

## PAMELIA E. BROTT

Associate Professor, Counselor Education  
University of Tennessee  
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### EDUCATIONAL INFORMATION

**Ph.D.**, University of North Carolina at Greensboro.

Major: Counseling and Counselor Education

Cognate: Educational Leadership

**M.A.**, Western Michigan University, Kalamazoo, Michigan.

Major: Guidance Counseling and Personnel

**B.S.**, Western Michigan University, Kalamazoo, Michigan.

Major: Physical Education/Dance

Minor: Speech/Theater

### CERTIFICATION/LICENSURE

**Licensed Professional Counselor**, State of Michigan, #6401004335

**National Certified Counselor**, National Board of Certified Counselors, #43896

**Approved Clinical Supervisor**, Center for Credentialing and Education, #ACS01309

**Distance Credentialed Counselor**, Center for Credentialing and Education, #DCC1096

**National Certified Career Development Facilitator Instructor**, National Career Development Association

**Michigan Secondary Continuing Teaching Certificate** Endorsements: Guidance Counseling grades 7-12; Physical Education grades K-12; Speech grades 9-12; All Subjects grades 7-8

### PROFESSIONAL EXPERIENCE

**Counselor Educator** 2016 to present, **Associate Professor**, Counselor Education, University of Tennessee, Knoxville, TN

Coordinating: UTK School Counseling Program; responding to queries about Program, advising students, providing orientation to Program, monitoring progress of counselors-in-training

Teaching: face-to-face, project-based learning, flipped instruction; master's courses: School Counseling.

Researching: pedagogy in counselor education: flipped instruction and project-based learning, vlogging as reflective practice in support of professional identity development; accountability in school counseling programs; constructivist career counseling and the storied approach; school counselor professional identity development; school counseling supervision

Supervising: clinical supervision of school counseling internship experiences for master's counselors-in-training; implement developmental (Stoltenberg model) with thinking-doing-feeling (adaptation of Bernard model) framework; supervision of doctoral internships in supervision

**Counselor Educator** 2006-2016, **Associate Professor**, Counselor Education, Virginia Polytechnic Institute and State University, Northern Virginia Center, Falls Church, VA

2000-2006, **Assistant Professor**, Counselor Education, Virginia Polytechnic Institute and State University, Northern Virginia Center, Falls Church, VA

Teaching: face-to-face, hybrid and flipped instruction, videoconferencing and synchronous approaches; master's courses: Life Span Human Development, Orientation to Professional Counseling, Theories of Counseling and Consultation, Counseling Techniques, Appraisal in Counseling, School Counseling, Career Development & Information Services, Counseling Practicum, Counseling Internship; doctoral courses: Advanced Career Development & Appraisal in Counseling, Professional Seminar

Researching: pedagogy in counselor education: flipped instruction and project-based learning; accountability in school counseling programs; constructivist career counseling and the storied approach; school counselor professional identity development; school counseling supervision

Supervising: clinical supervision of practicum and internship experiences for master's counselors-in-training; supervision of advanced practicum; supervision of doctoral internships in teaching, clinical, supervision, research, leadership and advocacy

**Counselor Educator** 1997-2000, Assistant Professor, Counselor Education, University of Houston-Clear Lake, Houston, TX

Teaching: Principles of Counseling; Career, Vocational and Educational Information; Guidance of Elementary School Children; Introduction to Systems Counseling; Practicum in Counseling; Introduction to Educational Psychology; Theories of Counseling

Researching: survey of school counselors' job descriptions and developmental school counseling programs; qualitative study of constructivist approach to career counseling; professional school counselor identity development

Supervising: clinical supervision of practicum counselors-in-training at on-site university clinic

Serving: School of Education, university-level, Program, local community

**Counseling Supervisor** 1995-1996, Department of Counseling and Educational Development, The University of North Carolina at Greensboro, Greensboro, NC.

Supervising: clinical supervision of master's-level school counseling interns; individual and group supervision, formative and summative evaluations, site visits, coordination of paperwork, liaison between university and sites.

**Private Practice Counselor** 1995-1996, Personal & Family Counseling Center, Greensboro, NC, Dr. Martha Sayles, Supervisor.

Counseling: individual personal counseling using person-centered, cognitive-behavioral techniques and interventions. Clients range in age from six to thirty.

**University Teacher** 1994-1996, Department of Counseling and Educational Development, The University of North Carolina at Greensboro, Greensboro, NC.

Teaching: Topics in Counseling: Dynamics of Child Behavior in School; Topics in Counseling: Children and Adolescents; Helping Skills; Career/Life Planning

**Counseling Intern** January-July, 1995, Children and Youth Unit, Guilford County Mental Health, Greensboro, NC.

Counseling: intake screenings, individual therapy, co-lateral therapy, consultation with parents and school staff (e.g., teachers, principals), medication monitoring and consultation with staff psychiatrist, classroom observation, and attendance at weekly case conference (i.e., clinical staffings).

Clients served range in age from three to sixteen. Diagnoses include post-traumatic stress disorder, oppositional defiant disorder, conduct disorder, adjustment disorder, and attention-deficit/hyperactivity disorder.

**Professional School Counselor** 1985-1993, St. Andrew's School, Nassau, The Bahamas.

Head of School Counseling: develop goals, objectives and activities for a comprehensive school counseling program Grades 7-12; manage departmental budget, requisitions; delivery of responsive services: individual and group counseling, classroom guidance, parent education; revise post-graduate year parallel to U.S. Grade 12; presentations to parents and students regarding North American educational system, admissions process, transition to further education.

Coordinating: Personal and Social Education (PSE) Grades 7-9; Advanced Placement; resource center for career and educational information; develop curriculum handbook for upper school (GCE O-level), revised 1990 to new national curriculum (BGCSE); school/college entrance examinations (PSAT, SAT, ACH, SSAT, TOEFL, AP, DAT).

Placement: independent boarding schools (Canada, U.S.), college (Canada, Caribbean, U.S.), write recommendations, coordinate school documents, host on-site College Day program of 40+ higher education institutions (Canada, Caribbean, U.K., U.S.).

**Coordinator/Counselor** 1979-1985, Eastern and Southern Kalamazoo Valley Vocational Education Consortium, MI

Career Education Coordination: stimulate interest, involvement and goal achievement among teachers and administrators in seven school districts grades K-12; act as liaison for Consortium districts.

