specific factors in vocational interests and personality. Poster presented at the American Psychological Association National Convention, Chicago, Ill.

36. Springer, Shauna H., Larson, L. M., Tilley, Brian P., Gasser, Courtney G., & Quinn, Aaron (2001, August) *Development of an educational and career outcome expectancy scale* Poster presented at the American Psychological Association National Convention, San Francisco, CA.
37. Larson, L. M., Rottinghaus, Patrick J., & Borgen, F. H (2001, August). *Meta-analyses of big six interests and big five personality factors* Poster presented at the American Psychological Association National Convention, San Francisco, CA.
38. Larson, L. M. (August, 2001). *Development of the Counseling Outcome Expectancy Measure*. Symposium conducted at the meeting of the American Psychological Association, San Francisco, CA.
39. Karr, C. A., & Larson, L. M (August, 2001). *Multiple role coping inventory: Factor structure for working mothers* Poster presented at the American Psychological Association National Convention, San Francisco, CA.
40. Majors, M. A., Larson, L. M., Howarth, S., Karr, C., Staggs, G (2000, August). *Test-retest reliability of the Myers Briggs Type Indicator-Step 2*. Paper presented at the meeting of the American Psychological Association, Washington, D. C.
41. Larson, L. M., Day, S. X., Howarth, S, & Clark, M. (2000, August). *Ratings of Counseling Performance: Does Nature of Supervisor Feedback Affect Agreement?* Paper presented at the meeting of the American Psychological Association, Washington, D. C.
42. Karr, C. A., & Larson, L. M. (2000, August). *Multiple Role Coping Inventory- Intentions (MRCI): A confirmatory factor analysis*. Paper presented at the meeting of the American Psychological Association, Washington, D. C.
43. Wesely, L. H., & Larson, L. M. (1999, August). *Applying the transtheoretical model to breast self-examination*. Paper presented at the meeting of the American Psychological Association, Boston, MA.
44. Schulte, D. L., & Larson, L. M. (1999, August). *Religion, spirituality in Counseling Psychology: Support for a cultural perspective*. In Religion, spirituality, and counseling process-New research implications for training. Symposium conducted at the meeting of the American Psychological Association, Boston, MA.
45. Karr, C. A., Larson, L. M. (1999, August). *Use of Theory in Research: Investigating three Counseling Psychology Journals (1990-1998)*. Paper presented at the meeting of the American Psychological Association, Boston, MA.
46. Karr, C. A., Larson, L. M. (1999, August). *The Multiple Role Coping Inventory: Development and Factor Structure Analysis*. Paper presented at the meeting of the American Psychological Association, Boston, MA.
47. Cardwell, T., & Larson, L. M. (1999, August). *Factors Moderating Sexual Harassment of High School Girls*. Paper presented at the meeting of the American Psychological Association, Boston, MA.
48. Larson, L. M., Borgen, F. H. (1999, August). *The Overlap between Competing Personality Models and Vocational Interests*. Paper presented at the meeting of the American Psychological Association, Boston, MA.
49. Hanson, W. E., Karr, C. A., Larson, L. M., Majors, M. S., & Palowski, C. A. (1998, August). *Factor analytic investigation of gifted adolescents' perceptions of career barriers*. Paper presented at the meeting of the American Psychological Association, San Francisco, CA.

50. Besett, T. & Larson, L. M. (1998, August). *Empowering students as scientist-practitioners: Is everyone on board?* Paper presented at the meeting of the American Psychological Association, San Francisco, CA.
51. Larson, L. M. (Chair) (1998e, August). *Thriving in colleges of education: Counseling psychology moving into schools*. Symposium presented at the meeting of the American Psychological Association, San Francisco, CA.
52. Larson, L. M. (1998d, August). The social cognitive model of counselor training: A closer look. In *Social cognitive theory's extension to counseling psychology: Three domains*. Symposium conducted at the meeting of the American Psychological Association, San Francisco, CA.
53. Larson, L. M. (Chair) (1998c, August). *Social cognitive theory's extension to counseling psychology: Three domains*. Symposium conducted at the meeting of the American Psychological Association, San Francisco, CA.
54. Karr, C. A., Larson, L. M., Majors, M. S. (1997, May). *Parent nontraditional employment and educational expectations as predictors of adolescent females' nontraditional career interests*. Poster presented at the annual meeting of the American Psychological Society, Washington, D. C.
55. Larson, L. M., & Daniels, J. A. (1996, August). *Embedding counseling self-efficacy within social cognitive theory*. Paper presented at the meeting of the American Psychological Association Convention, Toronto, Canada.
56. Larson, L. M., Cardwell, T., & Majors, M. (1996, August). *Counseling self-efficacy, job satisfaction, and work environment: Predictors of burnout*. Paper presented at the meeting of the American Psychological Association, Toronto, Canada.
57. Larson, L. M. (Discussant) (1996, August). *Women's view of academia*. Symposium conducted at the meeting of the American Psychological Association, Toronto, Canada.
58. Paa, H., & Larson, L. M. (1995, August). *Restrained eating in middle-aged women: Creative techniques for enhancing body image*. Paper presented at the meeting of the American Counseling Association, Denver, CO.
59. Larson, L. M., (Chair) (1995, August). *A graduate training model*. Symposium conducted at the meeting of the American Psychological Association, New York, NY.
60. McWhirter, E., Larson, L. M., Daniels, J. A., Schirger, A., Freeman, S., & Mastas, M. (1994, August). *Predictors of educational aspirations among Mexican American and African American gifted high school students*. Paper presented at the meeting of the American Psychological Association, Los Angeles, CA.
61. Larson, L. M., Koraleski, S. F., Daniels, J. A., Henderson, L. A., & Peterson, M. M. (1994, August). *Vicarious experiences and performance accomplishments' impact on counseling self-efficacy*. Paper presented at the meeting of the American Psychological Association, Los Angeles, CA.
62. Larson, L. M. (1994, August). Child rearing while maintaining sanity: Is it a pipe dream? In *Women faculty in counseling psychology: Balancing job, relationships, and childrearing*. Symposium conducted at the meeting of the American Psychological Association, Los Angeles, CA.
63. Larson, L. M. (Discussant) (1994, August). *Significant contributors in counseling psychology*. Division 17 Roundtable conducted at the meeting of the American Psychological Association, Los Angeles, CA.

