

**Robbie Jean Steward  
Professional Resume**

**EDUCATION**

- Ph.D. University of Oklahoma, Norman, OK, Counseling Psychology, 1984.  
Licensed Professional Counselor in the State of Michigan since 1991  
(License # 6401002316).
- M.Ed. Central State University, Edmond, OK, Counseling Psychology, 1979.
- B.A. University of Oklahoma, Norman, OK, Psychology, 1977.

**PROFESSIONAL DEVELOPMENT**

- 6/05 to Present      Governor-appointed (Granholtm) member of the Michigan Board of Counseling: Vice-Chair 2005-2007. Appointed Chair of the Board of Counseling Administrative Rules Committee, 10/2006-2007; member of Administrative Rules Committee, 10/2007-present, (beginning 2<sup>nd</sup> term).
- 6/03 to Present      Full Professor, Department of Counseling and Educational Psychology and Special Education, Michigan State University, East Lansing, MI.
- 8/98 to present      Director of the Master's Counseling Program, Department of Counseling and Educational Psychology and Special Education, Michigan State University, East Lansing, MI. Provided leadership in hiring faculty, and developed curriculum and training policies that led to CACREP accreditation. Hosted 2008 MSCA Nuts & Bolts conference.
- 8/92 to 6/03          Associate Professor, Michigan State University, Department of Counseling and Educational Psychology and Special Education, East Lansing, MI. (Received tenure Summer 1997).
- 7/92 to 7/97          Building Coordinator and Team Leader of the 9<sup>th</sup> grade team in a Professional Development School that focused on working with teachers and school counselors toward the identification of successful interventions to address attrition among urban high school students.
- 8/91 to 2/92          Program Director of Total Health Education, Inc., a community substance abuse service, Lansing, MI. A community-based mental health service agency wherein most clients were court referred and the predominant presenting problem was related to substance abuse. Individual, couple, and group counseling. As program director, I was responsible for the development of an intake system, program evaluation procedure, and of structured group intervention programming.

- 8/89 to 8/91 Assistant Professor in Counseling Psychology, University of Kansas, Lawrence, KS
- 8/86 to 8/89 Assistant Professor/Staff Counselor in University Counseling Center, University of Kansas, Lawrence, KS. University of Kansas, Counseling Center Individual, couple and career counseling/psychotherapy. Group leader for the following groups: the first Black Graduate Women Support Group on this campus, the first Women's Therapy group in the center, and Career Decision-Making groups, 1986-1989. Individual and supervision of master's and doctoral level counselor trainees.
- 8/83 to 8/84 Counseling Psychology Pre-doctoral Intern, Counseling Center, University of Texas, Austin, TX. Individual and couple counseling/psychotherapy. Group leader for the following groups: Overcoming Perfectionistic Thinking, Appreciation of Cultural Diversity Women's Therapy Group, the first Black Graduate Women Therapy group on this campus, and Increasing Sexual Awareness, 1983-1984. Supervision of master's level trainees.
- 8/79 to 7/83 Counselor, Counseling Center/Instructor in School of Education, University of Oklahoma, Norman, OK. Individual, couple, family counseling/psychotherapy and career counseling for students, faculty, and staff. Leader for the following groups: Social Skills Training, Performance Anxiety, Career Decision-Making, and Women's Support Group, 1979-1983, 1985. Supervision of master's level trainees.

### ***Special Honors***

- Recipient of 2009 American Psychological Association Counseling Psychology (Division 17) Training Award for my supervision of research activities with students. Supervised research that resulted in two APA poster Awards for most outstanding research.
- Elected member of the Post-Secondary Representative of the Michigan School Counselors Association Executive Board, 2007-present.
- Invited by MSU Provost, Kim Wilcox, to represent the voice of university faculty in a presentation during the Campaign for MSU volunteer luncheon, October 5, 2007. (Volunteers honored donated a minimum of \$100,000 and the total contribution was 1.5 billion dollars. I was on the program with Joel Ferguson, Chairman of the Board of Trustees, Chuck Webb, Vice President of University Development, and President Lou Anna Simon.)
- Recipient of 2006 Michigan Counseling Association (MCA) Diversity Award

Named an Un-Crowned Queen by the Uncrowned Queens Institute for Research and Education on Women, Inc for work as an African American woman known for building and making significant contribution to community, 2005-2006.  
 Awarded "Fellow" status of the American Psychological Association Division 45 (Society for the Psychological Study of Ethnic Minority Issues), 2002.  
 Michigan State University Diversity Award Recipient, 2000. Awarded \$2,000.  
 Awarded \$500 Research Award from The Brown Federation for Educational Equity, Excellence, & Research, 1991.  
 University of Kansas Counseling Psychology Department nominee for Service Award, 1989.  
 Nominee for National NASPA Award for New Professional, 1987, received Honorable Mention.  
 University of Kansas NASPA Award for New Professional, 1987.  
 Faculty Fellow, University of Texas, 1984-85.  
 Outstanding Contributor Award for the Struggle of Black Americans. Altus Air Force, Altus, OK, 1985.

## **PUBLICATIONS**

### **Articles in Refereed Journals**

- Steward, R.J., Steward, A.D., Blair, J., Jo, H., & Hill, M (2008). School attendance revisited: A study of urban African American students' GPA and coping strategies, *Urban Education*, 43, 5, 519-536.
- Steward, R.J., Hill, M., Neil, D.M., Pritchett, T., & Wabaunsee, A. (2008). What does GPA in an urban high school actually mean? *Educational Considerations*, 36, 1, 11-16.
- Steward, R.J., Miller, M.A., Roberts, A., Slavin, R., Breland, A., Neil, D.M. (2007). Exploring religion and Christianity as points of diversity within counseling training environments. *Journal of Religion and Education*, 34, 2, 27-54.
- Nelson, M. L., Gizara, S., Crombach, A., Weitzman, L., Phelps, R. E., Steward, R. J., Atkins, S., Norton, J., Davis, K., Dressel, J., Hawxhurst, D., Reichmann-Decker, A., Roehlke, H., Rubin, L., Forrest, L. U., & Johnson, C. J. (2006). A feminist multicultural perspective on supervision. *Journal of Multicultural Counseling and Development*. (April Issue).
- Steward, R.J., Powers, R., & Jo, H. (2005). The influence of demographic background, ethnic identity, and attitudes toward women on empathic thinking. *Dimensions of Counseling: Research, Theory, and Practice*, 24, 35-60.
- Steward, R. J., & Phelps, R. E. (2005). Reviewing the process and outcome of feminist-multiculturalist collaboration in counseling supervision. *Journal of Multicultural Counseling and Development*, 13, 12-24.
- Breland, A. M., Coleman, H. L. K., Coard, S. I., & Steward, R. J. (2002). Differences among African American junior high school students: The effects of skin tone on ethnic identity, self-esteem and cross-cultural behavior. *Dimensions of Counseling: Research, Theory and Practice*, 30, 1, 15-21.

