

# CURRICULUM VITAE OF TAMBA-KUII M. BAILEY

## Work:

Department of Counseling Psychology and  
Community Services  
University of North Dakota  
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## EDUCATION

- 2008            Ph.D. Counseling Psychology (APA Accredited)  
                  Georgia State University, Atlanta, GA  
                  Dissertation Title: Construct Validation of the Internalized Racial Oppression Scale for  
                  African Americans  
                  Dissertation Chair: Y. Barry Chung
- 2001            M.A. African American Studies  
                  Temple University, Philadelphia, PA
- 1999            M.A. & Ed.S. Community Counseling (CACREP Accredited)  
                  James Madison University, Harrisonburg, VA.
- 1995            B.A. Psychology  
                  Morehouse College, Atlanta, GA

## PROFESSIONAL EXPERIENCE

### Academic

- 2017-Present    Assistant Professor, Counseling Psychology and Community Services  
                  University of North Dakota, Grand Forks, ND
- 2016-2017      Visiting Assistant Professor, Dept. of Counseling Psychology and Community Services  
                  University of North Dakota, Grand Forks, ND
- 2013-2016      Assistant Professor, Dept. of Counseling Psychology  
                  University of San Francisco, San Francisco, CA

- 2010-2013 Assistant Professor, Dept. of Counseling Psychology and Community Services  
University of North Dakota, Grand Forks, ND
- 2009-2010 Visiting Assistant Professor, Dept. of Counseling Psychology and Community Services  
University of North Dakota, Grand Forks, ND
- 2008 Adjunct Professor, School Psychology Department & Clinical Counseling Department  
Chicago School of Professional Psychology, Chicago, IL
- 2007-2009 Post-Doctoral Fellow, Center for Multicultural and Diversity Studies & Pillars Community  
Mental Health Agency  
Chicago School of Professional Psychology, Chicago, IL

## SCHOLARSHIP/RESEARCH

### Publications

- Bailey, T.-K. M.**, Williams, W. S., & Favors, B. (2014). Internalized oppression in the African American community. In E.J. R. David (Ed.), *Internalized Oppression: The Psychology of Marginalized Groups*. Springer Publishing Company.
- Juntunen, C. L., & **Bailey, T. –K. M.** (2013). Training and employment services for adult workers. In D. L. Blustein (Ed.), *Oxford Handbook of the Psychology of Working*. Oxford University Press.
- Chrishon, K. R., Anderson, D., Arora, G., & **Bailey, T. –K. M.** (2012). Race and psychiatric diagnostic patterns: Understanding the influence of hospital characteristics in the national hospital discharge survey. *Journal of the National Medical Association, 104*, 505-509
- Bailey, T.-K. M.**, Chung, Y. B., Williams, W. S., Singh, A. A., & Terrell, H. K. (2011). Development and validation of the Internalized Racial Oppression Scale for Black individuals. *Journal of Counseling Psychology, 58*, 481-593. doi: 10.1037/a0023585

### Non-Peer Reviewed

- Bailey, T. –K. M. (2007, November). Editorial: A historical imprint reemerges. *Diversity Times, 10*, pp.1
- Bailey, T. –K. M. (2003, Fall). An Interview with Kevin Cokley. *CPS News, 6(2)*, pp. 24, 26

### Manuscripts in Preparation

- Bailey, T. –K. M.**, Wettersten, K. B., Yang, J., McCullagh, J. A., Hagan, P., & Yaponjian, M. Racial Microaggressions experienced by Psychologists of Color from White Psychology Peers.
- Bailey, T. –K. M.**, Yeh, C. J., & Madu, K. Exploring internalized racial oppression experienced by African American Adolescent Males
- Bailey, T. –K. M.**, Yeh, C. J., & Felipe, L. S. Using community engagement to teach mental health stigma reduction strategies for counselors and therapists in-training: A pilot training initiative.