Special Needs Coordination: qualify classes for program, supervise personnel and complete State Department of Education forms on program. Special Needs is a federally funded program to provide support services for handicapped and disadvantaged students in vocational classes.

Other Responsibilities: serve as Consortium liaison to community and educational groups; articulation of high school to post-secondary vocational programs; coordination of vocational guidance activities among seven school districts; management of sex equity activities and affirmative recruitment into vocational programs.

**Admissions Assistant** Graduate Assistantship, 1978-1979, Western Michigan University, Kalamazoo, MI

Admissions counseling, high school visitations, coordinate Campus Tour Program; design and implementation of an "accessible" tour program and handbook for handicapped visitors.

**Intern** 1979, Office of Career Planning and Placement, Western Michigan University, Kalamazoo, MI

Counsel, coordinate and instruct college students in employability skills and placement activities.

**Volleyball Coach**, train and direct women's intercollegiate volleyball team.

1981-1984, Nazareth College, Nazareth, MI

1977-1978, Kalamazoo Valley Community College, Kalamazoo, MI

**Vocational Education Assistant** 1977, Comstock High School, Comstock, MI

Supervise special needs students in Marketing, Sales Distribution and Foods Management classes.

**Physical Education Teacher** 1972-1976, White Cloud Public Schools, White Cloud, Michigan.

Develop and instruct diverse physical education curriculum for grades 7-12. Supervise cheerleader squads, Girls' Athletic Association, initiate and coach interscholastic volleyball program.

## TEACHING

### CLASSROOM INSTRUCTION

As a Counselor Educator: The classroom and clinical settings are presented from a pragmatic perspective that is grounded in the theory and literature of adult learning and incorporates both practical and experiential approaches to becoming a professional counselor. Students become counselors-in-training through their professional identity development within the training program: building knowledge and understanding, practicing counseling skills, and assessing their development and effectiveness within a closely supervised training environment.

Student Evaluation of Teaching Effectiveness: Student average ratings of teaching effectiveness (fall 2012 to spring 2016) across 20 sections (8 different courses) range from 3.13 to 6.00 ( $M=5.21$ ;  $Mdn=6.00$ ) on a 6.0 scale representing *strongly disagree* (1) to *strongly agree* (6).

### **Courses Taught: University of Tennessee, Knoxville**

#### Master's Courses

COUN-588 Internship in School Counseling (fall 2016, spring 2017)

COUN-504 Foundations in School Counseling (spring 2017)

COUN-504 Counseling Children and Adolescents (summer 2017)

#### Doctoral Courses

Supervision of Supervision, Doctoral Student

### **Courses Taught: Virginia Tech, Northern Virginia Center (fall 2000 to 2016)**

#### Master's Courses

EDCO-5204 Orientation to Professional Counseling

EDCO-5214 Theories of Counseling and Consultation

EDCO-5224 Counseling Techniques

EDCO-5254 Career Development & Information Services

EDCO-5264 Appraisal in Counseling

EDCO-5284 Counselor Education: Practicum

EDCO-5364 School Counseling

EDCO-5424 Life Span Human Development

EDCO-5614 Counselor Education: Internship

#### Doctoral Courses

EDCO-6474 Advanced Practicum

EDCO-6524 Doctoral Internship

EDCO-6454 Advanced Career Development & Counseling Appraisal

EDCO-6924 Professional Seminar

### **Courses Taught: University of Houston-Clear Lake (spring 1997 to summer 2000)**

EDUC-4130 Introduction to Educational Psychology

COUN-5231 Principles of Counseling

COUN-5739 Practicum in Counseling

COUN-6331 Introduction to Systems Counseling

COUN-6334 Career, Vocational, and Educational Information

COUN-6435 Advanced Interpersonal Skills

COUN-6534 Guidance of Elementary School Children

### **Courses Taught: University of North Carolina at Greensboro (spring 1994 to spring 1996)**

CED-310 Helping Skills

CED-210 Life/Career Planning

CED- 574 Topics in Counseling and Guidance: Counseling Children and Adolescents

CED- 574 Topics in Counseling and Guidance: Behavior Management

## DOCTORAL ADVISING

### Chair Dissertation Committees: Completed in Chronological Order

Branco, S. (2015). *Elementary School Counselors' Perceptions of and Practice with Students Adopted Transracially*.

McAuley-Davis, T. (2013). *The Impact of the Vocational Assessment Process on Juvenile Offender Self Concept*.

Mudd, J. (2013). *The Relationship between Gender Role Conflict, Psychological Distress, and Help Seeking Behaviors in Divorced Gay Fathers*.

Maiden, B. (2013). *The Lived Experiences of the Adolescent Father in Northern Virginia*.

Rainer, P. (2012). *Students with Disabilities Who Contact the School Counselor for College Information*.

Barto, H. (2011). *The Career Development of Adolescent Mothers*.

Robertson, H. (2010). *Life Satisfaction Among Midlife Career Changers: A Study of Military Members Transitioning to Teaching*.

Barna, J. (2009). *Elementary School Counselors' Situational Motivation, Perception of Importance, and Level of Implementation of Personal/Social Development Standards as a Strategy for Supporting Student Academic Achievement*.

Charlton, A. (2009). *Professional School Counselors' Self-Efficacy for Addressing Bullying in Elementary Schools*.

Stone, V. (2006). *Student Satisfaction with and Perceptions of Relationship Development in Counselor Education Videoconferencing Courses*.

Educational Leadership Dissertation Committees (Chronological Order)

- Healey, T. (2014). *The Essential Components of a Comprehensive Ninth Grade Transition Program: A Delphi Study*
- Lipp, J.H. (2011). *Examining Educational Initiatives to Increase Minority Student Enrollment in Advanced Placement Program Courses*
- Czarnecki, D.A. (2010). *A Study of Virginia's Public Secondary School Counselors and School Law*
- McCarty, A.M. (2010). *Professional Development for New Middle School Teachers to Use Constructivist Pedagogy in the Block Period*
- Leonard, A.W. (2008). *Analysis of Virginia Public School Principals' Perceptions of Bullying: Definition, Prevalence, and Training Needs*

**RESEARCH AND SCHOLARLY ACTIVITIES***(listed in chronological order)***Books**

- Baditoi, B.E., & Brott, P.E. (2014). *What school counselors need to know about special education and students with disabilities* (rev. ed.). Arlington, VA: Council for Exceptional Children.