64. Larson, L. M., Daniels, J. A., Freeman, S. A., Schirger, A. M., & Conoley, C. W. (1993, August). *Predictors of educational aspirations among high school gifted students*. Paper presented at the meeting of the American Psychological Association, Toronto, Canada.
65. Larson, L. M., Wennstedt, L., Daniels, J. A., Koraleski, S. F., Henderson, L. A., & Peterson, M. M. (1993, June). *Predicting and describing changes in counseling self-efficacy during practicum*. Paper presented at the meeting of the American Association for Applied and Preventive Psychology, Chicago, IL.
66. Conoley, C. W., Freeman, S., Daniels, J. A., Scheel, M. J., & Larson, L. M. (1992, August). *Differentiation of gifted students on the basis of their Holland codes*. Paper presented at the meeting of the American Psychological Association, Washington, DC.
67. Larson, L. M., Toulouse, A. L., Ngumba, E., & Fitzpatrick, L. (1991, August). *The development and validation of the Career Planning Inventory*. Paper presented at the meeting of the American Psychological Association, San Francisco, CA.
68. Larson, L. M. (1991, August). Current research and directions in problem solving appraisal. In *Research issues in counseling psychology*. Roundtable conducted at the meeting of the American Psychological Association, San Francisco, CA.
69. Imao, R. A. K., Brown, R. D., & Larson, L. M. (1990, August). *Stress and coping skills for elementary school children: Social skills training versus problem-solving skills training program*. Paper presented at the meeting of the American Psychological Association, Boston, MA.
70. Larson, L. M., Suzuki, L., & Gillespie, K. (1990, August). *Development of the Counseling Self-Estimate Inventory*. Paper presented at the meeting of the American Psychological Association, Boston, MA.
71. Larson, L. M., Potenza, M. T., Wennstedt, L. W., & Sailors, P. J. (1990, August). *Measuring real life problem-solving: Do perceptions accurately reflect behavior?* Paper presented at the meeting of the American Psychological Association, Boston, MA.
72. Alexander, C., Hill, K. J., & Larson, L. M. (1989, August). *The decision making process of counseling psychology doctoral admission*. Paper presented at the meeting of the American Psychological Association, New Orleans, LA.
73. Larson, L. M., & Ragole, R. (1989, August). *An examination of the sources of adolescents' career self efficacy*. Paper presented at the meeting of the American Psychological Association, New Orleans, LA.
74. Larson, L. M., Piersel, W. C., Imao, R. A. K., & Allen, S. J. (1988, August). *Significant predictors of problem-solving appraisal*. Paper presented at the meeting of the American Psychological Association, Atlanta, GA.
75. Imao, R. A. K., & Larson, L. M. (1988, April). *Stress and coping skills for children and adolescents: Implications for counselors*. Paper presented at the meeting of the Nebraska Psychological Association, Lincoln, NE.
76. Hill, K. J., & Larson, L. M. (1988, April). *Measurement of attributional style in the reformulated learned helplessness model of depression: Issues and alternatives*. Paper presented at the meeting of the Nebraska Psychological Association, Lincoln, NE.
77. Heppner, P. P., Larson, L. M., & Cook, S. W. (1988, April). *Individual differences affecting problem-solving training. Implications for practitioners*. Paper presented at the meeting of the American College & Personnel Association, Houston, TX.
78. Larson, L. M., & Heppner, P. P. (1987, August). *The generalization of problem-solving appraisal to an alcoholic population*. Paper presented at the meeting of the American Psychological Association, New York, NY.

79. Larson, L. M., Heppner, P. P., Ham, T. L., & Dugan, K. (1985, August). *The investigation of subtypes of career indecision*. Paper presented at the meeting of the American Psychological Association, Los Angeles, CA.
80. Heppner, P. P., Baumgardner, A. H., Larson, L. M., & Petty, R. E. (1983, August). *Problem-solving training for college students with problem-solving deficits*. Paper presented at the meeting of the American Psychological Association, Los Angeles, CA.
81. Heppner, P. P., Reeder, B. L., & Larson, L. M. (1982, August). *Cognitive variables associated with personal problem-solving styles: Implications for counseling*. Paper presented at the meeting of the American Psychological Association, Washington, DC.

## **PUBLISHED PROCEEDINGS**

Shelley, M, Larson, L. M., Gahn, S., Rover, D., Schmittmann, B., & Heitmann, M. (August, 2016). Statistical Models of Faculty Retention: Logistic Regression, COACHE, and Support Mechanisms. Joint Statistical Meetings Proceedings, Chicago, Ill., 837 – 851.

## **TECHNICAL REPORTS.**

Sharon R. Bird, Laura Rhoton, Carla Fehr, and Lisa Larson. 2010. *ISU ADVANCE Collaborative Transformation Project: Rounds 1 and 2 - Focal Department Synthesis Report (April 2010)*. Iowa State University ADVANCE Program. Report available online at: <http://www.advance.iastate.edu/resources.shtml>.