- Steward, R. J., Breland, A., & Neil, D. (2001). Novice Supervises' Self-Evaluations and Their Perceptions of Supervisor Style. *Journal of Counselor Education and Supervision, 41*, 2, 131-151.
- Baden, A., & Steward, R. J. (2000). A framework for use with racially and culturally integrated families: The cultural-racial identity model as applied to transracial adoption. *Journal of Social Distress and the Homeless, 4*, 309-337.
- 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*, 49-56.
- Steward, R. J., Jo, H., Roberts, A. M. & Breland, A. M. (2000). Multicultural Counseling Training: Empathy and Cross-cultural Sensitivity. *Michigan Journal of Counseling and Development, 28*, 11-17.
- Steward, R. J., Boatwright, K. J., Sauer, E., Baden, A., & Jackson, J. D. (1998). The relationship among counselor-trainees' gender, cognitive development, and White racial identity status: Implications for counselor training. *Journal of Multicultural Counseling and Development, 26*, 254-272.
- Steward, R. J. (1998). Culture specific knowledge and the ability to empathize. *Michigan Counseling and Development Journal*.
- Steward, R. J., Wright, D. J., Jackson, J. D., & Jo, H. (1998). Multicultural counseling training and ratings of 'culturally sensitive' and 'culturally insensitive' counselors. *Journal of Multicultural Counseling and Development, 26*, 205-217.
- Steward, R. J. (1998). Connecting counselor self-efficacy and supervisor self-efficacy: The continued search for counseling competence. *The Counseling Psychologist, 26*, 285-294.
- Steward, R. J., Jo, H., Murray, D., Fitzgerald, W., Neil, D., Fear, F., & Hill, M. (1998). Psychological adjustment and coping styles of African American urban high school students. *Journal of Multicultural Counseling and Development, 26*, 70-82.
- Peeke, P., Steward, R. J., & Ruddock, J. (1998). Urban adolescents' personality and learning styles: What we need to know in order to develop effective interventions in the schools. *Journal of Multicultural Counseling and Development, 26*, 120-136.
- Steward, R. J., Morales, P. C., Bartell, P. A., Miller, M., & Weeks, D. (1998). The multiculturally responsive vs. the multiculturally reactive: A study of perceptions of White counselor trainees. *Journal of Multicultural Counseling and Development, 26*, 13-27.
- Steward, R. J. (1996). Training consulting psychologists to be sensitive to multicultural issues in organizational consultation. *Consulting Psychology Journal: Practice and Research, 48*, 180-189.
- Steward, R. J. (1996). A review of the *Handbook of culture and mental illness: An International perspective* edited by Ihsan Al-Issa, International Universities Press, Inc.: Madison, CT. *Contemporary Psychology: A Journal of Reviews, 41*, 725.
- Steward, R. J., Boatwright, K. & Sauer, E. (1996). Social support networks of successful university students: A study of race, ethnicity, and sex. *Journal of College Student Development, 38*, 97.

- Steward, R. J., Gimenez, M., & Jackson, J. D. (1995). A study of personal preferences of successful university students as related to race, ethnicity, and sex. *Journal of College Student Development, 36*, 123-131.
- Steward, R. J., Patterson, B., Morales, P., Dinas, P., & Bartell, P. (1995). Women in higher education and job satisfaction: A study of interpersonal styles. *Journal of Student Personnel and Administrators, 33*, 45-53.
- Steward, R. J., Davidson, J., & Borgers, S. (1993). Racial majority vs. minority status: A study of interactional styles of successful White students on a predominantly White university campus. *Journal of College Student Development, 34*, 295-299.
- Steward, R. J. (1993). What do masters' level university student affairs staff without cross-cultural training really need to know? *Journal of College Student Development, 34*, 44.
- Steward, R. J. (1993). Looking into the looking glass: A glimpse of PAS and the professional development of a counseling psychologist. *Personality Assessment System Foundation Journal, 6*, 38-39.
- Steward, R. J. (1993). Two faces of academic success: Case studies of Native Americans on a predominantly Anglo university campus. *Journal of College Student Development, 34*, 191-196.
- Steward, R. J. (1993). Black/White women in groups: Some suggestions for minority-sensitive group services programming on a predominantly White university campus. *Journal of Counseling and Development, 72*, 39-42.
- Steward, R. J., Jackson, J. D. & Bartell, P. A. (1993). Black student alienation: A study of Worldview. *Journal of College Student Development, 34*, 228.
- Steward, R. J., Germain, S., & Jackson, J. D. (1992). Alienation and interactional style: A study of successful Anglo, Asian, and Hispanic university students. *Journal of College Student Development, 33*, 149-156. Also included in a Monograph resulting from an invited presentation to a national conference sponsored by The Brown Foundation addressing the experience of minorities in the education system.
- Steward, R. J. & Krieshok, T. S. (1991). An examination of vocational identity across race/ethnicity: A study of university successful students. *Journal of College Student Development, 32*, 562.
- Steward, R. J. (1990). What do we do while we wait? *Journal of Educational Considerations, 18*, 35-36.
- Steward, R. J. & Jackson, J. D. (1990). Academic Persistence and Black University Students' Perceived Personal Competencies. *Journal of Educational Considerations, 18*, 27-31.
- Steward, R. J. (1990). From Black person to Black female to African-American woman: A critical developmental transition for feminist therapists. *Women and Therapy, 11*, 71-78.
- Steward, R. J., Jackson, J., & Jackson, J. (1990). Black students' interpersonal style in a predominantly white environment: Who feels alienated? *Journal of College Student Development, 31*, 509-515.
- Steward, R. J. (1988). Black professional women in predominantly White working environments. *Journal of Educational Considerations, 15*, 22-24.

Steward, R. J., & Austin, K. (1988). Recognizing suicide lethality factors: Who is competent? *Journal of Educational Considerations*, 16, 14-16.

### **Dissertation**

Steward, R. J. (1984). *Black freshmen: A study of academic success and persistence on a predominantly White university campus*. Unpublished doctoral dissertation, University of Oklahoma, Norman.

### **Book Chapters**

Steward, R.J., Diemer, M., & Neil, D.M. (2008). A concept of best practices in training school counselors. Submitted to Drs. Coleman and Yeh as a chapter in a Handbook of School Counseling for Lawrence Erlbaum Associates.

Baden, A., & Steward, R.J. (2006). A Framework for Use with Racially and Culturally Integrated Families: The Cultural-Racial Identity Model as Applied to Transracial Adoption. Sage Publications.

Collins, W., Steward, R. J., & Neil, D. (2002). Revisiting African American University Students' Interpersonal Style on Predominantly White Campuses. In R. M. Moore (Ed.), *The Quality and Quantity of Contact: African Americans and Whites on College Campuses* (pp. 80-94), Lanham, MA: University Press of America.

Steward, R. J., & Logan, S. (1991). The Black Family and Academic Success. In M. Fine & C. Carlson (Eds.), *Handbook of family school intervention: A systems perspective* (pp. 57-74). Boston: Grune & Stratton.

### **Monographs**

Steward, R.J. , & Donnell, C. (2007). *Ethnocentrism in counseling* In F. Leong and M. Constrantine (Eds.) *Encyclopedia of Cross-cultural Counseling*. SAGE Publications.

Steward, R.J. (2007). Community Interventions with Diverse Youth.. In Ed. Frederick Leong and Christine Yeh (Eds.) *Encyclopedia of Cross-Cultural School Psychology (ECCSP)*, Sage Publications.