**Bailey, T. –K. M.**, Felipe, L. S., Gonzalez, L., & Spadafora, E. Examining the predictability of the Internalized Racial Oppression Scale (IROS) on African American mental health

Ozaki, C. C., & **Bailey, T. –K. M.** Between the Spaces: Multiracial College students' Experiences and Academic Outcomes

### Refereed Presentations

**Bailey, T. –K. M.**, Felipe, L. –C. S., Gonzalez, L., Spadafora, E. (January, 2017) Examining the predictability of the Internalized Racial Oppression Scale (IROS) on the psychological well-being, distress, and self esteem of African American Adults (Preliminary Results). Poster presented at the National Multicultural Conference and Summit, Portland, OR.

Chrishon, K. R., **Bailey, T. -K. M.**, Terrell, H. K., & McClullagh, J. (August 2014). Diagnostic Disparities between Black and White Individuals in Inpatient Settings. Poster presented at the annual meeting of the American Psychological Association, Washington, DC

**Bailey, T. –K. M.**, Wettersten, K. B., Yang, J., McCullagh, J. A., Stufflebeam, C. G., Yaponjian, M. (July, 2013). Racial Microaggressions experienced by Psychologists of Color from White Psychology Peers. Poster presented at the annual meeting of the American Psychological Association, Honolulu, Hawai'i

Pagano, L. A, McCullagh, J. A., Austin, A. C., Fuller, L., Williams, D. G., Wettersten, K. B., & **Bailey, T. –K. M.** (2013, August). Development and Initial Validation of the Scale of Atheist Microaggressions. Poster presented at the annual meeting of the American Psychological Association, Honolulu, Hawai'i

Olsen, G., **Bailey, T. –K. M.**, & Patterson, R. (2011, October). Teasing and bullying in the Black Community. Workshop presented at the 41<sup>st</sup> annual conference of the National Black Child Development Institute, Inc., Nashville, TN

Faith, C. I., Draganic, J., Larrabee, D., Pusc, I., Wong, L., Kahnke, J., B.S., Pinterits, E. J., & **Bailey, T. –K. M.** (2011, August). Required Diversity Courses and White Privilege Attitudes. Poster presented at the annual meeting of the American Psychological Association, Washington, DC.

Walinsky, D., Pinterits, E. J., **Bailey, T. -K. M.**, Pietrantonio, K., Draganic, J., Adamson, N. (2010, August). Critical supervision. In T. R. Burnes (Chair) Training the next generation of professionals: Current issues in counseling supervision & training. Roundtable presented at the annual meeting of the American Psychological Association, San Diego.

**Bailey, T. -K. M.** (2008, April). Construct Validation of the Internalized Racial Oppression Scale. Visiting Scholar Colloquium presented at Southern Illinois University, Carbondale, IL.

**Bailey, T. –K. M.**, & Chung, Y. B. (2008, March). Confirmatory factor analysis and the predictability of internalized racial oppression. Poster presented at the International Counseling Psychology Conference, Chicago, IL.

Williams, W. S., & **Bailey, T. -K. M.** (2007, October). Passing it down: Exploring transgenerational transmission of internalized racial oppression. Presentation presented at the Institute for the Study and Promotion of Race and Culture, Boston College, Chestnut Hill, MA.

Gorman, W., Caldwell, J., Hau, J., & **Bailey, T. -K. M.** (2007, September). Resiliency factors in the cross-cultural healing process. Presentation presented at the Dennis H. May Conference on Diversity and the Role of the Counseling Center, Urbana, IL.

**Bailey, T. -K. M.**, (2006, August). Linguistic Oppression and Mental Health. Poster presented at the American Psychological Association Annual Convention, New Orleans, LA.

**Bailey, T. -K. M.**, Chung, Y. B., Williams, W., & Singh, A. (2006, April). The Development and Validation of the Internalized Racial Oppression Scale. Presentation presented at the American Counseling Association Annual Convention, Montreal, CA.

**Bailey, T. -K. M.**, Singh, A., Chung, Y. B., & Williams, W. (2004, October). The development of the Internalized Racial Oppression Scale. Poster Session presented at the Institute for the Study and Promotion of Race and Culture, Chestnut Hill, MA.

Dock, R., Hill, J., Smith, S., & **Bailey, T. -K. M.** (2004, July). Recent trends and developments in juvenile justice. Symposium presented at the American Psychological Association Annual Convention, Honolulu, Hawai'i.