Larson, L. M. (2009, August). ISU ADVANCE Engineering Focal Department 2 Round 2 Report

Larson, L. M. 2010, August). ISU ADVANCE (Engineering Focal Department 3 Round 3 Report

[Note: Larson, L. M., 2009 and 2010 reports are confidential departmental reports generated from individual interviews and focus group interviews by rank for over 75% of each department's faculty. Each interview was 90 minutes in length and was transcribed and analyzed identifying major themes that emerged from the text. The names of the departments are withheld. The generation of both reports was supported by ISU ADVANCE National Science Foundation funds.]

Sharon R. Bird, Carla Fehr, Lisa Larson, and Molly Sween. 2011. *ISU ADVANCE Collaborative Transformation Project: Final Focal Department Synthesis Report (March 2011)*. Iowa State University ADVANCE Program. Report available online at:

[https://www.provost.iastate.edu/sites/default/files/uploads/faculty%20resources/professional%20development/ISU%20ADVANCE%20CT%20REPORT%209\\_FINAL\\_synthesis%20April%202011\(1\).pdf](https://www.provost.iastate.edu/sites/default/files/uploads/faculty%20resources/professional%20development/ISU%20ADVANCE%20CT%20REPORT%209_FINAL_synthesis%20April%202011(1).pdf)

Bowen, B. S. & Debinski, D. M. et al. (I was a contributor). ISU ADVANCE Final Report. (Approved by NSF January 2013); supported by ISU ADVANCE National Science Foundation funds Grant HRD - 0600399.] Report available online at:

<https://www.provost.iastate.edu/sites/default/files/uploads/faculty%20resources/professional%20development/IowaStateADV-FinalReport-Public-Approved-2013.pdf>

## **INVITED CONFERENCE PRESENTATIONS**

- Larson, L. M. (1991, August). Measuring real-life problem solving: Do perceptions accurately reflect behavior? In *Problem-solving appraisal—current applications and theoretical implications*. Invited speaker at symposium conducted at the meeting of the American Psychological Association, San Francisco, CA.
- Larson, L. M. (Discussant) (1996, August). *Women's view of academia*. Symposium conducted at the meeting of the American Psychological Association, Toronto, Canada.
- Larson, L. M., & Heppner, P. P. (2000, January). *Training scientists as scientist-practitioners: How do we do it? Curricula ideas to increase experiential science training*. Presentation at the meeting of the Council of Counseling Psychology Training Programs, Miami, FL.
- Larson, L. M. (2000, August). Pushing the envelope: Seeking meaning in an atheoretical field. New fellows' presentation at the meeting of the American Psychological Association, Washington, D.C.
- Larson, L. M. (2001, August). Development of the Counseling Outcome Expectancy Measure. In Robert Lent (Chair). *Self-efficacy in counselor training-New findings and training implications*. Symposium conducted at the 109<sup>th</sup> annual convention of the American Psychological Association, San Francisco, CA.
- Larson, L. M. (2004, August). Social cognitive theory in counseling psychology. In Carolyn Karr and Lisa Larson (co-chairs). Utilization of theory-driven methodologies to promote meaningful research. Symposium conducted at the 112<sup>th</sup> annual convention of the American Psychological Association, Honolulu, Hawaii.

### INVITED PRESENTATIONS

- Larson, L. M., & Gardial, Sarah (2016, November 3rd). *Changing the Academy: Engaging women as Leaders and Creating Supportive Cultures*. Presentation to the Way Up Conference, Iowa City, Ia.
- Larson, L. M. & Shelley, M. C., & Gahn, S. (2015, October 14th). 2:30 to 4:15 pm. Presentation entitled *Self Determination Theory, COACHE, and Faculty Outcomes in Higher Education: Institutions and Individuals* at the Building an institutional framework for faculty success workshop. Hilton Orrington Hotel, Evanston, Ill.
- Larson, L. M. (2013, October 30<sup>th</sup>). University of Northern Iowa 9:30 am to 11 am Co-led Search training with Dr. Bonnie Bowen for University of Northern Iowa's College of Social and Behavioral Sciences Department Head council meeting and invited guests from search committees in the college.
- Larson, L. M. (2013, September 30<sup>th</sup>). University of Iowa 1pm to 4pm Co-led Search training with Dr. Bonnie Bowen for University of Iowa and University of Northern Iowa administrators and faculty members.
- Larson, L. M. (March, 2006). The intersection of personality and self-efficacy: A look at a Taiwanese student sample. Colloquium presented at the University of Missouri-Columbia Department of Counseling and Educational Psychology.
- Larson, L. M. (Feb, 2006). The convergence of personality and interest: A look at specific linkages. An invited talk for the University of Minnesota Press, Minneapolis, MN.