**Book Chapters**

- Brott, P. E. (in press). The storied approach. In M. McMahon (Eds.), *Career counseling: Constructivist approaches* (2<sup>nd</sup> ed.). New York: Routledge.
- Brott, P. E. (2016). The storied approach to career co-construction with an older female client. In L. A. Busacca & M. C. Rehfuss (Eds.), *Postmodern career counseling: A handbook of culture, context, and cases* (pp. 147-162). Alexandria, VA: American Counseling Association.
- Brott, P. E. (2015). Qualitative career assessment processes. In M. McMahon & M. Watson (Eds.), *Career assessment: Qualitative approaches* (pp. 31-39). Rotterdam, The Netherlands: Sense.
- Brott, P.E. (2013). Lois: A case study using the storied approach. In S.G. Niles, J. Goodman, & M. Pope (Eds.), *The career counseling casebook: A resource for practitioners, students, and counselor educators* (2<sup>nd</sup> ed.). Broken Arrow, OK: National Career Development Association.
- Brott, P.E. (2004). Making it count: Accountability for school counselors. In T. Davis, *Exploring school counseling: Professional practices & perspectives*. Boston: Houghton Mifflin.
- Brott, P.E. (2002). My journey with grounded theory research. In S. B. Merriam & Associates (Eds.), *Qualitative research in practice: Examples for discussion and analysis* (pp. 160-162). San Francisco: Jossey-Bass.
- Brott, P.E. (2001). The elementary school counselor's professional library. In D. Sandhu (Ed.), *Elementary school counseling in the new millennium* (pp. 281-286). Alexandria, VA: American Counseling Association.

**Articles in Professional Journals and Proceedings**

- Brott, P. E., Stone, V, & Davis, T. E. (in review). Growing together: An action research project on training school counseling site supervisors. *Professional School Counseling*.
- Branco, S., & Brott, P. E. (in review). Elementary school counselors' voice in counseling transracially adopted students. *Professional School Counseling*.
- Maiden, B. S., & Brott, P. E. (in review). Lived experiences of adolescent fathers. *Professional School Counseling*.
- Barto, H. H., Lambert, S., & Brott, P. (2015). Career adaptability, resiliency, and perceived obstacles to the career development of adolescent mothers. *The Professional Counselor: Research and Practice*, 5(1), 53-66. doi:10.15241/hb.5.1.53
- Barto, H. H., Brott, P., & Lambert, S. (2015). The career development of adolescent mothers: A review of 25 years of professional literature. *Journal of Employment Counseling*, 52(2), 65-76. doi:10.1002/joec.12005
- Robertson, H. C., & Brott, P. (2014). Military veterans' midlife career transition and life satisfaction. *The Professional Counselor: Research and Practice*, 4(2), 47-57. doi:10.1524/hcr.4.2.47
- Goodman-Scott, E., Doyle, B., & Brott, P.E. (2013). An action research project to determine the utility of bully prevention in positive behavior support for elementary school bullying prevention. *Professional School Counseling*, 17, 120-129.
- Barna, J.S., & Brott, P.E. (2013). Making the grade: The importance of academic enablers in the elementary school counseling program. *Professional School Counseling*, 17, 97-110.
- Robertson, H.C., & Brott, P.E. (2013). Male veterans' perceptions of midlife career transition and life satisfaction: A study of military men transitioning to the teaching profession. *Adultspan Journal*, 12(2), 66-79.
- Brott, P.E. (2012). A career story approach to management, business, and financial occupations. *Journal of Employment Counseling*, 49, 172-184.
- Barna, J.S., & Brott, P.E. (2012). Elementary school counselors' motivation to support student academic achievement through identified standards. *Journal of School Counseling*, 10(8), 1-36. Retrieved from <http://www.jsc.montana.edu/articles/v10n8.pdf>
- Barna, J.S., & Brott, P.E. (2011). How important is personal/social development to academic achievement? The elementary school counselor's perspective. *Professional School Counseling*, 14, 242-249.
- Brott, P.E. (2008). Get a GRIP! In Virginia School Counselor Association, *Virginia professional school counseling program manual* (pp. 87-94). Yorktown, VA: Virginia School Counselor Association.
- Brott, P.E. (2007). *Strengthening our national-regional-state connections*. National Career Development Association, Leadership Project. Broken Arrow, OK: National Career Development Association.

- Brott, P.E. (2006). Counselor education accountability: Training the effective professional school counselor. *Professional School Counseling*, 10, 179-188.
- Brott, P.E. (2005). A constructivist look at life roles. *Career Development Quarterly*, 54, 138-149.
- Brott, P.E. (2005). Grins and groans of publishing in *Professional School Counseling*. *Professional School Counseling*, 8, 465-468.
- Ulrich, L.B., & Brott, P.E. (2005). A qualitative study of older workers and bridge employment: Redefining retirement. *Journal of Employment Counseling*, 42, 159-170.
- Brott, P.E. (2005). Counselor education: Training effective counselors. *Proceedings of the International Conference on Education*, 3, 470-487.
- Hohenshil, T.H., & Brott, P.E. (2004). How to get published in counseling journals. *Proceedings of the International Counseling Conference*, 10, 103-106.
- Brott, P.E. (2004). Constructivist assessment in career counseling. *Journal of Career Development*, 30, 189-200.
- Hohenshil, T.H., & Brott, P.E. (2002). Using the Internet to facilitate career development. *Career Planning and Adult Development Journal*, 18(2), 4-6.
- Brott, P.E. (2002). O\*Net. *Career Planning and Adult Development Journal*, 18(2), 111-114.
- Brott, P.E. (2002). Society for Vocational Psychology. *Career Planning and Adult Development Journal*, 18(2), 133-135.
- Brott, P.E. (2001). The storied approach: A postmodern perspective for career counseling. *Career Development Quarterly*, 49, 301-313.
- Brott, P.E., (2000). A reaction to "Career Counseling in an Information Age." *Career Planning and Adult Development Journal*, 16, 57-65.
- Brott, P.E., & Myers, J.E. (1999). Development of professional school counselor identity: A grounded theory. *Professional School Counseling*, 2, 339-348.
- Brott, P.E. (1999). Integrating the Internet into counselor education. *Proceedings of the Society for Information Technology and Teacher Education International Conference*.
- Kajs, L.T., Sanders, R.L., Willman, E., Alaniz, R., Brott, P.E., & Gomez, D.M. (1999). Technology education that school principals want. *Proceedings of the Society for Information Technology and Teacher Education International Conference*.
- Brott, P.E., & Kajs, L.T. (1998). Developing the professional identity of first-year teachers through a "working alliance." *National Association of Alternative Certification Journal* [On-line]. Available FTP: Hostname: alt-teachercert.org/ Directory: Working%20Alliance.html
- Kajs, L.T., Alaniz, R., Willman, E., Maier, J.N., & Brott, P.E. (1998). Looking at the process of mentoring for beginning teachers. *National Association of Alternative Certification Journal* [On-line]. Available FTP: Hostname: alt-teachercert.org/ Directory: mentoring.html
- Brott, P.E. (1997). *Gottfredson's theory of circumscription and compromise: Implications for career counseling*. Greensboro, NC: Counseling and Student Services Clearinghouse. (ERIC Document Reproduction Service No. ED 346 082)
- Brott, P.E. (1996). The development of school counselor identity (Doctoral dissertation, The University of North Carolina at Greensboro, 1996). *Dissertation Abstracts International*.