Steward, R. J., & Jackson, J. (1989). Black university students' support networks and academic persistence. In A. Harrison (Ed.), *Empirical Conference of Black Psychology Vol. XII*, (pp. 68-75). National Institute of Mental Health: Washington, DC.

### **Book Reviews**

Steward, R.J., & Ni, K. (2008). Cheryl Holcomb-McCoy's *School Counseling to close the achievement gap: A social justice framework for success*. Thousand Oaks, CA: Corwin Press. Education Review.

Steward, R.J. (2008). William Alfred Sampson's *Race, Class, and Family Intervention: Engaging parents and families for academic success*. Lanham, Maryland: Rowman & Littlefield Education. Education Review.

- Steward, R.J. & Steward, A. D. (2008). Kurt Snyder, Raquel Gur, & Linda Andrews's *Me, Myself, and Them: A firsthand account of one young person's experience with schizophrenia*. New York, NY: Oxford University Press. Education Review.
- Steward, R.J., & Lewis, R. (2008). Emily Ford, Michael Liebowitz, & Linda Andrews' *What you must think of me: A firsthand account of one teenager's experience with social anxiety disorder*. Oxford University Press. Education Review.
- Steward, R.J. (2006). *Going where few dare to tread: A book review of Chonchita Battle's and Chontrese Doswell's Building Bridges for Women of Color in Higher Education*. Invited review by Sex Roles Editor.

### Professional Newsletters

- Steward, R. J. (1992, Fall). A cross-cultural training module: One example. *Counseling-Psychological Services Newsletter*, Commission VII, American College Personnel Association, 3-5.
- Steward, R. J. (1989, Fall/Winter). Increased minority student recruitment efforts vs. developing culturally sensitive professionals. *The Kansas Teacher Education Advocate*, 9, 2-3.

### CONFERENCE PRESENTATIONS

- Steward, R.J., Neal, S., & Lewis, R. (2009). Evaluating training environments of future professionals: Raising the bar beyond CACREP minimum standards toward optimal training outcomes. Michigan School Counselors' Association Conference. Pontiac, MI (December 6-7).
- Steward, R.J., Ni, K., Chen, T., Chen, H., & Tong, B. (2009). Similarities & difference in development and training experiences of international students. Michigan School Counselors' Association Conference. Pontiac, MI (December 6-7).
- Steward, R.J., Voelker, D., Gifford, A., Riojas, P., & Lewis, R. (2009). Challenges and dilemmas of reporting to child protective services in the school setting. Michigan School Counselors' Association Conference. Pontiac, MI (December 6-7).
- Steward, R.J., Riojas, P., Franckowiak, J., & Neal, S. (2009). Teacher certification vs. no certification: Examining the admission criteria and training outcomes in school counseling education. Michigan School Counselors' Association Conference. Pontiac, MI (December 6-7).
- Wojciakowski, C.S., Bultsma, S., Steward, R.J., Miller, J., Loveland, D., & Smith, M. (2009). Counselor educator roundtable discussion. Michigan School Counselor Association Conference. Pontiac, MI (December 6-7).
- Steward, R.J., Smith, A.V., Heyn, M., (2009). Openly Religious Trainees: A Training Environment Asset, Liability, or Non-Issue. Poster presentation at the American Psychological Association. Toronto, Ontario, Canada. (Division 17 Award recipient for outstanding poster for section of training)

- Steward, R.J., Moore, S.J., Pohl, L., Zupke, K., & Ayers, S. (2009). Adult-Child Sexual Contact: Examining Novice Practitioners' Perception of the Impact on Adult Psychological-Emotional Status. Poster presentation at the American Psychological Association. Toronto, Ontario, Canada. (Division 17 Award recipient for outstanding poster for section of university counseling centers)
- Steward, R.J. (2009). Identifying the Components of Graduate School Applications that Predict Counselor Trainees' Counseling Competence. Poster presentation at the Ethnography and Qualitative Research Conference. Cedarville, OH.
- Steward, R.J. (2009). The multiculturally competent training program: Rethinking training environments at the macro-level. Poster session presented at the annual meeting of the American Psychology Association Counseling Psychology, Division 17, Great Lakes Conference. Muncie, IN, Ball State University.
- Steward, R.J., Stevens, B., & Steward, A.D. (2009). Current understanding of university athletes' psychological status. Poster session presented at the annual meeting of the American Psychology Association Counseling Psychology, Division 17, Great Lakes Conference. Muncie, IN, Ball State University.
- Steward, R.J., Smith, A.V., Greer, C.L., & Hyen, M. (2009). The religious trainee: A training asset or liability. Poster session presented at the annual meeting of the American Psychology Association Counseling Psychology, Division 17, Great Lakes Conference. Muncie, IN, Ball State University.
- Steward, R.J., Moore, S., Pohl, L., Zupke, K., & Ayers, S. (2009). Mental health practitioners' perception of the influence of adult-child sexual contact on psychosocio-emotional development. Poster session presented at the annual meeting of the American Psychology Association Counseling Psychology, Division 17, Great Lakes Conference. Muncie, IN, Ball State University.
- Steward, R.J., & Ayers, S. (2009). Fostering resilience within the urban school setting. Poster session presented at the annual meeting of the American Psychology Association Counseling Psychology, Division 17, Great Lakes Conference. Muncie, IN, Ball State University.
- Steward, R.J., & Ni, K. (2009). Counselor trainees with international origins: Identifying components of cross-culturally sensitive training environments. Poster session presented at the annual meeting of the American Psychology Association Counseling Psychology, Division 17, Great Lakes Conference. Muncie, IN, Ball State University.
- Padilla, M., & Steward, R.J. (2009). Understanding the influence of sexual identity on help-seeking behavior and service delivery process in the case of domestic violence. Poster session presented at the annual meeting of the American Psychology Association Counseling Psychology, Division 17, Great Lakes Conference. Muncie, IN, Ball State University.
- Steward, R.J. (invited Chair) (2008). *Religious and indigenous practices in Counseling*. Symposium presentation at the 2008 International Counseling Psychology Conference, Chicago, IL.
- Steward, R.J. (2008). Facilitating wellness in counselor training environments. Michigan Counseling Association. Dearborn, MI. October 12-14.