Edwards, S., Moreno, O., Glass, G., & **Bailey, T. -K. M.** (2004, March). Initiatives to heighten cultural awareness. Panel discussion at the Southern Regional Learning Communities Conference, Atlanta, GA.

Alessandria, K. P., Davino, D., & **Bailey, T. -K. M.** (1999, March). Diagnosis and assessment: Inclusion of a cultural perspective. Poster presented at the American Counseling Association Annual Convention, San Diego, CA.

### **Invited Presentations**

**Bailey, T. -K. M.** (2016). Presenter, The Impact of socioeconomic status on the therapeutic relationship. Two part training presented for Haight Ashbury Psychological Services. San Francisco, CA.

**Bailey, T. -K. M. & De La Rue, L.** (2015). Co-Presenters. Exploring our privileges: Understanding the relational Impact of oppression. Invited presenters for workshop at QueerLife Space Mental Health Agency. San Francisco, CA.

**Bailey, T. -K. M.** (2014). Presenter, Understanding Mandated Reporting, Confidentiality, and Privilege in California, Plan of Action for Challenging Times (PACT, Inc.). San Francisco, CA.

**Bailey, T. -K. M.** (2013). Multicultural student services graduation ceremony. Keynote address for Multicultural Student services at the University of North Dakota.

**Bailey, T. -K. M.** (2013). A great conversation with Angela Davis. Facilitator of talk given by Angela Davis at the University of North Dakota.

**Bailey, T. -K. M.** (2012). Martin Luther King, Jr. Celebration Luncheon. Invited speaker at for the Multicultural Student Services at the University of North Dakota, 2012

- Pinterits, J., & **Bailey, T. –K. M.** (2011). Panelist, Experiences entering the professoriate, The Professoriate course, Department of Teaching and Learning, University of North Dakota, 2011
- Bailey, T. –K. M.** (2011). Presenter, Understanding and Including Diversity, Recreation administration course, Recreation and Tourism Program, University of North Dakota.
- Bailey, T. –K. M.** (2010). Co-Presenter, Thinking about Diversity in the Classroom, Office of Instructional Development Brown bag luncheon, University of North Dakota.
- Bailey, T. –K. M.** (2010). Presenter, Narrative Therapy: Infusing Multicultural and Social Justice Approaches in Therapy, The Village Family Service Center.
- Bailey, T. –K. M.** (2008). Presenter, Stress Management Workshop, Harrington College of Design, Chicago, IL.
- Bailey, T. –K. M.** (2006). Guest Lecturer, psycho-behavioral diagnosis course, Georgia State University.
- Bailey, T. –K. M.** (2005). Guest Lecturer, career exploration course. Georgia State University
- Bailey, T. –K. M.** (2005). Guest Lecturer, multicultural counseling course. Georgia State University
- Bailey, T. –K. M.** (2003). Presenter, Stress Management, National Council of Negro Women meeting, Georgia State University.
- Bailey, T. –K. M.** (2003). Presenter, Graduate School Preparation Workshop, Georgia State University.
- Bailey, T. –K. M.** (2002). Presenter, Graduate School Preparation Workshop, Georgia State University.

### Grants

- Ozaki, C. C., & **Bailey, T.-K.- M.** (2012). Between the Spaces: Multiracial College students' Experiences and Academic Outcomes. College of Education and Human Development Mini Grant, University of North Dakota (\$250.00 awarded)
- Bailey, T. –K. M.** (2010). Racial Microaggressions experienced by Psychologists of Color from White Psychology Peers. Faculty Research Seed Money Grant- University of North Dakota (\$9,990.99 awarded)
- Bailey, T. –K. M.** (2010). Racial Microaggressions experienced by Psychologists of Color from White Psychology Peers. College of Education and Human Development Mini Grant, University of North Dakota – (\$500.00 awarded)
- Bailey, T. –K. M.,** (2007). Construct validation of the Internalized Racial Oppression Scale. Office of Research Dissertation Grant-Georgia State University (\$700.00 awarded)
- Bailey, T. –K. M.** (2007). National Multicultural Conference and Summit Student Travel Grant (\$200.00 awarded)
- Chung, Y. B, & **Bailey, T. –K. M.** (2005). Freshman Learning Community Integrated Course Development