### **SPONSORED RESEARCH & GRANT AWARDS**

- Brott, P.E. (2015). Design and Develop Award: Individual Course Development Project. Awarded \$8600 from Networked Learning Design and Strategies, Virginia Tech.
- Brott, P.E. (2012). International Travel Supplemental Grant. Awarded \$700 from Office of the Vice President for Research, Virginia Tech.
- Brott, P.E. (2011). International Travel Supplemental Grant. Awarded \$1,000 from Office of the Vice President for Research, Virginia Tech.
- Day-Vines, N., Brott, P.E., Bunch-Lyons, B., Glenn, W., & Mallory, W. (2011). *Using the ECLS-K database to predict those variables associated with math/science self-efficacy in ethnic minority females in grades 3, 5, and 8*. AERA grant proposal at \$35,000 over two years. Not funded.
- Brott, P.E., & Belli, G. (2006). *What do we know about the effectiveness of the GRIP accountability model?* Awarded \$2,050 from Office of Education Research and Outreach, Virginia Tech.

### **EDITORSHIPS**

**Editor**, *Professional School Counseling*, July 2002 to December 2003.

*Professional School Counseling* is the national publication of the American School Counselor Association (ASCA). The journal is published five times a year with a circulation of approximately 25,000. The acceptance rate for submitted manuscripts based on a blind review is 30%. The Editor manages an Editorial Board of 25 reviewers.

Brott, P.E. (2003). From the Editor: Getting published in *Professional School Counseling*. *Professional School Counseling*, 6(5), ii-iii.

Brott, P.E. (2002). From the Editor: Success for all students. *Professional School Counseling*, 6(2), iii.

Brott, P.E. (2002). From the Editor: Commitment to excellence. *Professional School Counseling*, 6(1), ii-iii.

**Co-Editor** with Dr. Thomas Hohenshil, Special Issue *Career Planning and Adult Development Journal*, released fall 2002.

*Career Planning and Adult Development Journal* is the official publication of the Career Planning and Adult Development Network, a non-profit organization of human resource professionals, career counselors, educators, and researchers. The special issue, "Using the Internet for Career Development," contained critical reviews of 40 career development web sites.

### **Review Boards**

International: *Career Development International*, Emerald Group Publishing; provides an international forum for career development and its associated issues. The journal exists as a platform for academics to share information and ideas which will help them examine the links between individual career progression and organizational needs.

Guest reviewer: *British Journal of Guidance and Counselling*, Careers Research and Advisory Centre (Cambridge, England), Taylor & Francis; publishes international contributions in the areas of theory and practice, training, and professional issues related to guidance and counselling services.

Guest reviewer: *Journal of Vocational Behavior*, Elsevier Journals; publishes empirical and theoretical articles that expand knowledge of vocational behavior and career development across the life span.

## **PRESENTATIONS**

### **Invited Keynote & Panel Presentations: National and International**

- Brott, P.E. (2011). *The career narrative: A constructivist approach to career development and counseling*. International Congress on Vocational Guidance, Cartagena, Colombia, SA. <http://tucarreraya.com/CongresoCartagena2011/programa/congreso-cartagena>
- Brott, P.E. (2010). *Career as story*. Keynote presentation at the Association of Career Professionals International Conference (Toronto, Ontario, Canada), Caribbean cruise.
- Blustein, D., Brott, P.E., Savickas, M., & Stead, G.B. (2009). *Innovative approaches to career counseling*. Featured session at the international conference, National Career Development Association, St. Louis, MO.
- Brott, P.E. (2007). *Every day is career day: Child and adolescent career development as a lifestyle apprenticeship*. Paper presented at Northern Virginia School Counseling Leadership Team Summit III, Fairfax, VA.
- Brott, P.E. (2006). *The storied approach to career counseling*. Maryland Career Development Association, Baltimore, MD.
- Brott, P.E., Niles, S.G., Sampson, J.P., Savickas, M. (2005). *Modern and post-modern career theories: Considering a synthesis for practice*. Teleconference featured session at the international conference, National Career Development Association, Orlando, FL.
- Brott, P.E. (2004). *School counselors – Show and tell*. Virginia School Counselor Association State Conference, Charlottesville, VA.
- Brott, P.E. (2002). *The storied approach*. Middle Atlantic Career Counseling Association Regional Conference, Lancaster, PA.