- Wojciakowski, C.S., Bultsma, S., Steward, R.J., Miller, J., Loveland, D., & Smith, M. (2008). Counselor educator roundtable discussion. Michigan School Counselor Association Conference. Grand Rapids, MI (December 7-8).
- Steward, R.J., Greer, C.L., Heyn, M.E., & Smith, A.V. (2007). Religion in the schools: The pros, the cons, and the how to. Symposium presentation at the Michigan School Counselors' Association Fall Conference: The 3Rs of Professional School Counseling: Rigor, Relevance, Relationships, Troy, Michigan.
- Wojciakowski, C.S., Bultsma, S., Steward, R.J., Miller, J., Loveland, D., & Smith, M. (2007). New and Beginning Counselors' Workshop. Symposium presentation at the Michigan School Counselors' Association Fall Conference: The 3Rs of Professional School Counseling: Rigor, Relevance, Relationships, Troy, Michigan.
- Bultsma, S., & Steward, R.J. (2007). Post secondary level sharing discussion. Symposium presentation at the Michigan School Counselors' Association Fall Conference: The 3Rs of Professional School Counseling: Rigor, Relevance, Relationships, Troy, Michigan.
- Steward, R.J. (2006). Identifying and Resolving the issues related to the critical link between training programs and the school settings. 2006 Michigan Association of School Counselors, East Lansing, MI.
- Steward, R.J. (2006). School Counselors as researchers? 2006 Michigan Association of School Counselors. East Lansing, MI.
- Steward, R.J. (2006). Programmatic research: An innovative strategy for evaluating training process/outcomes. 2006 American College Personnel Association Annual Conference. Indianapolis, IN.
- Steward, R.J., Powers, R., & Jo, H. (2006). Attitudes toward women: Examining etiology of feminist and traditional perspectives. 2006 American College Personnel Association Annual Conference. Indianapolis, IN.
- Steward, R.J., Neil, D.M., Diemer, M., Donnelly, M.R., Meyer, R.L., Prater, A.R., Koenig, G.A., & Gunn, W.G. (2006). Identifying Similarities and Differences Across Court-Referred Client Populations in Psychological Status and Use of Services: A Pilot Study. Poster session presented at the annual meeting of the American Psychology Association Counseling Psychology, Division 17, Great Lakes Conference. West Lafayette, IN, Purdue University.
- Neil, D.M., Steward, R.J., & Kauffman, A. (2006). Racial Integration History and Ego-Identity Status: Predicting African-American Student Racial Attitudes. Poster session presented at the annual meeting of the American Psychology Association Counseling Psychology, Division 17, Great Lakes Conference. West Lafayette, IN, Purdue University.
- Steward, R.J., Jo, H., Hill, M., Neil, D.M., Pritchett, T., & Wabaunsee, A. (2005). What does GPA in an urban high school actually mean? Poster session presented at the annual meeting of the American Psychology Association Counseling Psychology, Division 17, Great Lakes Conference. Bloomington, IN. April 1.
- Neil, D.M., Steward, R.J., & Gunn, W. (2005). Predictors of White racial attitudes and consciousness. Poster session presented at the annual meeting of the

- American Psychology Association Counseling Psychology, Division 17, Great Lakes Conference. Bloomington, IN. April 1.
- Steward, R.J. (2005). Implementing Best School Counselor Training Practices with Limited Resources. Symposium presentation at the 2005 Michigan Counseling Association Conference. Traverse City, MI. October 10.
- Steward, R.J., Neil, D.M., & Ferreira, N. (2003). *Examining the relationships among demographics, racial identity, moral development and the search for additional exposure to opportunities addressing issues of race and ethnicity within counseling: A Pilot Study*. Poster presentation at the 2003 American Psychological Association Division 17 Great Lakes Conference at Western Michigan University in Kalamazoo, MI.
- Steward, R.J., Neil, D.M., & Harvell, K.D., Eades, M.D., Green, Q.M. (2003). *The study of the influence of skintone on university students' perceptions of attractiveness*. Poster presentation at the 2003 American Psychological Association Division 17 Great Lakes Conference at Western Michigan University in Kalamazoo, MI.
- Steward, R.J., Neil, D.M., & Popard, E. (2003). *In search of the study of grief counseling in counseling graduate programs*. Poster presentation at the 2003 American Psychological Association Division 17 Great Lakes Conference at Western Michigan University in Kalamazoo, MI.
- Steward, R.J. & Steward, A.D. (2003). *The study of adolescents in suburban affluent Communities: A critique of the literature*. Poster presentation at the 2003 American Psychological Association Division 17 Great Lakes Conference at Western Michigan University in Kalamazoo, MI.
- Paul, R., & Steward, R. J. (2002). *Urban counseling and standards: A call to action!* A 2002 American Counseling Association Conference Institute. New Orleans, LA.
- Steward, R. J., Steward, A. D., & Blair, J. (2002). *School attendance revisited: A study of urban African American students' coping strategies*. Poster session presented at the annual Great Lakes Regional Conference of Division 17 of the American Psychological Association, East Lansing, MI.
- Steward, R. J., Harvell, K., Eldridge, T., Tashima, K., & Campbell, D. (2002). *Black racial identity attitude development in the Black community: A study of coping styles and GPA*. Poster session presented at the annual Great Lakes Regional Conference of Division 17 of the American Psychological Association, East Lansing, MI.
- Steward, R. J., Harvell, K., Smith-Jobski, W., Eades, M., Lin, W., Eldridge, T., & Campbell, D. (2002). Gender in the predominantly Black urban high school: A study of psychological adjustment, coping, racial identity, and GPA. Poster presentation at the annual Great Lakes Regional Conference of Division 17 of the American Psychological Association, East Lansing, MI.
- Steward, R. J. (2001). School Reform in Professional Development Schools. In *Counseling Psychology in Schools—Difference-making through reform and research*. Symposium conducted at the annual meeting of the American Psychological Association, San Francisco, CA.

- Steward, R. J., Breland, A. M., Neil, D. M., Baden, A., Miller, M. A., & Bodenhorn, N. (2000). *Novice supervisors and supervisees' responses in the supervisory relationship*. Poster session presented at the annual meeting of the American Psychological Association, Washington, DC.
- Steward, R. J., Hart, R., Wright, D. J., Jo, H., Breland, A. M., Neil, D. M., & Miller, M. (2000). *Racial attitudes, empathy, and countertransference*. Poster session presented at the annual Great Lakes Regional Conference of Division 17 of the American Psychological Association, Muncie, IN.
- Steward, R. J., Friedrich, T., Sauer, E., Boatwright, K., Baden, A., Breland, A. M., Neil, D. M., & Miller, M. (2000). *Trainees' perceptions of Black clients who only date White*. Poster session presented at the annual Great Lakes Regional Conference of Division 17 of the American Psychological Association, Muncie, IN.
- Steward, R. J., King, J., Hill, M., Breland, A. M., Neil, D. M., & Miller, M. (2000). *Behavior management in the classroom of urban schools*. Poster session presented at the annual Great Lakes Regional Conference of Division 17 of the American Psychological Association, Muncie, IN.
- Steward, R. J., Neil, D. M., & Miller, M. A. (2000). *Breaking down the walls of institutional racism in counseling psychology training programs in the 21<sup>st</sup> Century*. Symposium presentation at the 17<sup>th</sup> Annual Teachers College Winter Roundtable on Cross-cultural Psychology and Education, New York, NY.
- Neil, D., & Steward, R. J. (1999). *Social experience and ego identity status: Predicting trainee racial attitudes*. Poster session presented at the annual meeting of the American Psychological Association, Boston, MA.
- Breland, A. M., Steward, R. J., Chan, C. B., Minami, T., Spearman, C., Collins, W. M., & Owens, D. (1999). *Biracial individuals: Factors affecting racial identification*. Poster session presented at the annual Great Lakes Regional Conference of Division 17 of the American Psychological Association, Columbus, OH.
- Steward, R. J., Breland, A., & Neil, D. (1999). *Supervision style, supervision competency and counseling process of novice counselor trainees*. Poster session presented at the annual meeting of the American Psychological Association, Boston, MA.
- Steward, R. J., Miller, M., Neil, D., Breland, A., Slavin, B., & Roberts, A. (1999). *Christianity and counseling programs?* Symposium presentation at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Columbus, OH.
- Steward, R. J., Breland, A., Neil, D., & Miller, M. (1999). *Research teams in master's counseling programs?* Poster presentation at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Columbus, OH.
- Steward, R. J., Breland, A., Neil, D., & Miller, M. (1999). *Defining respect in training environment relationships*. Symposium presentation at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Columbus, OH.