Faculty. Development of “Atlanta-Based Integrative Learning of Life Planning and Multicultural Career Issues” (\$8,000 awarded)

**Bailey, T. –K. M.** (2005). Construction of the Internalized Racial Oppression Scale. Association for Assessment in Counseling and Education Donald Hood Student Research Grant (\$500.00 awarded)

### Current Research

#### **Examining the predictability of the Internalized Racial Oppression Scale (IROS; Bailey, Chung, Williams, Singh, & Terrell, 2011) on the psychological well-being, distress, and self-esteem of African American Adults (PI)**

The purpose of this quantitative study is to assess the predictability of the IROS, which is a scale that measures the degree to which Black individuals have accepted and internalized racial oppression, on aspects of mental health for African American adults. Additionally, this study is examining the reliability and social desirability of participants’ responses on the IROS, which will offer a deeper understanding of the psychometric properties of this measure.

#### **Exploring internalized racial oppression experienced by adolescent African American males**

The purpose of this qualitative study is to gain a deeper understanding of internalized racial oppression experienced by African American high school males. Additionally, we want to explore the impact of internalized racial oppression on these participants within a school context.

#### **Racial microaggressions experienced by psychologists of Color: Interpersonal impact and professional consequences (PI)**

This is a qualitative study examining the experience of perceived racial microaggressions by psychologists of Color from their White psychologists and the impact of these experience on the psychologists of Color professional identity and their perceptions of the field of psychology.

#### **Engagement to Grow: Innovative curriculum design in Mental Health Stigma Reduction for Mental Health Graduate Students**

The purpose of this study is to identify and examine an innovative teaching method for training marriage and family therapy and counseling students on mental health stigma reduction in a community mental health course through the implementation of a collaborative group outreach project on stigma.

#### **Between the Spaces: Multiracial College students’ Experiences and Academic Outcomes**

The purpose of quantitative is to examine multiracial college students’ sense of belong, as it related to their multiracial identity, and its impact on their coping, mental health, and academic success.

#### **Barriers and support for students of color in college pursuing graduate degrees in mental health**

As a co-principal investigator of this research, the purpose of the mixed methods study is to examine the socio-emotional and academic experiences of students of color in four-year institutions of higher education with a specific focus on students’ intentions to pursue graduate studies in the mental health service field. This study has received funding from the Council of National Psychological Associations for the Advancement of Ethnic Minority Interests (\$500).

### CLINICAL WORK EXPERIENCE

- 2015 (June) **Interim Clinical Director, Northern Lights Behavioral Health Clinic, University of North Dakota, Grand Forks, ND**  
Served as the interim clinical director of the center that provided individual, couples, family, and tele-counseling to a community population in North Dakota. Provided layered supervision and consultation to the doctoral and master's students, who provided the direct services to clients. Additionally, I directed the overall general functioning of the North Lights Behavioral Health Center
- 2007-2009 **Post-Doctoral Fellowship, The Chicago School of Professional Psychology, Chicago, IL**  
Joint fellowship in clinical practice and academic leadership. Provided individual and group therapy in a community mental health agency. Worked to provide students and faculty with more effective ways of infusing multicultural competence in psychological training and practice.
- 2006-2007 **Pre- Doctoral Internship, University of Illinois at Chicago, Chicago, IL**  
Provided individual, couples, and group counseling services to University of Illinois at Chicago students in student counseling center as a part of an APA approved training site.
- 2005-2006 **Psychological Specialist, Emory University School of Medicine, Department of Psychiatry, Atlanta, GA**  
Administered cognitive and neuropsychological assessments to research participants in the maternal substance abuse and child development study. The participants assessed in these studies were both adolescents and adults. The assessments included the: WASI, Woodcock Johnson III, WMS III, Vigil, Finger localization, Perdue Pegboard, Verbal Selective Reminding Task Test, Non-verbal Selective reminding tasks Test, EC301, Scan A, Delis-Kaplan
- 2004-2006 **Clinician, Anxiety and Stress Management Institute, Atlanta, GA**  
Provided individual and couples counseling services to general population in a private practice setting. Co-led an exposure therapy group for adults experiencing social phobia, generalized anxiety and OCD using Cognitive Behavioral Therapy.
- 2003-2004 **Multicultural Practicum, Georgia State University Counseling Center, Atlanta, GA**  
Provided counseling services to students using a multiculturally inclusive model that explored the many dimensions of clients' diversity and how this diversity affected client goals, outcomes, and the therapeutic relationship. Co-led a psychotherapy group for African American males. Conducted campus wide outreach activities.
- 2002-2003 **General Practicum, Georgia State University Counseling Center, Atlanta, GA**  
Provided individual counseling services to students counseling center setting. Conducted several campus wide outreach activities.
- 2002 **Master's Level Clinician, Inpatient Unit, Kennedy Hospital, Cherry Hill, NJ**  
Provided counseling services to children and adolescents on a psychiatric inpatient unit. Conducted family meetings to assess clients' needs and developed treatment plan through treatment team approach. Worked closely with unit psychiatrists and other medical staff to insure proper care and services for the patients. Facilitated group and individual sessions with patients. Conducted insurance reviews for patient continuation of stay when necessary. Arranged for aftercare services and planned discharge treatment for patients.