### **National/International Refereed Presentations**

- Brott, P.E. (2016). *College & career ready begins day 1: Career development in the elementary school*. Content session presented at Evidence-Based School Counseling Conference, Athens, GA.
- Brott, P.E., Hyun, J. H., Lopez, C. J., Mason, E., & Merlin, C. (2016). *Flipped instruction in counselor education*. Content session presented at Innovations in School Counselor Preparation Conference, Athens, GA.
- Brott, P.E., & Merlin, C. (2016). *Innovative strategies for training school counseling site supervisors*. Content session presented at Innovations in School Counselor Preparation Conference, Athens, GA.
- Brott, P.E. (2015). *Idiographic process of career counseling: Storied meanings & life projects*. Content session presented at the Annual Conference for the European Branch of the American Counseling Association, Naples, Italy.
- Brott, P.E., & Rowley, P. (2015). *“Flipped instruction” in graduate education: Why, when, and how*. Content session presented at the Conference on Higher Education Pedagogy, Blacksburg, VA.
- Brott, P.E. (2014). *Qualitative assessments in career counseling: The client story as an idiographic process*. Content session presented at the National Conference, National Career Development Association, Long Beach, CA.
- Brott, P.E. (2014). *The idiographic process of career counseling: Storied meanings and life projects*. Content session presented at the International Association for Educational and Vocational Guidance, Quebec City, Quebec, Canada.
- Brott, P.E., & Branco, S.A. (2014). *What we are learning about “flipped instruction” in graduate education*. Content session presented at the Conference on Higher Education Pedagogy, Blacksburg, VA.
- Brott, P.E. (2013). *Qualitative assessments in career counseling: The client career story as an idiographic process*. Content session presented at the International Conference on Life Design, Padova, Italy.
- Brott, P.E. (2012). *Constructivist career counseling: A critical (appreciative) review of the literature*. Content session presented at the International Association for Educational and Vocational Guidance, Mannheim, Germany.
- Brott, P.E. (2012). *Essential wellbeing and career counseling: Strengths, relationships, and passions*. Content session presented at the International Association for Educational and Vocational Guidance, Mannheim, Germany.
- Brott, P.E. (2012). *Essential career wellbeing: Strengths, relationships, and passions*. Content session presented at the National Conference, American Counseling Association, San Francisco, CA.
- Brott, P.E. (2011). *Defining career through life story*. Paper presented at the International Conference, International Association for Educational and Vocational Guidance, Cape Town, South Africa.
- Brott, P.E. (2011). *Essential career wellbeing: Achieving our dreams*. Content session presented at the National Conference, National Career Development Association, San Antonio, TX.
- Brott, P.E., & Goodman Scott, E. (2011). *Create a graduation culture through career development*. Content session presented at the National Conference, American School Counselor Association, Seattle, WA.
- Brott, P.E. (2011). *21<sup>st</sup> century career counseling: It's more than just finding a job*. Content session presented at the National Conference, American Counseling Association, New Orleans, LA.
- Brott, P.E. (2010). *So, what are you going to do after you graduate? Connecting career development to graduation rates*. Content session presented at the National Conference, National Career Development Association, San Francisco, CA.
- Brott, P.E. (2010). *Constructivist counseling to empower lives: Constructs, narratives, and life story*. Roundtable session presented at the National Conference, National Career Development Association, San Francisco, CA.
- Brott, P.E. (2009). *Career practitioners as lifestyle editors*. Content session presented at the National Conference, National Career Development Association, St. Louis, MO.
- Brott, P.E. (2008). *Innovative perspectives on child and adolescent career development*. Roundtable session presented at the National Conference, National Career Development Association, Washington, DC.
- Brott, P.E. (2006). *Early recollections in career counseling: Collaboration to co-construct the story*. Content session presented at the National Conference, National Career Development Association, Chicago, IL.

- Brott, P.E., Barna, J., & Stone, V. (2005). *Get a GRIP: Effectiveness of your school counseling program*. Content session presented at the National Conference, American School Counselor Association, Orlando, FL.
- Brott, P.E. (2005). *The storied approach with older workers: Imagining the possibilities*. Content session presented at the International Conference, National Career Development Association, Orlando, FL.
- Ulrich, L., & Brott, P.E. (2004). *You're never too old for career counseling: Redefining retirement for the older worker*. Content session presented at the National Conference, National Career Development Association, San Francisco, CA.
- Hohenshil, T., Brott, P.E., Levinson, E.M., Ohler, D., Solly, D., & Ulrich, L. (2003). *Hi-Tech career counseling*. Content session presented at the National Conference, National Career Development Association, Denver, CO.
- Brott, P.E., Davis, T., Murphy, S., & Kaffenberger, C. (2003). *Making it count! Strategies for using data to promote school counseling programs*. Content session presented at The Education Trust School Counseling Summer Academy, Las Vegas, NV.
- Kaffenberger, C., Murphy, S., Davis, T., & Brott, P.E. (2003). *Making it happen: How the Virginia School Counseling Leadership Team has influenced state level policies and programs*. Content session presented at The Education Trust School Counseling Summer Academy, Las Vegas, NV.
- Tuttle, T.L., & Brott, P.E. (2002). *The doctoral teaching internship: Teaching and learning*. Content session presented at the National Conference, Association for Counselor Education and Supervision, Park City, UT.
- Brott, P.E. (2002). *The storied approach*. Roundtable session presented at the Best Practices in Career Development National Conference, National Career Development Association, Chicago, IL.
- Brott, P.E. (2002). *Reviewing internet sites for career counseling*. Roundtable session presented at the Best Practices in Career Development National Conference, National Career Development Association, Chicago, IL.
- Brott, P.E. (2002). *The school counselor's professional library*. Content session presented at the annual National Conference, American School Counselor Association, Miami, FL.
- Brott, P.E. (2002). *The storied approach: Constructivist career counseling*. Content session presented at the Annual Conference of the American Counseling Association, New Orleans, LA.
- Brott, P.E. (2000). *An inclusive look at life roles*. Paper presented at the National Conference, National Association for Career Development, Pittsburgh, PA.
- Brott, P.E. (2000). *Constructivist assessment in career counseling*. Paper presented at the National Conference, National Association for Career Development, Pittsburgh, PA.
- Brott, P.E. (1999). *Where are we going with career counseling?* Paper presented at the National Conference, Association for Counselor Education and Supervision, New Orleans, LA.
- Brott, P.E. (1999). *A constructivist approach to career counseling across cultures*. Paper presented at the National Conference, National Association for Career Development, Portland, OR.
- Brott, P.E. (1999). *Integrating the Internet into counselor education*. Paper presented at the International Conference, Society for Information Technology and Teacher Education, San Antonio, TX.
- Brott, P.E. (1995). *The American school counselor abroad*. Table session presented at the National Conference, American School Counselor Association, New Orleans, LA.