- Steward, R. J., Breland, A., Neil, D., & Miller, M. (1999). *Negative outcomes in diversity training: What can we do?* Symposium presentation at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Columbus, OH.
- Steward, R. J., Hill, M., Nelson, J., & Bell, M. (1999). *Counseling psychologists in the public schools.* Symposium presentation at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Columbus, OH.
- Steward, R. J., Conner, J., Conner, N., Neil, D., Ramperstad, D., Gaertner, A., Fischer, A., Inkala, L., & Tsai, C. (1999). *Parenting and college students' risk-taking behaviors.* Poster session presented at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Columbus, OH.
- Steward, R. J., Breland, A., & Neil, D. (1999). *Supervisory style and trainees' counseling competency: Implications for training.* Symposium presentation at the annual meeting of the American College Personnel Association, Atlanta, GA.
- Steward, R. J. (1998). *Career development and education within urban public schools.* Presented at the 7th National Career Development Association Global Conference. Chicago, IL.
- Steward, R. J. (1998). Changing the culture of counseling programs. In *A Multicultural Summit*. Symposium presentation at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Bloomington, IN.
- Steward, R. J. (1998). *Mentoring: From the viewpoint of faculty.* A symposium presentation at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Bloomington, IN.
- Steward, R. J., Borgers, S., Jo, H., Chambers, T., & Brown, N. (1998). *Culture specific knowledge and the ability to empathize: Applications for cross-cultural counseling training.* Poster session presented at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Bloomington, IN.
- Steward, R. J., Jackson, J. D., Neil, D., Jo, H., Nehring, S., & Grondin, K. (1998). *In search of empathy within multicultural counseling process.* Poster session presented at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Bloomington, IN.
- Steward, R. J., Jo, H., & Roberts, A. (1998). *Empathy and cross-cultural sensitivity.* Poster session presented at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Bloomington, IN.
- Steward, R. J., Jo, H., & Breland, A. (1998). *Counseling Women: Who is most effective?* Poster session presented at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Bloomington, IN.
- Steward, R. J., Neil, D., Jo, H., Hill, M., & Baden, A. (1998). *White counselor trainees: Is there multicultural counseling competence without formal training?* Poster session presented at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Bloomington, IN.
- Steward, R. J., Powers, R., & Jo, H. (1998). *The influence of demographic background, ethnic identity, and attitudes toward women on empathic thinking.* A symposium

- presentation at the American Counseling Association World Conference, Indianapolis, IN.
- Steward, R. J. (1998). *PAR—A Theoretical Model for Self-Assessment and Practice toward Multicultural Counseling Competence*. Symposium presentation at the American Counseling Association World Conference, Indianapolis, IN.
- Steward, R. J. (1998). *Helping counselor trainees get along: An issue for professional development*. Presentation at the American College Personnel Association Conference, St. Louis, MO.
- Steward, R. J. (1997). *Afrocentricity and racial identity: Examining outcomes and refining theory*. (Chair and discussant) Symposium presentation at the annual meeting of the American Psychological Association, Chicago, IL.
- Steward, R. J. (1997). (Co-facilitator). Building the future of feminist counseling psychology: Psychology a cross-generation dialogue. Roundtable Discussion on *Feminist Supervision* at the annual meeting of the American Psychological Association, Chicago, IL.
- Steward, R. J. (1997). (Chair/Presenter). The minority-minority supervision dyad: General programmatic and personal issues for the supervisor and supervisee. In *The racial/ethnic minority counseling supervisor and the minority supervisee*. Symposium conducted at the annual meeting of the American Psychological Association, Chicago, IL.
- Steward, R., Deskins, M., Lipschultz, D., & Neil, D. (1997). *The White counselor and the status III Black racial identity client*. Symposium presentation at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Kalamazoo, MI.
- Steward, R., Lambert, M., Hill, M., & Cowherd, H. (1997). *Cross-cultural differences in Black children's perceptions*. Symposium presentation at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Kalamazoo, MI.
- Steward, R., Giordano, N., Goldsworthy, S., Stallworth, T., & Stevens, K. (1997). *What do we know about multiracial populations?* Poster presentation at the Great Lakes Regional Conference for Counseling Psychology, Kalamazoo, MI.
- Steward, R., Murray, D., Tovar, M., Johnson, M., & Jo, H. (1997). *Urban adolescents' substance abuse: Cognitive and non-cognitive factors*. Poster session presented at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Kalamazoo, MI.
- Steward, R., Bady, C., Lovelady, B., Wilson, C., & Jo, H. (1997). *The influence of urban adolescents' spirituality*. Poster presentation at the Great Lakes Regional Conference for Counseling Psychology, Kalamazoo, MI.
- Baden, A. L., & Steward, R. J. (1997). *The role of parents and family in the psychological adjustment of transracial adoptees: Implications for the cultural-racial identity model for transracial adoptees*. Symposium presentation at the Cross-cultural Roundtable Annual Conference in New York, NY.
- Gonzales, M., Steward, R., Byars, A., & Arellano, L. (1997). *Connections and differences: Discourse among women of color*. A structured discussion as part of a program presented at the Association for Women in Psychology annual conference, Pittsburgh, PA.

- Forrest, L., & Steward, R. J. (1996). Teaching courses on diversity and ethnic and racial minority issues. Presentation as part of a Conversation Hour, *Increasing the participation of White psychologists in racial and ethnic minority issues*, at the annual meeting of the American Psychological Association, Toronto, Canada.
- Morales, P. C., & Steward, R. J. (1996). *Biracial identification, familial influence, and levels of acculturation*. Poster session presented at the annual meeting of the American Psychological Association, Toronto, Canada.
- Prieto, L. R., McNeil, W., & Steward, R. J. (1996). *Issues of diversity in clinical supervision—Challenges and perspectives*. (Discussant) Symposium presentation at the annual meeting of the American Psychological Association, Toronto, Canada.
- Gray, J., & Steward, R. J. (1996). Graduate student experiences in APA-accredited professional psychology programs. In *Women in academia: Salient issues throughout the career path*. Roundtable presentation at the annual meeting of the American Psychological Association, Toronto, Canada.
- Steward, R., Lovelady, B., & Miller, M. (1996). *White counselor-trainees' responses to diversity training*. Poster session presented at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Muncie, IN.
- Steward, R., Stewart, N., Jo, H. I., Fear, F., & Neil, D. (1996). *Black racial identity, psychological adjustment, and coping styles of African American urban high school freshmen*. Poster session presented at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Muncie, IN.
- Steward, R., Stewart, N., Jo, H. I., Murray, D., & Fitzgerald, W. (1996). *Psychological adjustment and coping styles of African American urban high school students*. Poster session presented at the Great Lakes Regional Conference of Division 17 of the American Psychological Association, Muncie, IN.
- Steward, R. J., Gonzales, M., Arellano, L., & Bady, C. (1996). *Does multicultural counseling training specifically address race/ethnicity influence trainees' counseling process and competency with client diversity unrelated to race and ethnicity?* Poster session presented at the 9th Annual Great Lakes Regional Conference of Division 17 of the American Psychological Association, Muncie, IN.
- Steward, R., Boatwright, K., Sauer, E., Baden, A., et al. (1995). *Reexamining racial identity*. Symposium presentation at the annual meeting of the American Psychological Association, New York, NY.
- Steward, R., & Powers, R. (1995). *Minority representation within fields in psychology: Implications for career counseling, training, and APA recruitment by division*. Poster session presented at the annual meeting of the American Psychological Association, New York, NY.
- Leach, M., Rowe, W., & Steward, R. (1995). *Measuring ethnic identity*. Poster session presented at the annual meeting of the American Psychological Association, New York, NY.
- Steward, R., Ruddock, J., Bailey, K., & Peeke, P. (1995). *The examination of non-cognitive factors influencing African American students' academic persistence in*