- 2001                    **Counselor III, Greater Philadelphia Health Action, Philadelphia, PA**  
 Provided counseling services to adults, adolescents, and children in an outpatient community agency setting through individual and family therapy. Assessed clients' needs through intakes, develop treatment plans, and maintain progress notes in client files. Also, provided case management and consultation with other mental health agencies when necessary.
- 2000-2001            **Intake Counselor, United Behavioral Health, Philadelphia, PA**  
 Assessed risk and needs of members with United Behavioral Health mental health insurance through a telephonic intake. Provided members with referrals to counselors and psychiatrist in their region of the country. Educated members to the mental health process (i.e. identifying clinicians, what to expect during sessions, and discuss the different types of therapeutic approaches used by clinicians). Also provided members with authorization for mental health treatment.

## SERVICE

### **Ad Hoc Editorial Review**

- 2015                    Ad-hoc Reviewer, *Journal of Black Psychology*, Association of Black Psychologist
- 2014-2016            Ad-hoc Reviewer, *Cultural Diversity and Ethnic Minority Psychology*, Society for the Psychological Study of Ethnic Minority Issues (APA- Div. 45)
- 2014-2016            Ad-hoc Reviewer, *The Counseling Psychologist*, Society of Counseling Psychology (APA- Div. 17)
- 2014-Present        Ad-hoc reviewer, *Race, Gender & Class Journal*, University of New Orleans
- 2007-2008            Ad-hoc Reviewer, *Journal of Black Psychology*, Association of Black Psychologists

### **Invited Review**

- 2013                    Ad-hoc Reviewer, special social justice edition, *The Counseling Psychologist*, Society of Counseling Psychology (Div. 17- APA)
- 2012                    Book reviewer, Sage Publications

### **Conference Review**

- 2016                    Proposal Reviewer, National Multicultural Conference and Summit, Society of Counseling Psychology (Div. 17- APA)
- 2013                    Proposal Reviewer, American Psychological Association Annual Convention, for the Psychological Study of Ethnic Minority Issues (Div. 45- APA)
- 2008                    Student poster review sub-committee chair, Cultural Impact Conference, The Chicago School of Professional Psychology

### **Grant Review**



2009 Grant proposal Reviewer, Office of Faculty Research Development. Long Island University Brooklyn Campus

### **National Service Work**

2013- present Community Engagement Committee for the Society of Counseling (Div 17- APA)

### **University of North Dakota Committees**

#### Department

2016 Member, Clinical Committee  
 2013 Chair, Clinical Committee  
 2013 Member, Policy and Procedures Committee  
 2009- 2013 Member, Awards Committee  
 2009- 2013 Faculty Liaison, Multicultural Committee