### **Regional Refereed Presentations**

- Brott, P.E. (2006). *Applying evidence-based practice in the counseling internship*. Roundtable presented at the Regional Conference, Southern Association for Counselor Education and Supervision, Orlando, FL.
- Brott, P.E., & McAuley-Davis, T. (2004). *Counseling effectiveness as empowerment: Building blocks for accountability*. Content session presented at the Regional Conference, Southern Association for Counselor Education and Supervision, Athens, GA.
- Hohenshil, T.H., & Brott, P.E. (2004). *Publishing in counseling: High tech doctoral course*. Content session presented at the Regional Conference, Southern Association for Counselor Education and Supervision, Athens, GA.
- Brott, P.E. (2001). *Mentors Lighting the Way: A collaborative model for supervision*. Paper presented at the Annual Regional Conference, Southern Association for Counselor Education and Supervision, Athens, GA.
- Hohenshil, T., Ginter, E., Brott, P.E., Jones, C., & Mann, C.H. (2001). *Teaching doctoral students how to publish via interactive television*. Paper presented at the Annual Regional Conference, Southern Association for Counselor Education and Supervision, Athens, GA.
- Brott, P.E. (2000). *A constructivist approach to career counseling*. Paper presented at the Annual Regional Conference, Southern Association for Counselor Education and Supervision, Greensboro, NC.

### **State Keynotes & Refereed Presentations**

- Brott, P.E. (2015). *How counselors and group work can support college and career readiness*. Keynote presented at annual state conference, Virginia Association for Specialists in Group Work, Annandale, VA.
- Brott, P.E., & Anderson, A. (2014). *It's elementary! College and career readiness for elementary school counselors*. Content session presented at annual state conference, Virginia Counselors Association, Williamsburg, VA.
- Brott, P.E., Harrington, S.D., & Lipps, A. (2013). *Re-visioning the client career story: Qualitative assessments in career counseling*. Content session presented at annual joint state conference, Virginia Career Development Association and Virginia Association for Multicultural Counseling and Development, Petersburg, VA.
- Brott, P.E. (2012). *Writing a convention proposal – and making an effective presentation*. Content session presented at the Annual State conference, Virginia Counselors Association, Fredericksburg, VA.
- Hohenshil, T.H., & Brott, P.E. (2011). *Publishing in counseling journals*. Content session presented at the Annual State Conference, Virginia Counselors Association, Portsmouth, VA.
- Hohenshil, T.H., Brott, P.E. (2011). *International counseling: A worldwide movement*. Content session presented at the Annual State Conference, Virginia Counselors Association, Portsmouth, VA.

- Brott, P.E. (2010). *Connecting student resilience and academic success*. Content session presented at the Annual State Conference, Virginia School Counselor Association, Richmond, VA.
- Brott, P.E. (2010). *Calling all counselor educators! Training the 21<sup>st</sup> century school counselor*. Content session presented at the Annual State Conference, Virginia School Counselor Association, Richmond, VA.
- Brott, P.E., & Maiden, B. (2009). *Refresh, renew, rejuvenate: Taking care of yourself during tough times*. Content session presented at the Annual State Conference, Virginia Counselors Association, Williamsburg, VA.
- Brott, P.E. (2009). *Get a GRIP! Office 2007 Updates for Excel and Word*. Content session presented at the Annual State Conference, Virginia School Counselor Association, Newport News, VA.
- Brott, P.E., Barto, H., & Caolo, J. (2008). *One vision \* many voices: Instilling accountability practices in counselor training*. Content session presented at the Annual State Conference, Virginia Counselors Association, Roanoke, VA.
- Brott, P.E. (2008). *Student lifestyle development: Innovative avenues for PK-12 career development*. Content session presented at the Annual State Conference, Virginia School Counselor Association, Newport News, VA.
- Brott, P.E. (2008). *Redefining career development: A "life roles" perspective*. Content session presented at the Annual State Conference, Virginia Career Development Association, Fredericksburg, VA.
- Brott, P.E. (2007). *A constructivist life roles perspective for career counseling*. Content session presented at the Annual State Conference, Virginia Counselors Association, Portsmouth, VA.
- Brott, P.E. (2007). *Excel with data: Let your fingers do the crunching*. Content session presented at the Annual State Conference, Virginia School Counselor Association, Richmond, VA.
- Brott, P.E. (2007). *Get a GRIP! An invitation to invest in accountability*. Content session presented at the Annual State Conference, Virginia School Counselor Association, Richmond, VA.
- Brott, P.E., Foote, M., Kahasay, P., Kochis, D., Levine, T., & Scott, J. (2007). *Use the career development domain to inspire students to succeed*. Content session presented at the Annual State Conference, Virginia School Counselor Association, Richmond, VA.
- Brott, P.E. (2006). *Get a GRIP: Applications for group counseling*. Content session presented at the Annual State Conference, Virginia Association for Specialists in Group Work, Annandale, VA.
- Brott, P.E. (2005). *School counselors show & tell!* Content sessions presented at the Annual State Conference, Virginia School Counselors Association, Portsmouth, VA.
- Hohenshil, T.H., & Brott, P.E. (2004). *Uniting counselors through publishing in counseling journals*. Content session presented at the Annual State Conference, Virginia Counselors Association, Roanoke, VA.
- Brott, P.E. (2003). *Know it and show it: Reframing accountability for school counselors*. Content session presented at the Annual State Conference, Virginia School Counselor Association, Richmond, VA.
- Ulrich, L., & Brott, P.E. (2003). *Retirement, bridge employment, and career counselors*. Content session presented at the Annual State Conference, Virginia Counselors Association, Williamsburg, VA.
- Brott, P.E. (2002). *Making career development count in comprehensive school counseling programs*. Content session presented at the Annual State Conference, Virginia Counselors Association, Williamsburg, VA.
- Brott, P.E. (2002). *Planning for life: Helping your students plan their future*. Content session presented at the Annual State Conference, Virginia School Counselor Association, Richmond, VA.
- Brott, P.E. (2002). *Be good to yourself: Avoiding burnout as a school counselor*. Content session presented at the Annual State Conference, Virginia School Counselor Association, Richmond, VA.
- Brott, P.E. (2002). *A collaborative approach for supervision of school counseling interns*. Content session presented at the Annual State Conference, Virginia School Counselor Association, Richmond, VA.
- Brott, P.E. (2001). *Connecting as supervision mentors*. Paper presented at the Annual State Conference, Virginia Counselor Association, Richmond, VA.
- Brott, P.E. (2001). *Get organized!* Paper presented at the Annual State Conference, Virginia Counselor Association, Richmond, VA.
- Brott, P.E. (2001). *The counselor's professional library*. Paper presented at the Annual State Conference, Michigan Counseling Association, Acme, MI.
- Brott, P.E. (2001). *The blending of influences: Guiding the counselors' connections*. Paper presented at the Annual State Conference, Virginia School Counselor Association, Charlottesville, VA.
- Brott, P.E. (2001). *The school counselor's professional collection*. Paper presented at the Annual State Conference, Virginia School Counselor Association, Charlottesville, VA.
- Brott, P.E. (2000). *The school counselor's professional library*. Paper presented at the Annual State Conference, Texas Counseling Association, Houston, TX.
- Brott, P.E. (1999). *On-site intern supervision: Mentors lighting the way*. Paper presented at the Annual State Conference, Texas Counseling Association, Corpus Christi, TX.
- Brott, P.E. (1998). *It's all in the story: A postmodern perspective in career counseling*. Sectional session presented at the Annual State Conference, Texas Counseling Association, Amarillo, TX.
- Kajs, L., Maier, J., & Brott, P.E. (1998). *A look at the mentoring process*. Paper presented at the Summer Institute, Center for Professional Development and Technology, Dallas, TX.
- Brott, P.E. (1994). *School counselors as "internal" consultants for teachers*. Paper presented at the Annual State Conference, North Carolina School Counselors Association, Greensboro, NC.