### INVITED UNIVERSITY/COLLEGE PRESENTATIONS

1. Larson, L. M. (2007, June). *Institutional Change through Collaboration: Recruiting, Retaining, and Advancing Women Faculty in STEM Fields in the College of Arts and Sciences*. Presentation to the LAS Dean's Council.
2. Larson, L. M. (2007, Sept. 21). *The ADVANCE efforts within the Liberal Arts and Science College: How are we doing?* Presentation to the LAS Chair Council
3. Larson, L. M. (2007, November 14th). *Discriminating among educational majors in undergraduates*. Presented at a university lunch bag ADVANCE seminar entitled "STEM Faculty Women"
4. Larson, L. M. (2007, October). *What is the role of ADVANCE and agendas for the future*. Presentation to Science Technology Engineering Math Women's Advisory Group. Iowa State University.
5. Larson, L. M. (November 15, 2007). *Discriminating among Educational Majors in ISU Undergraduates*. An invited talk *Advance Networking Event, "Making a Career in STEM: Three Women's Stories."*
6. Larson, L. M. (2008, November 18). *Best practices for early steps in the search process*. Presentation to the LAS Chair Council.
7. Larson, L. M. (2008, April 1). *Synthesis report: Six main themes*. Presented as part of a workshop entitled: Collaborative transformation synthesis report to the Iowa State University community.
8. Larson, L. M. (2008, November 18). *Best practices in the early search process*. Presentation to the LAS Chair Council.
9. Larson, L. M. (November, 2008). Presented to Civil and Construction and Environmental Engineering Department. *Overview of Department Enhancement Findings*.
10. Larson, L. M. (2008, December 3). *Best practices for evaluation in the early search process*. Presented as part of a workshop entitled: Workshop on faculty search resources. Presentation to the University Community.
11. Larson, L. M. and Thompson, J. (2009, March 3). The ADVANCE efforts at ISU. Presentation given to the Economics Department, 368A Heady.
12. Larson, L. M. (2009, March 12). The ADVANCE efforts at ISU. Presentation given to the World Languages & Cultures Department. 2114 Pearson.
13. Larson, L. M. (2009, March 13). The ADVANCE efforts at ISU. Presentation given to the Journalism & Communications Department, 172 Hamilton.
14. Larson, L. M. and Hamrick, Flo. (2009, April 8) The ADVANCE efforts at ISU. Presentation given to the Educational Leadership & Policy Studies Department, N047 Lagomarcino.
15. Powell-Coffman, J. and Larson, L. M. (2009, April 13). The ADVANCE efforts at ISU. Presentation given to the Psychology Department.
16. Larson, L. M. (2009, April 28). Led College of Agriculture and Life Sciences and College of Liberal Arts ADVANCE Leadership Council, 302 Catt Hall.
17. Larson, L. M. (August, 2009). Presented to Civil and Construction and Environmental Engineering Department. *Overview of Department Enhancement Findings*.
18. Larson, L. M. (2009, Sept. 26<sup>th</sup>). Presented training to chairs of LAS searches with Dean Whiteford.
19. Larson, L. M. (2009, October). Presented to Chemical and Biological Engineering
20. Larson, L. M. (2010, April 28). Led College of Agriculture and Life Sciences and College of Liberal Arts ADVANCE Leadership Council, 302 Catt Hall.
21. Larson, L. M. (2010, April 26). Participation in the Provost's Chair Leadership Training, Maple Willow Larch Common Room, ISU campus.

22. Larson, L. M. (2010, November 4). Search training for chairs of searches in the ISU Liberal Arts and Sciences College, 1 hour workshop.
23. Larson, L. M. (2011, April 29<sup>th</sup>). Path to Transformational Change at ISU Presenter to ISU Community, Memorial Union Gallery, 30 minute presentation.
24. Larson, L. M. (2011, Sept. 21<sup>st</sup>). Presented faculty search training to chairs of LAS searches with Dean Oliver, 302 Catt Hall.
25. Larson, L. M. (2011, October 6<sup>th</sup>). Presented faculty search training to ISU department, Gold Room, Memorial Union.
26. Larson, L. M. (2011, October 7<sup>th</sup>). Presented faculty search training to chairs of LAS searches with Dean Oliver, 302 Catt Hall.
27. Larson, L. M. (2011, October 18<sup>th</sup>). Presented faculty search training to chairs of LAS searches with Dean Oliver, 302 Catt Hall.
28. Larson, L. M. (2012, August 29<sup>th</sup>). Search training for Engineering Dean's search committee, Engineering College, 1 hour presentation.
29. Larson, L. M. (2012, September 17<sup>th</sup>). Search training for Department Chairs, Associate Provost's Department Chair training lunch seminar; 1 hour presentation.
30. Larson, L. M. (2012, Sept. 19<sup>th</sup>). Presented faculty search training to chairs and members of LAS search committees with Associate Dean Martin Spalding, 302 Catt Hall.
31. Larson, L. M. (2012, Sept. 28<sup>th</sup>). Presented faculty search training to chairs and members of LAS search with Associate Dean Arne Hallam, 302 Catt Hall.
32. Larson, L. M. (2012, Feb. 20<sup>th</sup>). Served on panel with LAS dean and associate deans at Promotion and Tenure workshop for untenured faculty. 2 hour training, 302 Catt Hall.
33. Larson, L. M. (2012, Served on panel with LAS dean and associate deans at Promotion and Tenure workshop for associate professors in LAS. 2 hour training, 302 Catt Hall
34. Larson, L. M. (2013, August 20<sup>9th</sup>). Presented faculty search training to chairs and members of LAS search committees with Associate Dean Hallam, 302 Catt Hall.
35. Larson, L. M. (2013, August 20<sup>th</sup>). Presented faculty search training to search committee members of the Animal Science chair search in the College of Agriculture and Life Sciences, Ensminger Conference Center, Kildee Hall.
36. Larson, L. M. (2013, Sept. 25<sup>th</sup>). Presented faculty search training to chairs and members of LAS search committees with Dean Beate Schmittmann, 302 Catt Hall.
37. Larson, L. M. (2013, Sept. 27<sup>th</sup>). Presented faculty search training to chairs and members of LAS search committees with Associate Dean Amy Slagell, 302 Catt Hall.
38. Larson, L. M. (2013, October 3<sup>rd</sup>). Presented faculty search training to chairs and members of LAS search committees with Dean Beate Schmittmann, 302 Catt Hall.
39. Larson, L. M. (2013, November 4<sup>th</sup>). Presented faculty search training to chairs and members of LAS search with Associate Dean Amy Slagell, 302 Catt Hall.
40. Larson, L. M. (2014, January 31<sup>st</sup>). Presented student data from the inclusive classroom survey conducted by the LAS college to LAS faculty development workshop, ISU Alumni Center.
41. Larson, L. M. (2014, Sept. 25<sup>th</sup>). Presented faculty search training to chairs and members of LAS search committees with Dean Beate Schmittmann, 302 Catt Hall.
42. Larson, L. M. (2014, October 1<sup>st</sup>). Presented faculty search training to chairs and members of LAS search committees with Dean Beate Schmittmann, 302 Catt Hall.
43. Larson, L. M. (2014, October 3<sup>rd</sup>). Presented faculty search training to chairs and members of LAS search committees with Dean Beate Schmittmann, 302 Catt Hall.