- an urban high school*. Symposium presentation at the Professional Development School Research Conference, Michigan State University, East Lansing, MI.
- Steward, R., Ruddock, J., Zwiebel, P., & Hill, M. (1995). *The effect of student, teacher, parent collaboration on high school students' academic performance and attendance in a predominantly African American urban community*. Michigan State University, East Lansing, MI.
- Lent, R., Forrest, L., Steward, R. et al. (1994). *Counseling psychology in the public school system*. Roundtable discussion at the annual meeting of Division 17 of the American Psychological Association, Los Angeles, CA.
- Steward, R. J., Giminez, M., & Jackson, J. D. (1993). *Personal preferences of successful students across race, ethnicity, and gender*. Poster session presented at the annual meeting of Division 45 (Multicultural Counseling Psychology) of the American Psychological Association, Toronto, Canada.
- Steward, R. J., Wright, D. J., Hill, J., & Walker, M. (1993). *Developing and training the culturally skilled consultant*. Symposium presentation at the annual meeting of Division 17 (Counseling Psychology) of the American Psychological Association, Toronto, Canada.
- Steward, R. J. (1993). Racial and ethnic collusion in the problem of war. In *Gender and race: Unacknowledged collusion in warfare mentality*. Symposium presentation for Division 48 (Peace Psychology) at the annual meeting of the American Psychological Association, Toronto, Canada.
- Steward, R. J., Midgette, T., Corvin, S., Phelps, R., Ponterroto, J., & Dunn, C. (1991). *Present and future challenges of teaching cross-culture coursework*. Symposium presentation at the annual meeting of the American Psychological Association, San Francisco, CA.
- Steward, R. (1991). Alienation and interpersonal style: A study of successful Anglo, Asian and Hispanic American university students. A National Symposium on *Race Relations, Equity Education, and Civil Rights for the 21st Century*. Research Award. Lawrence, KS.
- Steward, R. (1991). *Success and the African American Women*. Presentation at the Women of Color Conference, Topeka, KS.
- Steward, R. (1990). *Different strokes for different folks: Maintaining effective interaction with those who are different*. Presentation at the Kansas Conference on Social Welfare. Lawrence, KS.
- Steward, R. J., Patterson, B., Cohen, P., Dinas, P., & Jones, R. (1990). *Professional Women and Job Satisfaction*. Presented at annual meeting of the American College Personnel Association, St. Louis, MO.
- Steward, R. J., Knox-Harbour, P., Satterfield, A., Jackson, J., & Patterson, B. (1990). *My brother's/sister's keeper? Identifying and responding to collegial impairment*. Presented at the annual meeting of the American College Personnel Association, St. Louis, MO.
- Steward, R. J., & Jackson, J. (1989). *Black student interactional styles on a predominantly white campus: Who feels alienated?* Presented at annual meeting of the American College Personnel Association, Washington, DC.

- Steward, R. J., Triggs, J., Jackson, J., Quarles, T., & Bartell, P. (1989). *Racial prejudice!* Presented at annual meeting of the American College Personnel Association, Washington, DC.
- Steward, R. J., Jackson, J., & Quarles, T. (1989). *Black university students' support networks: Do they really matter?* Presented at American College Personnel Association conference, Washington, DC.
- Steward, R. J. (1989). *Black university students' support networks and academic persistence. (XII) Empirical Research Conference on Black Psychology*, Ann Arbor, MI.
- Steward, R. J. (1988). Critiqued "The Under representation of the Multi-dimensional contexts of children's lives: A content analysis of current textbooks" by Corann Okorodudu. *(XII) Empirical Research Conference on Black Psychology*, Ann Arbor, MI.
- Steward, R. J., & Jackson, J. (1988). *Academic persistence and black university students' perceived person competencies*. Presented at annual meeting of the American Psychological Association, Atlanta, GA.
- Steward, R. J., & Jackson, J. (1988). *Black assimilation into white middle-class: Who and at what cost?* Presented at the annual meeting of the American Psychological Association, Atlanta, GA.
- Steward, R. J. (1987). *Black professional women in predominantly White working environments*. Presented at the annual meeting of the American Psychological Association,
- Wright, D. J., & Steward, R. J. (1987). *Black women support group: Developing tomorrow's leaders*. Presented at American College Personnel Association conference, Chicago, IL.
- Steward, R. J. (1983). *Career development skills for minority college students*. Presented at the annual meeting of the American College Personnel Association, Washington, DC.
- Steward, R. J. (March, 1983). *Career decision-making: The process of self assessment*. Presented at the annual meeting of the American College Personnel Association, Washington, DC.
- Austin, K., & Steward, R. J. (1982). *The use of modeling for skills improvement*. Presented at the annual meeting of the American College Personnel Association, Detroit, MI.
- Austin, K., Brodt, D., Powers, R., & Steward, R. J. (1981). *Differences on recognizing suicide lethality signs*. Presented at the conference of the Oklahoma Psychological Association, Tulsa, OK.

## **PROFESSIONAL ACTIVITIES**

### **Service to the Profession**

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| Invited Book Proposal Reviewer           | Prentice Hall Publishing Co. book proposal addressing basic skills training in Counseling, 2007.   |
| Presentation Proposal Reviewer           | 2007 American College Personnel Association Conference.  |
| External reviewer for Promotion & Tenure | 2005-2007  |
| Invited Manuscript Reviewer              | Special Issue of <i>Journal of Small Group Research</i> entitled: Relationship Issues in Groups. November 1999.  |
| Invited Presenter                        | Being on PAR: Bridging the silence and interpersonal distance across individual differences. Federation of North Texas Area Universities (Texas A & M University, Texas Woman's University, and the University of North Texas). March 5, 1999, Denton, TX. (Invited and paid presentation)<br>The Future of the Profession. Lansing Area-wide Counseling Association. January 22, 1999, East Lansing, MI.<br>Cultural Collisions: Rethinking sensitivity to diversity. Multicultural Day at the University of Iowa, the Division of Counseling, Rehabilitation and Student Development. February 2-3, 1999, Iowa City, IA. (Invited and paid presentation) |
| Writer/Participant                       | First Annual American Psychological Association Division 17 Section on Women's Conference. October, 1998.  |
| Invited Manuscript Reviewer              | <i>Journal of Negro Education</i> , 1998-present.  |
| Guest Editor                             | <i>Journal of Multicultural Counseling and Development</i> . Special Issue: Urban Adolescents, 1997.   |
| Guest Co-Editor                          | <i>Personality Assessment System Foundation Journal</i> . Special Issue: An overview of the contribution of John Gittinger to the profession of psychology, 1993 (with Robin Powers).  |
| Editorial Board                          | <i>Counseling and Values</i> , 2006-2012<br><i>Journal of Counseling and Development</i> , 1998-2001.<br><i>Journal of College Student Development</i> , 1993-1996.<br><i>Journal of Multicultural Counseling and Development</i> , 1996-1999.<br><i>Career Development Quarterly</i> , 1996-1999.<br><i>The Counseling Psychologist</i> , 1998-2000.  |
| Guest Editor                             | <i>Journal of Educational Considerations</i> . Special Issue: The  |