### **Workshop Presentations: National & State**

- Brott, P.E., & Scholl, M. (2014). *Career counseling as an idiographic process*. Professional development institute presented at the American Counseling Association Conference and Expo, Honolulu, HI.



- Brott, P.E., & Stone, V. (2012). *A developmental approach to supervision training for professional school counselors*. Workshop presented at the Annual State Conference, Virginia Counselors Association, Fredericksburg, VA.
- Baditoli, B.E., & Brott, P.E. (2011). *What school counselors need to know about special education and students with disabilities*. Professional Development Institute presented at the national conference, American School Counselor Association, Seattle, WA.
- Brott, P.E. (2010). *Career as story: A narrative approach to career counseling*. Workshop presented at the Annual State Conference, Virginia Counselors Association, Williamsburg, VA.
- Brott, P.E. (2010). *Career counseling and life story narratives*. Workshop presented at the Annual State Conference, North Carolina Career Development Association, Elon, NC.
- Brott, P.E. (2010). *Career practitioners as lifestyle editors*. Workshop presented at the Annual State Conference, Georgia Career Development Association, Atlanta, GA.
- Brott, P.E. (2009). *Career counseling as a lifestyle editor*. Workshop presented at the Annual State Conference, Virginia Counselors Association, Williamsburg, VA.
- Brott, P.E. (2009). *Reflect, renew, refocus: Be a lifestyle editor*. Professional development program sponsored by Northern Virginia Counselors Association and Virginia Career Development Association, Fairfax, VA.
- Brott, P.E. (2007). *The storied approach: Collaboration in constructing the client story*. Professional Development Institute presented at the global conference, National Career Development Association, Seattle, WA.
- Brott, P.E. (2007). *Constructing a practical approach to evidence-based practice in professional counseling*. Learning Development Institute presented at the National Conference, American Counseling Association, Detroit, MI.
- Brott, P.E. (2006). *Counselors CARE: Accountability in professional counseling*. Workshop presented at the Annual State Conference, Virginia Counselors Association, Williamsburg, VA.
- Brott, P.E. (2006). *Accountability in school counseling: Focus on the career development domain*. Workshop presented at the Annual State Conference, South Carolina School Counselor Association, Charleston, SC.
- Brott, P.E. (2004). *Know it and show it: Career development and the ASCA national model*. Professional development institute presented at the global conference, National Career Development Association, San Francisco, CA.
- Brott, P.E. (2001). *The storied approach: A client-counselor odyssey*. Workshop presented at the Annual State Conference, Michigan Counseling Association, Acme, MI.
- Brott, P.E. (2000). *The storied approach to counseling*. Workshop presented at the Annual State Conference, Texas Counseling Association, Houston, TX.
- Brott, P.E. (1999). *Brief therapy approaches in schools*. Workshop presented at the Annual San Jacinto College 1999 Counselors' Workshop, San Jacinto Community College, Houston, TX.
- Brott, P.E. (1999). *Speaking briefly: Applying brief therapy approaches in the schools*. Workshop presented at the Annual Psychology Symposium, University of Houston-Clear Lake, Houston, TX.

### **Local Presentations**

- Brott, P.E., & Stone, V. (2016, 2015). *School counselor site supervision training: Level 2*. Workshop presented for Northern Virginia School Counseling Leadership Team, George Mason University, Fairfax, VA.
- Stone, V., & Brott, P.E. (2016, 2015, 2014, 2013, 2012, 2011). *School counselor site supervision training*. Workshop presented for Northern Virginia School Counseling Leadership Team, George Mason University, Fairfax, VA.
- Brott, P.E., & Stone, V. (2015). *What's going on with these kids? Contemporary issues in middle school counseling*. Inservice presented for Prince William County Middle School Counseling, Manassas, VA.
- Baditoli, B.E., & Brott, P.E. (2012). *What school counselors need to know about special education and students with disabilities*. Workshop presented at Prince William Public Schools Fall Symposium, Manassas, VA.
- Brott, P.E. (2009). *Resilience and student academic success*. Paper presented at Northern Virginia School Counseling Leadership Team Summit IV, George Mason University, Fairfax, VA.
- Brott, P.E. (2008, 2007). *Using Excel to organize your literature review*. Presentation to Doctoral Dissertation Support Group, Northern Virginia Center, Falls Church, VA.
- Brott, P.E. (2010, 2006). *MBTI and personality preferences*. Workshop presented for Virginia Tech Dietetic Internship, Falls Church, VA.
- Brott, P.E. (2004). *The storied approach*. Northern Virginia Community College, Annandale, VA.
- Brott, P.E. (1992). *The college search process: An evening for parents*. Paper presented to parents, St. Andrew's School, Nassau, The Bahamas.
- Brott, P.E. (1992, 1991). *Organizing college counseling services for upper school students*. Paper presented at the annual meeting of the Bahamas Counsellors Association, Nassau, The Bahamas.

## **SERVICE**

### **Outreach**

#### **Northern Virginia School Counseling Leadership Team (SCLT)**

Collaborative team of university counselor educators (George Mason University, George Washington University, Marymount University, Virginia Tech) and district-level school counseling supervisors (Alexandria City, Arlington County, Fairfax County, Loudoun County, Prince William County)

Open forum meetings to discuss local and national issues impacting school counseling; coordinate practicum and internship placements

Organize and provide timely professional development programs for school counselors and directors; training for on-site school counseling supervisors

#### **Consultant for Falls Church City Public Schools (FCCPS), Student Services**

FCCPS School Counseling Program Audit: consult with professional school counselors to complete a school counseling program audit and write action plan (spring 2009).