44. Larson, L. M. (2014, November 5<sup>th</sup>). Presented faculty search training to chairs and members of LAS search with Dean Beate Schmittmann, 302 Catt Hall.
45. Larson, L.M. (2015, October, 27, 2015). Portfolio Development for Associate to Full Professor, University Workshop, Campanile Room, Memorial Union.
46. Larson, L. M. (2015, November 12<sup>th</sup>), Slagell, A., Powell-Coffman, J. A. Breaking the academic glass ceiling: Women in leadership at Iowa State. Panelist for ISU Women's and Gender Studies Brown Bag Lunch Series (2015-2016).
47. Larson, L. M. (2015, December 2<sup>nd</sup>), Cultivating a Supportive Department Culture, University Department Chair Training Workshop and Reader's Theatre. South Ballroom, Memorial Union.
48. Larson, L. M. (2016, March 30<sup>th</sup>), Transparent and Equitable Searches: The Department Chair's Role. Campanile Room, Memorial Union.
49. \*Surapaneni, S. & Larson, L. M. (2016, March 4<sup>th</sup>).Presentation at the Iowa Conference on Race and Ethnicity.
50. Larson, L. M. (2016, May 25<sup>th</sup>).Presentation to the ISU ADVANCE 1<sup>st</sup> annual Dean's Advisory Council, 2030 Morrill Hall.
51. Larson, L. M. & Haddad, M. (2016, October 5<sup>th</sup>). *Overview of ISU ADVANCE*. Presentation to Provost's Council, 2030 Morrill Hall.
52. Larson, L. M., & Vela, Javier. (2016, September 23<sup>rd</sup>). *Pathways to Promotion: A Brown Bag Workshop for Associate Professors*, Organized presentations. South Ballroom, Memorial Union.
53. Larson, L. M. (2016, Oct. 11). *Overview of ISU ADVANCE*. Presentation to the Vice President for Diversity and Inclusion Committee, 3150 Beardshear.
54. Larson, L. M. (2016, October 21<sup>st</sup>), Debinski, Powell-Coffman, Jo Anne, Wei, M. *Transforming the Institution: One Department at a Time*. Campus Wide Presentation, Cardinal Room
55. Carlson, S., Larson, L. M., & Lamont, S. *Celebrating Change at ISU: Our Roots, Milestones, and Dreams*. 2016, (November 10<sup>th</sup>). South Ballroom, Memorial Union. Presentation at 10-Year Anniversary Celebration for ISU ADVANCE.
56. Larson, L. M. (2017, May 16<sup>th</sup>) Presentation to 2<sup>nd</sup> annual ISU ADVANCE Dean's Advisory Council, 2030 Morrill Hall, 2 – 3 pm.
57. Larson, L. M. (2017, November 14). *Discrimination in the workplace*. Women's Leadership Roundtable Facilitator, Campanile Room, Memorial Union, 1-3 pm.
58. Larson, L. M. (2018, February 5th). Panelist. *University Administrator Panel: Impact of hiring and retaining diverse staff and faculty in facilitating student success*. Gallery Room, Memorial Union. Closing the Achievement Gap at Iowa State University Conference.
59. Larson, L. M. (2018, May 8<sup>th</sup> ) Presentation to 3<sup>rd</sup> annual ISU ADVANCE Dean's Advisory Council, 1550 Beardshear, 4 – 5 pm.
60. Larson, L. M. (2019, May 2016). Presentation to 4<sup>th</sup> annual ISU ADVANCE Dean's Advisory Council, 1550 Beardshear, 4 – 5 pm.

### Press Interviews

Interview with Ames Community Public Radio KHOI September 16 2016

Interview with Dave Roepke with Inside Iowa State, November 2<sup>nd</sup>, 2017

Interview with Danielle Gehr, Iowa State Daily, October 3, 2017

**REVIEWER**

A. External Reviewer for promotion, tenure, and reappointment for the following institutions:

Texas Tech University  
University of Kansas  
Colorado State University  
Teachers College, Columbia University  
State University of New York-Buffalo  
University of Tennessee – Knoxville  
Southern Illinois University – Carbondale  
University of Southern Mississippi

B. Grant Reviewer:

National Science Foundation  
Board of the Austrian Science Fund (similar to the National Science Foundation in the United States)  
Reviewer for the Social Sciences and Humanities, Research Council of Canada

C. Book Reviews

Bonitz, V. S., Mills, L. R., Larson, L. M. (2008). Is the glass half empty or half full for women in the sciences: Context interpretations versus biological interpretations. Invited review of the book entitled, *Why Aren't More Women in Science: Top Researchers Debate the Evidence?* For the *Psychology of Women Quarterly*. 32, 344 -345.

**ADMINISTRATIVE EXPERIENCE**

**ISU ADVANCE Fellow [www.provost.iastate.edu/isu-advance](http://www.provost.iastate.edu/isu-advance) (August 2015 – July 2019)**

As Faculty Fellow, I provided leadership for the institutionalized components of ISU ADVANCE. I managed the ADVANCE budget. I coordinated the college Equity Advisors and their work on the faculty search process. I supported mentoring for post tenure faculty. Finally, I supported the Department Enhancement Program that allows a department to systematically gather and analyze information about the culture of the department's work environment.