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|--------------------------|---|
| Program Reviewer         | African American Student and Academic Success, 1990.<br>American College Personnel Association, 2006<br>American Psychological Association, Division 17, 1995-1998.<br>American Psychological Association, Division 35, 1991.<br>American Association of Social Workers Conference, Washington State, 1990.   |
| Program Review Committee | American Psychological Association, Division 17, 1995-1998.   |
| Program Chair            | For ACPA and Directorate Committee Member, Commission VII, 1988-1990.   |
| Committee Member         | American Psychological Association, Division 17, Continuing Education and Regional Conferences Committee (1997-2000)<br>American Psychological Association Accreditation Site Visitor Pool, 1993-present.<br>American Psychological Association, Division 17, Ethnic and Cultural Diversity Committee, 1991-1994.<br>Elected Member of Directorate Committee of Commission VII of the American College Personnel Association (3 yr. appointment) 1988-1992. |
| Program Chair            | Commission VII of the American College Personnel Association, 1989-1990, Co-Chair, 1988-1989.   |

### **University-wide Service**

|                                  |  |
|----------------------------------|--|
|                                  | <b>Michigan State University</b>   |
| University Judicial Panel Member | Re-appointed by President Lou Anna Simon after consultation with the University Committee on Faculty Affairs and the University Committee on Faculty Tenure to the University Dismal for Cause Review Officer Panel, 1999-2005; 2006-2009. |
| Invited Presenter                | 2006-2007 Responsible Conduct of Research Workshop Program; Responsibility for Objectivity: Professional obligations in Academic Research & Review of Others; 11/09/2006.  |
| Invited Presenter                | S.I.S.T.A.H.S. 2002 Conference. "Maintaining Identity After Graduation", Spring 2002.  |
| Committee Member                 | University Dismissal for Cause Review Officer Panel, Fall 1999- Fall 2002.   |

|                   |  |
|-------------------|--|
| Proposal Reviewer | Recognition Day Judge for Dean of the Graduate School, Spring 1999.<br>United States Minority Graduate Student Mentoring Proposals, Fall 1998.   |
| Committee Member  | University Committee on Faculty Affairs, 1996-1998.  |
| Faculty Advisor   | Society for Ethnic Minority Graduate Students in Psychology, 1993-95.  |
|                   | <b>University of Kansas</b>  |
| Convener          | Minority Affairs Task Force, subcommittee addressing minority student affairs, 1988-1989.  |
| Coordinator       | Black Graduate Student Association, Spring 1987-1990.  |
| Chair             | Black Faculty and Staff Student Affairs Search Committee, University of Kansas, 1987-1990.   |
| Consultant        | Office of Minority Affairs Office Retreat  |
| Mentor            | Office of Minority Affairs, "Just Friends" Mentoring Program.  |
| Presenter         | Appreciation of diversity: When do we know when we're doing the right thing? Student Affairs Staff Development, Spring 1989.<br>University Student Survival Skills. Presented to Upward Bound students.<br>Skills for Student Success. Summer Freshman Orientation Staff.<br>Making Male/Female Relationships Work. Presentation to Second Annual Greek Leadership Retreat sponsored by the Office of Minority Affairs and the Black Panhellenic Council.<br>Choosing a Major in Psychology. Junior High Preview Day Program Day.<br>Black Student Academic Success. Considering Cross-cultural Counseling, Psychology Department.<br>"Just Friends" Training Session. Student Assistance Center.<br>"Surviving at the University." Office of Minority Affairs.<br>Upward Bound "Bridge" Students. Kansas National Alliance of Black School Educators, 1989. |
| Committee Member  | Special Interest Housing Unit Committee, 1989.<br>Counseling Center Planning Committee, 1989-1990.<br>University Assessment Committee, 1989-1990.  |

Faculty Orientation Committee, 1988.  
 Minority Task Force addressing the development of campus-wide interventions addressing problems related to diversity, 1988-1989.  
 Black Faculty and Staff Student Affairs Committee, 1987-1988.  
 University Judicial Board, 1987.  
 Official Representative to American Association for Certification of Teacher Education, 1987.  
 University Student Retention Task Force, 1987.  
 Research Committee, University Counseling Center, 1986.  
 Staff Development Committee, Student Affairs, 1986.  
 Minority Faculty/Staff Committee, 1984.  
 Search Committee for Director of Counseling Psychology Training, 1982.  
 Professional Staff Association Representative, 1981.  
 Student Recruitment and Retention Committee, Office of Student Development, 1981.

### **University of Texas**

Counseling Center Liaison

Women's Residence Halls, University of Texas, 1983.

Presenter

"How to Maintain Community When the Going Gets Tough," to women's dormitory residence advisors, 1984.

### **University of Oklahoma**

Workshop

Coordinator/Presenter

Career Decision-Making Workshop, Office of Career Development.

*Tomorrow's Black Sunshine Career Workshop, Black Student Services, 1982.*

Mental Health: An Individual's Responsibility, Oklahoma State-wide Talk Back Television Education System, 1981.

**Service to the College of Education**

### **Michigan State University**

**Committee Member** College of Education Reappointment, Tenure, and Promotion Committee. 2004-05; 2007-2009.

**Presenter** Post-BA Program in Teacher Education at Michigan State University, 1996  
 Teacher Education Internship classroom presentation addressing issues related to teaching in the urban school system. (William McDeramid), 1996.  
 School Psychologist Internship In Service, addressing multicultural counseling issues, (Harvey Clarizio), 1996.  
 Counseling Supervision Workshop, Rehabilitation Counseling Program, Michigan State University, 1994.

**University of Kansas**

**Committee Member** School of Education AACTE representative, 1988.  
 Curriculum Committee, School of Education, 1986.  
 Target Recruitment Committee for School of Education, 1986-1990.

**Service to the Department**

**Michigan State University**

**Chair, Search Committee** MA Counseling Program—tenure stream Assistant Professor Search Committee (Spring 2004) (resulted in hire).

**Chair, Search Committee** MA Counseling Program—tenure stream termed Assistant Professor Search Committee (Summer 2004) (resulted in hire).