FCCPS School Counseling Program Curriculum PK-12: coordinate with professional school counselors in developing and writing school counseling program curriculum and calendar; lead presenter at FCCPS School Board of Education meeting (2007-2008).

Secondary school counseling program audit (2006-2007).

Program evaluation of the current status of activities and responsibilities and determine the issues and needs to be addressed by the student services professional personnel (2005-2006).

#### Author and Presenter of GRIP Model for School Counseling Program Accountability

*Get a GRIP...on the School Counseling Program!* Half-day workshop for professional school counselors to increase knowledge and develop strategies for demonstrating effectiveness of the school counseling program using the GRIP (Goal, Results, Impact Statements, Program Implications) model.

Over 600 participants from 15 school districts across Virginia; April 2004 – present.

*Know It & Show It!* Half-day workshop for professional school counselors to increase knowledge for accountability using descriptive statistics.

441 participants from 6 county school districts in Virginia; April – November 2003

*Making It Count!* Half-day workshop for professional school counselors to increase knowledge of the ASCA National Model, ASCA National Standards, and using accountability.

24 participants from 2 regions of Virginia; October 2002 - April 2003

#### Co-Presenter of ASCA National Model for School Counseling Programs

*No Counselor Left Behind.* Half-day workshop co-sponsored by Virginia Counselors Association, Virginia School Counselors Association, and Virginia Department of Education. Presenters: Dr. Pamela E. Brott, Virginia Tech; Dr. Tammy Davis, Marymount University; Dr. Sylinda Gilchrist, Virginia Department of Education.

270 participants from 4 regions of Virginia; September 2003 – January 2004

*Virginia School Counselor Summit: Embracing the National Model.* School Counseling Leadership Team – Northern Virginia. Introduce ASCA National Model for School Counseling, provide practical strategies for accountability, facilitate discussion of current activities and challenges in district school counseling programs, develop action plan for developing and implementing “vision into action” based on the ASCA National Model. Presenters: Dr. Pamela Brott, Virginia Tech; Dr. Tammy Davis, Marymount University; Dr. Carol Kaffenberger & Dr. Sally Murphy, George Mason University

176 participants; 2 workshops held in Northern Virginia; February 2003; February 2004

### **Service to Professional Associations (elected positions in bold)**

#### Association for Counselor Education and Supervision, School Counseling Special Interest Group:

Supervision Chair (2015 to present): facilitate discussions and advancements related to supervision in school counseling

#### National Career Development Association:

Research Committee member (2007-present): reviewer for student research grant applications, reviewer for *Career Development Quarterly* outstanding article, task force for developing a national study on career development

Leadership Academy (2006-2008): Action research project completed (2008) to look at strengthening collaborations between members and leaders at local/state/regional/national levels

#### Virginia Counselors Association:

State Convention Chair (2012). Coordinate and organize state convention for counselors held November 14-17, 2012; 435 attendees, 88 content sessions, 10 sessions on Supervision Saturday, 9 activities, 1 keynote speaker, 31 vendors; convention profit >\$6000.

**Past-President 2012-2013.** Chair annual state convention coordinating committee; chair nominations and elections committee; write items for quarterly association newsletter; attend Executive Committee meetings and Board meetings

**President 2011-2012.** Chair Executive Committee and Board quarterly meetings; manage operating budget \$100,000; write President's Message for quarterly newsletter; attend Division conferences (VACES, VASGW, VSCA, VAMCD/VCDA); recruitment at Chapter meetings; host and participant in VCA Legislative Day in Richmond (January 30, 2011); write script and record webinar for leadership training; develop and institute a new system for Action Plans and quarterly reports for Divisions and Chapters; represent Virginia at Southern Region of American Counseling Association meeting at annual national conference; attend American Counseling Association 3-day leadership training (July 2011), Alexandria, VA

**President-Elect 2010-2011.** Chair task force on membership for reviewing current status and making recommendations as a 21<sup>st</sup> century organization; participate in Legislative Day in Richmond (January 22, 2010); attend Southern Region of American Counseling Association meeting at annual national conference; attend American Counseling Association 3-day leadership training (July 2010), Alexandria, VA

#### Virginia Career Development Association: **Past-President 2003-2004; President 2002-2003; President-Elect 2001-2002**

#### Virginia School Counselors Association:

**Vice-President for Counselor Education** 2008-2010

Committee Chair Career Guidance 2004-2005, 2003-2004, 2002-2003, 2001-2002

Membership Chair 2004-2005, 2003-2004, 2002-2003,

School Counseling Research 2004-2005

*Chi Sigma Iota*, (international counseling honor society), *Upsilon Nu Chi* Chapter, University of North Carolina at Greensboro

**President 1994-1995**

Bahamas Counsellors Association, Nassau, The Bahamas: Coordinator Annual Bahamas College Fairs, 1985-1993: **Association Treasurer**, 1989-1993

St. Andrew's School Staff Association, Nassau, The Bahamas. High School Representative, 1991-92; Staff Development Committee, 1991-92; Annual Staff Revue, 1986-1993: proceeds provide scholarships for public school students to attend high school at St. Andrew's

Michigan Association for Career Education: **President-Elect 1984-1985**: develop, organize and chair statewide conference, "Workplace of the Future: Implications for Education"; **Vice-President 1982-1983**: initiate, design and coordinate statewide conference program, "Going for the Gold"; chair committee to revise Constitution and By-Laws

### **Membership in Professional Associations**

American Counseling Association (professional member)

- American School Counselor Association
- Association for Assessment and Research in Counseling
- Association for Child and Adolescent Counseling
- Association for Counselor Education and Supervision
- National Career Development Association

American Psychological Association (member)

- Society of Counseling Psychology (Division 17)

International Association for Educational and Vocational Guidance (member)

Tennessee Counseling Association (professional member)

- Chapter Affiliation: Smoky Mountain Counseling Association
- Tennessee Association for Counselor Education and Supervision
- Tennessee Association for Multicultural Counseling and Development
- Tennessee Career Development Association
- Tennessee School Counselor Association

*Phi Delta Kappa*: professional association for educators promoting professional learning, leadership, research, and service (member)

*Chi Sigma Iota*: international counseling honor society (lifetime member)