**Liberal Arts and Science Equity Adviser (August, 2011 – July, 2014) (August, 2014 – June, 2015)**

As the LAS Equity Advisor (EA), I served as the College's equity representative to the ISU ADVANCE Program and to the Strengthening the Professoriate at ISU (SPISU) Program. As the EA, I am the LAS administration's liaison to the college's Diversity Committee on how best to achieve a just environment where everyone feels welcomed, respected and safe. As EA, I also provide guidance to support the goal of recruiting and retaining a diverse faculty. As EA, I also provided information and am available for consultation on issues including recruiting, hiring, mentoring, professional development,

promotion, leadership opportunities, and departmental climate as they relate to support for women and minority faculty. I was also the college's representative to the university's "peer mentoring" program. I provide workshops in collaboration with other EAs. The EA will make presentations to the LAS Cabinet as needed and met at least once each semester with the Dean.

**ISU ADVANCE Program, Equity Adviser, Liberal Arts and Sciences (March, 2007 – August, 2011)**

The ISU Advance Grant was a 5 year 3.3 million dollar institutional NSF grant whose focus is to increase the participation and advancement of women in academic science and engineering careers and make Iowa State University an optimal environment for all faculty. My role was to facilitate transformational change at the college level by working with the dean, the associate dean, the provost's office, the chairs, and the Advance Council in identifying barriers and implementing effective strategies for change.

**ISU ADVANCE Program, Collaborative Transformation Research Investigator (August, 2008-2009, 2009-2010, 2010-2011)**

As part of the ADVANCE grant, nine focal departments were identified for targeted change. The chair and faculty are interviewed individually and in groups. From the transcripts, a report was generated and given back to the department. The department then initiates and carries out an action plan to alter identified structures, policies, and practices. My role is to orchestrate the grant for two focal departments, namely civil, construction, and environmental engineering and chemical and biological engineering. I coordinated the interviewing process, conducted the chair interviews, worked closely with the Advance Professors, and generated the initial report. I also served on the research team that generated the integrated report across all focal departments.

***COURSES TAUGHT (CURRENT COURSES IN BOLD)***

- Undergraduate Courses: Psychology 101, Psych 302: **Research Methods**
- Masters Courses: Beginning Practicum, Prepracticum, Group Counseling, Field Placement
- Doctoral Courses: Advanced Practicum, **Counseling Supervision**, Vocational Psychology, Objective Psychological Assessment, Psychotherapy Research and Professional Issues in Counseling Psychology, Research Design, Advanced Research Design for Counseling Psychology, Correlational and Experimental Research Design, Research Practicum

***UNL PHD ADVISEES***

<b><i>UNL PHD ADVISEES</i></b>	<b><i>Degree Obtained</i></b>	<b><i>Position</i></b>
1. Kerrie Hill	August, 1991	Staff Psychologist, Child Psychiatry Associates, West Des Moines, Iowa
2. Lisa Suzuki	December, 1992	Associate Professor Department of Applied Psychology, New York University, New York,

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|-----------------------------|-------------------------|--|
| 3. Laurel B. Van Ham        | December, 1994          | New York<br>Staff Psychologist,<br>Lincoln Family Practice<br>Lincoln, Nebraska  |
| 4. Wanjiru E. Ngumba        | May, 1996               | Staff Psychologist,<br>South Carolina  |
| 5. Stephanie Koraleski      | May, 1996               | Behavioral Health<br>Program Psychologist,<br>Methodist Cancer Center<br>Omaha, NE                                     |
| 6. Jeffrey Daniels          | May, 1997               | Department Chair,<br>Professor<br>Counseling, Rehabilitation, and<br>Counseling Psychology<br>West Virginia University |
| 7. Michelle Clark           | December, 1997          | Executive Vice President<br>Psychological Associates<br>St. Louis, Missouri  |
| 8. Lori Wennstedt           | December, 1997          | Staff psychologist<br>Child Guidance Center<br>Lincoln, NE   |
| 9. Alan Toulouse            | May, 1997               | Psychologist,<br>Private Practice<br>Aurora, CO  |
| 10. Laurie Henderson Wesely | June, 1998              | Assistant Director,<br>Counseling Services<br>Kansas State University<br>Manhattan, KS                                 |
| 11. Mark Majors             | August, 1999            | Psychoeducator,<br>Private practice<br>Pella, Ia   |
| 12. Heidi Paa               | August, 2000            | Psychologist<br>Assessment Development Group<br>Renaissance Learning<br>Wisconsin                                      |
| 13. Thomas Cardwell         | August, 2000            | Dean of Student Services/<br>Director of Student Support Services<br>Southeast Community College<br>Lincoln, NE.       |
| 14. Patti Smith             | Entered August,         | Withdrew due to<br>illness   |
| 15. Christine Bell          | Entered August,<br>1991 | Withdrew   |
| 16. Carrie Palowksi         | Entered August,<br>1998 | Private Practice<br>Kansas City, MO  |