**Committee Member** Rehabilitation Counseling Program—tenure stream ongoing Search Committee (2003- Present)

**Committee Member** MA Counseling Program—tenure stream Assistant Professor Search Committee for faculty appointment, (Spring 1997) (resulted in hire).

Committee Member Personnel Committee, CEPSE, 1995-1996; Fall 1999; 2005-present.  
 Search Committee for faculty appointment to the Rehabilitation Counseling Program (December 1999-March 2000).  
 Departmental FAC member (Spring 2000)  
 Faculty Advisory Committee (FAC), CEPSE, Spring 2000.  
 Curriculum Committee, Fall 1998-present.  
 Research Apprenticeship Ad Hoc Committee, 1994-1995.  
 Across Program Counseling Collaboration Team, 1994--1995.  
 Counseling Program In-service/Training Committee, 1994-1995, 1995-1996.  
 Student Progress Report Committee (SPRC), CEPSE, 1994-1997, 1999-2000.

### **University of Kansas**

Coordinator Masters' Practicum Placement, Fall 1989-present, (developed new guidelines and procedures).  
 Supervisor Doctoral Level Junior Staff Member; Spring and Summer 1988, Fall 1988-1991.  
 Committee Member Comprehensive Examination Committee, 1985-1987.  
 Program Training Committee, 1984.

### **Community Service**

Invited Presenter Managing Work-related Stress. Ingham County Health Department Recognition Committee. Lansing, MI, February 26, 1999.  
 Keynote Speaker Effectively Relating on PAR with a Culturally Diverse Setting. Powers Catholic High School, Flint, MI, 8/96. (Paid consultation for in-service to staff)  
 Keynote Speaker Developing a Student-Teacher-Parent Support Unit in Today's Schools. The Michigan Partnership, East Lansing, MI, August 1996. (Paid consultation for in-service to charter school teachers)  
 Developer and Coordinator Student-Teacher-Parent Support Unit at Northwestern High School; Flint, MI. This position is part of a commitment to a professional development school, 1991-present.  
 Professional Development School Northwestern Community High School, Flint, MI, Fall 1992-1994.

- Consultant Longview Community College, Kansas City, MO, “Strategies for Increasing Minority Retention and Recruitment.” (Paid ongoing consultation, 1989-1991)
- Presenter Topeka Alcohol Abuse Medical Unit, Topeka, KS. 1/2 hour workshop “Addressing Cultural Diversity.” (Paid consultation)
- Lawrence Middle School In-service Training, “Effectively Teaching Culturally Diverse Student Populations,” Lawrence, KS, 1991.
- Appreciating Diversity Within the Education of our Youth. Kansas State Department of Education—REACH, 1989.
- Kansas City Public School Counselors’ In-service Addressing Multicultural Counseling Issues in the School System, 1989.
- The Relationship Between Perceived Personal Competencies and Academic Achievement. The Brown Foundation for Educational Equity, Topeka, KS, 1990.
- Beyond the Dream: A Celebration of Black History, Washburn University, The Brown Foundation for Educational Equity, Excellence and Research, Topeka, KS, 1990.
- Cross-cultural Influences in Counseling. 1989 In-service Training, St. Francis Hospital, Topeka, KS. (Paid consultation)
- Why Do We Treat Each Other So Badly? A week long series of workshops for the Altus Air Force Base during Black History Month, Altus, OK, 1984.
- Women’s Role in the Family. Christian Women’s Association, Norman, OK, 1980.
- Women’s Life Talk. Women’s Resource Center, Norman, OK, 1980-1981.
- Keynote Speaker Making the Transition to University Life. Delta Sigma Theta Sorority, October 1988.
- Career Education for the Student at Risk, Kansas Association for Career Education, 4th Annual Conference, Emporia, KS, September 1988.

### *Teaching*

- Counseling Practicum, CEP 894C, Michigan State University, Fall (1995-present). Individual and Group Counseling, CEP 862, Michigan State University, Fall (1999-present).
- Counseling and Consultation Strategies, CEP 863, Michigan State University, Spring (1995-present). Research Team in Counseling, CEP 890, Michigan State University, Fall and Spring (2000-present).

- Multicultural Counseling I (developed this course and was first instructor), CEP 860A, Michigan State University, Fall 1996.
- Multicultural Counseling Psychology, CEP 961, Michigan State University, Fall (1993), Spring (1994-1996).
- Individual and Group Counseling Skills, CEP 862, Michigan State University, Fall (2001), (2002).
- Supervision in Counseling Psychology (developed this course and was first instructor), CEP 969, Michigan State University, Spring 1993, 1994; Fall (1994-1999).
- Research Design in Counseling Psychology, CEP 968 Michigan State University, Fall 1992.
- The Family Culture and the School System, CPSY 798, University of Kansas, Summer 1991. (Developed and taught for the first time).
- Career Decision Making and Life-long Planning, CPSY 210, University of Kansas, Fall and Spring 1990 and 1991. (Supervised instruction).
- Doctoral Level Practicum, CPSY 949, University of Kansas, Spring 1990.
- Counseling Lab II, CPSY 741, University of Kansas, Spring 1989 and 1990.
- Counseling Lab Skills, CPSY 740, University of Kansas, Fall 1988 and 1989.
- Counseling and Consultation for Teachers, CPSY 210, University of Kansas, Fall 1987.
- Cross-Cultural Counseling, CPSY 870, University of Kansas, Summer 1987, Spring 1988 and Spring and Summer 1990. (Developed and taught first course covering this topic in the Counseling Psychology graduate program).
- Masters' Level Practicum, CPSY 842, University of Kansas, Spring and Fall 1987-1989 and Summer 1988.
- Introduction to Counseling and Guidance, CPSY 744, University of Kansas, Fall 1986.
- Contemporary World Cultures, University of Oklahoma, Fall 1982, Spring 1983 (Lab).
- Career Decision-Making and Life-long Planning, EDUC 2012, University of Oklahoma, Fall 1980-81, and Spring 1982.
- Positive College Adjustment, UC 2002, University of Oklahoma, Fall 1979 and Spring 1980.

### ***Grant Proposals***

- Steward, R. J. (1998). A study of parallel process in counseling supervision triads: How do the ability to think critically, higher cognitive functioning and ethnic identity influence supervision and counseling outcomes? College-wide AURIG Faculty grant, \$500.
- Steward, R. J. (1996). Attending to vocational identity of urban African American high school students. College-wide AURIG Faculty Grant, \$1,200.
- Steward, R. J. (1995). Developing computer skills for 9th grade African American, urban, high school students. General Motors Pontiac Division, Acquired 50 laptop IBM-compatible computers for curriculum improvement in a Professional Development School setting.

- Steward, R. J. (1994). A study of academic success in a predominantly African American urban high school. College-wide AURIG Faculty Grant, \$1,200.
- Steward, R. J. (1987). A comprehensive examination of the successful African, Anglo, Asian and Hispanic American university students. University of Kansas, New Faculty Grant: \$6,000.

#### **PROFESSIONAL AFFILIATIONS**

American Counseling Association  
American Psychological Association (Divisions #45, 17)  
American College Personnel Association  
American School Counselors Association  
National Career Development Association  
Michigan Counseling Association  
Michigan School Counseling Association  
Lansing Area Counseling Association

## References

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