#### College of Education and Human Development Committees

2017 Member, College Finance Committee  
 2016 Member, College Research Council  
 2012 Member, Counseling Psychology and Community Services Depart. Chair Evaluation Committee  
 2011-2012 Member, Graduate Curriculum Committee  
 2011-2013 Member, College of Education and Human Development Anti-Racism Committee

#### University

2016-Present Co-Advisor, Black Student Association  
 2012-2013 Member, Senate Scholarly Activities Committee  
 2011-2013 Co-Advisor, Black Student Association

### **University of San Francisco Committees**

#### Department

2015 Chair, MFT Curriculum Committee  
 2014- 2016 Member, Remediation Committee  
 2014-2015 Member, Tenure-track faculty position search committee  
 2014 (Fall) Program Coordinator, Marriage and Family Therapy Program  
 2014 Summer Chair, Term faculty position search committee

#### School of Education

2016 Member, Climate Committee  
 2015 Member, Digital Technologies for Teaching and Learning Advisory Committee  
 2014- 2016 Member, Doctoral Policies Committee

University

- 2013-2016 Member, Black Community Council-  
Co-chair of the bylaws sub-committee
- 2013 Facilitator, Stakeholder Community Forum: Pathways to Success for Urban Communities  
with a Focus on Housing- Office of Diversity Engagement and Community Outreach

**COURSES TAUGHT****Department of Counseling Psychology and Community Services at the University of North Dakota:**

Black Psychology (BA)	Counseling Practicum (MA)
Supervision Theory (PhD)	Supervision Practicum (PhD)
Multicultural Psychology (MA & PhD)	Ethics and Professional Issues (MA & PhD)
Diagnosis and Prevention (MA & PhD)	DSM-IV TR- Decision Making and Treatment Planning (MA)
History of Psychology (PhD)	Multicultural Psychology (School Counseling Program MA)

**Department of Counseling Psychology at the University of San Francisco:**

Counseling Across Cultures (MFT Program- MA)	Community Mental Health (MFT Program- MA)
Law and Ethics (School Counseling Program- MA)	Traineeship I (MFT Program- MA)
Traineeship II (MFT Program- MA)	Ethical, legal, and Professional Issues (MFT Program- MA)

**School Psychology Department at the Chicago School of Professional Psychology:**

Group Therapy (MA)	Developmental Psychopathology (MA)
Interviewing Skills (MA)	

**Georgia State University:**

Exploring Diversity (BA)	Career Exploration (BA)
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**ADVISING****Dissertation Committees at the University of North Dakota:**

- Member, Aleska Hagan (2017- Counseling Psychology)
- Member, Jamie Yang (2016- Counseling Psychology)
- Member, Abraham Bilyeu (2013- Counseling Psychology)
- Member, Chasidy Faith (2013- Counseling Psychology)
- Member, Nils-Erik Juanto Laver (2013- Counseling Psychology)
- Member, Kipp Pietrantonio (2013- Counseling Psychology)

**Thesis Committee at the University of North Dakota:**

- Member, Courtney O'Brien

**PROFESSIONAL DEVELOPMENT TRAINING**

- 2015 Participant, Stats Camp. Texas Tech University, Institute for Measurement, Methodology, Analysis, & Policy- This was a week-long training in Structural Equation Modeling with MPlus

- 2014 Participant, Stats Camp. Texas Tech University, Institute for Measurement, Methodology, Analysis, & Policy- This was a week-long training in Structural Equation Modeling: Foundations and Extended Applications
- 2014 Participant, American Council of Education's Emerging Leaders Group- Leadership Academy for Department Chairs. This was a three-day leadership training that covered issues facing department chair's such as: budgeting and financial management, dealing with faculty and faculty/administrator conflicts, creating inclusive work environments, understanding the infusion of technology in higher education, and understanding shared governance between department chairs and other university administrators.

### **HONORS and AWARDS**

- 2013 Society of Counseling Psychology (Div 17) Fellow, Leadership Development Institute. Council of National Psychological Associations for the Advancement of Ethnic Minority Interests
- 2013 North Dakota Spirit Faculty Achievement Award, University of North Dakota
- 2004 College of Education Scholarship, College of Education, Georgia State University
- 2004 Peer Mentor Award, College of Education, Georgia State University