***ISU PHD ADVISEES***

17. Carolyn Karr	December, 2001	Neuropsychologist at Rowe Neurology Institute Director, Community Counseling and Assessment Services, Division of Counselor Education and Counseling Psychology, University of Missouri – Kansas City
18. Gena Staggs	August, 2004	Staff Psychologist Veterans Administration Hospital Kansas City, Missouri
19. Courtney Gasser	August, 2006	Clinical Associate Professor, Division of Applied Behavioral Sciences Director Certificate in Professional Counseling Studies program University of Baltimore, Baltimore, Maryland
20. Brian Tilley	August, 2005	Associate Professor, Lead Psychology Faculty for National University in Carlsbad, California
21. Aaron Quinn	August, 2005	Psychological Examiner, Disability Services, State of Iowa Des Moines, Iowa
22. Donna Bailey	August, 2009	Staff clinical psychologist, Louis Stokes Veteran’s Administration Hospital, Cleveland, Ohio
23. Tsui Feng Wu	August, 2009	Transferred to social psychology
24. Asha Stephens	August, 2011	Staff psychologist, Student services University of Oregon Eugene, Oregon
25. LeAnn Waterhouse (Mills)	August, 2012	Staff Psychologist, Innovative Learning Resources Des Moines, Ia
26. Verena Bonitz	August, 2011	Assistant professor of psychology, Lake Forest College, Lake Forest, Illinois
27. Dustin Baker	August ,2016	Staff Psychologist, Innovative Learning Resources Des Moines, Ia
28. Kathryn Pesch	August, 2017	SKS Consulting Psychologists, Minneapolis, MN
29. Spurty Surapaneni	August, 2018	Clinical Assistant Professor, University of Florida University – Gainesville, FL, Student

## Counseling Services

30. Mary Schenkenfelder Entered August 2014 Predoctoral intern,  
Nebraska Internship Consortium,  
Creighton University, Center for  
Health & Counseling, Omaha, NE
31. Matt Seipel Entered August 2015 Predoctoral intern,  
J Lovell VA medical Center –  
North Chicago, IL
32. Kent Crick Entered August 2017
33. Elly Frickey Entered August 2017

***MASTERS THESES COMPLETED***

1. Julie Shafer-Krejci - working as a counselor (1987)
2. Pat Sailors (thesis published) - working as a counselor at the Child Guidance Center in Lincoln, NE (1990)
3. Maria Potenza (thesis published) - received Ph.D. in Qualitative and Quantitative Methods in Education, now working at Educational Testing Services in Princeton, N.J. (1991)
4. Lori Wennstedt – completed Ph.D., Staff Psychologist, Child Guidance Center, Lincoln, NE (1991)
5. Heidi Paa – (thesis published) received Ph.D. in August, 2000 (1993)
6. Steve Wendel - working as a counselor in Omaha, NE (1994)
7. Daniel Schulte – received Ph.D. at Arizona State Counseling Psychology Program
8. Gena Staggs – (thesis published) – received Ph.D. at Iowa State University (2002)
9. Shauna Howarth Springer – transferred to Ph.D. program in Counseling Psychology at University of Florida, Fall of 2002 (2002)
10. Courtney Gasser – (thesis published) received Ph.D. at Iowa State University
11. Brian Tilley – received Ph.D. at Iowa State University
12. Donna Bailey – (thesis published) received Ph.D. at Iowa State University
13. Asha Stephen – (thesis published) received Ph.D. at Iowa State University
14. Verena Bonitz – receiving Ph.D. at Iowa State University
15. LeAnn Waterhouse (Mills) – receiving Ph.D. at Iowa State University
16. Dustin Baker – (thesis published) receiving Ph.D. at Iowa State University
17. Kathryn Pesch – (thesis published) receiving Ph.D. at Iowa State University
18. Spurty Surapaneni – receiving Ph.D. at Iowa State University
19. Mary Schenkenfelder – receiving Ph.D. at Iowa State University
20. Matthew Seipel – (thesis equivalence published) receiving Ph.D. at Iowa State University
21. Kent Crick – (thesis equivalence) receiving Ph.D. at Iowa State University
22. Elise Frickey – receiving Ph.D. at Iowa State University

***THERAPY AND CAREER COUNSELING EXPERIENCE***

- 2013 Clinical Certification, State of Iowa, #610  
National Health Services Provider
- 1999 to current Licensed Psychologist

1987 - 1998	State of Iowa #874 Licensed Psychologist
1991 - 1998	State of Nebraska, #243, Director, Career Exploration Workshops
1985 - 1986	Clinical Psychology Intern (APA approved) University Counseling Center Virginia Commonwealth University, Richmond, VA.
August, 1984 to August, 1985	Clinical Psychology Intern Northeast Kansas Mental Health & Guidance (Community) Center, Leavenworth, Kansas.

## ***SERVICE***

### **Editorial Boards**

*Journal of Vocational Behavior* (2002-ongoing)  
*Journal of Career Assessment* (2011 – ongoing)  
*The Counseling Psychologist* (2000-2003)  
*Journal of Counseling Psychology* (2001-2003)  
*Journal of Counseling and Development* (1991-1993)

### **Reviewer for:**

*Journal of Counseling Psychology* (1987-1993; 1998-2000; 2004-present)  
*Journal of Vocational Behavior* (1991-2002)  
*Journal of Career Assessment* (1996-2011 )  
*The Counseling Psychologist* (1997-1999; 2004-present)  
*Psychological Reports: Perceptual and Motor Skills* (1998-present)  
*Encyclopedia of Applied Psychology, vocational psychology* (2002)  
*Personality and Individual Differences* (2005-present)  
*International Journal for Educational and Vocational Guidance*

### **National Committees/Memberships:**

- Council of Counseling Psychology Training Directors (CCPTP) (1996-2000)  
 Executive Board for the CCPTP (elected) (1997-2000)  
 Chair, Graduate Student Awards for CCPTP (1997-1998)  
 Treasurer for CCPTP (1998- 2000)
- Division 17 (Counseling Psychology), American Psychological Association (1987-currently):  
 Program Committee (1989-1992), Scientific Affairs Committee (1993-1995)
- American Association for Applied and Preventive Psychology (1993-1999)
- American Psychological Society (1997-1999)
- American Counseling Association (1987-1998)
- Association for Counselor Education and Supervision (1991-1998)

### **State Committees/Memberships:**

- Nebraska Psychological Association (1986-1998), Continuing Education Committee  
 Member (1993-1995)

- Elementary and Secondary School Guidance Nebraska Standard Project (1989-1990)
- Adhoc Committee to Promote Elementary Counseling in Nebraska (1987-1990)
- Nebraska Association for Counselor Education and Supervision (1986-1995)
- Nebraska Counseling Association (1986-1998)

### **University Committees:**

#### ISU

- ISU Provost's Council 2015-2018
- ISU Provost's Fellows Meetings 2015-2017
- ISU Associate Provost for Faculty Development Fellows Meetings (2015-2018)
- ISU ADVANCE Equity Advisors Meetings, Chair (2015-2018)
- ISU Women's Leadership Consortium Fall 2015 – Spring 2018
- ISU Strategic Plan Subcommittee "Campus Environment" Fall/Spring 2015-2016
- ISU Search Committee, Director of Women and Gender Studies, Fall, 2014
- ISU Promotion and Tenure Task Force (2014-2015)
- ISU Faculty Conduct Review Board, (2014-2017)
- ISU ADVANCE Equity Advisers Committee (2013-2017) Chair (2015-2017)
- LAS Promotion and Tenure Committee (2008 -2011) Chair (2011 – 2014)
- LAS Representative Assembly (2011-2014)
- LAS Diversity Committee (2007-2014)
- ADVANCE Steering Committee (2011-2012)
- ADVANCE Equity Advisers and ADVANCE Professors Committee (2007-2011)
- ADVANCE Council ((2007-20011)
- LAS and CALS Joint ADVANCE Council (2008-2011)
- LAS Academic Standards Committee (2003-2009)

#### UNL

- University Graduate Council (1992-1995)
  - Adhoc Committee to Review Fellow and Member Promotion Materials (1992-1995), Adhoc Committee f
  - or Faculty Fellow Appeal (Spring, 95), Subcommittee on the Rights, Privileges, and Responsibilities for Graduate Assistants (1993-1995), Subcommittee charged with approving curriculum requests (1992-1995)
- University Grading and Examination Committee (1993-1996)
- University Rights and Responsibilities Committee (1994-1995)
- Teachers College Curriculum Committee (elected) (1993-1994)
- Teachers College Internal Advisory Committee for Fund Development and Public Relations (1994-1997)
- Search Committees, Assistant to the Graduate College Dean (1993), Associate Dean Teachers College (1994)



**Departmental Committees:**

## ISU

- Executive Committee (2015-2016) (2010-2011)
- Promotion and Tenure Committee (Fall, 2015) (2000-2003) (Fall, 2016)
- Chair for Spousal Accommodation hiring (2013-2014)
- Human Relations and Grievance committee (chair, 2011-2016) (1999-2002) (2010-2012)
- Counseling program committee (ongoing)
- Committee for Evaluation of Research, Teaching, and Service (Chair) 2006 –2009
- Faculty Enhancement Committee (2002-2003); chair (2004-2005), (2008-2009)
- Search/Counseling (2002-2003) (2006-2007)
- Human Research Ethics Review (2002-2005)
- Human Relations Committee chair (2004-2005)
- Search/ Counseling, Chair (1998-1999, 1999-2000, 2000-2001)
- Research Evaluation, voting (1999-2000) (non-voting:1998-1999)
- Search/Social (1998-1999)

## UNL

- Graduate Committee (1987-1995)
- Planning Committee (1987-1994)
- Executive Committee (1988-1989, 1996-1998)
- 8 Search Committees (1987-1998)
- Clinic Committee (1986-1998)
- Ethnic Minority Affairs Committee (1991-1998)
- Distinguished Teaching Committee (1997-1998)

**Counseling Psychology Program Director:**

Spring, 2004	ISU
1988 – 1989, 1996 –1998	UNL

**The *Counseling Self-Estimate Inventory* (Larson, 1992) has, in the past four years, been used in the following countries and translated into those respective languages:**

English: South Africa, Australia, Great Britain, Toronto, Ontario, Canada, Ireland, Phillipines

French: Montreal, Quebec

Chinese: Hong Kong, Singapore, Taiwan, Mainland China

Malaysian: Malaysia

Japanese: Japan

Chinese: Singapore

Arabic: United Arab Emerits

Thai: Thailand

German: Germany

Turkish: Turkey

Greek: Greece

## ***HONORS***

- Awarded University of Nebraska- Lincoln FIPSE Faculty Fellowship for the Peer Review of Teaching, November, 1995
- Awarded Fellow status, Division 17, Counseling Psychology, American Psychological Association, August, 1999
- Awarded Exceptional Graduate Mentoring, Iowa State University Department of Psychology, April 2007
- Awarded Exceptional Graduate Teaching, Liberal Arts and Sciences College, May, 2008
- Bailey, Larson, Borgen, & Gasser (2008) article “Changing of the guard: Interpretive continuity of the 2005 Strong Interest Inventory” was awarded the most significant 2008 article in the *Journal of Career Assessment*.
- Awarded Exceptional Departmental and University Service, Iowa State Department of Psychology, April 2009
- Selected as member of the 2012 ISU Emerging Leaders Academy
- Awarded Exceptional College and University Service, Iowa State Department of Psychology, April 2016
- Awarded as honoree of the 2017 Women Impacting ISU calendar
- Awarded 2019 Liberal Arts and Sciences Institutional Service Award