

NAZISH M. SALAHUDDIN, PH.D.

University of Maryland
College Park, MD 20742
301.405.8430

Education

- August 2008 **DOCTOR OF PHILOSOPHY IN PSYCHOLOGY**
Counseling Psychology, University of Maryland
- May 2005 **MASTER OF ARTS**
Counseling Psychology, University of Maryland
- May 2001 **BACHELOR OF ARTS IN PSYCHOLOGY, WITH HONORS**
University of Maryland
Certificate in Women's Studies

Licensure

Licensed psychologist in the State of Maryland

Employment

ASSISTANT DEAN OF INCLUSIVE EXCELLENCE (BEGINS AUGUST 2026)
College of Behavioral and Social Sciences, University of Maryland

FACULTY OMBUDS (2023-PRESENT)
Office of the President, University of Maryland

DIRECTOR OF UNDERGRADUATE STUDIES AND PRINCIPAL LECTURER (2022-2026)
Department of Psychology, University of Maryland

ASSISTANT CHAIR FOR EQUITY AND INCLUSION (2020-2023)
Department of Psychology, University of Maryland

DIRECTOR OF UNDERGRADUATE STUDIES AND SENIOR LECTURER (2019-2022)
Department of Psychology, University of Maryland

DIRECTOR OF UNDERGRADUATE STUDIES AND LECTURER (2016-2019)
Department of Psychology, University of Maryland

LECTURER (2010-2019)
Department of Psychology, University of Maryland

DIRECTOR, CERTIFICATE PROGRAM, SURVIVORS OF VIOLENCE, TORTURE AND TRAUMA (2010-2017)
Department of Psychology, University of Maryland

VISITING ASSISTANT PROFESSOR (2008- 2010)
Counseling Psychology Doctoral Program, Department of Psychology, University of Maryland

DOCTORAL INTERN (2007-2008)
University Counseling Center, University of Maryland

Honors and Awards

EXCELLENCE IN SERVICE FOR DIVERSITY, EQUITY, INCLUSION, AND SOCIAL JUSTICE (2024)

Awarded \$1000, College of Behavioral and Social Sciences

PROVOST'S EXCELLENCE AWARD FOR SERVICE FOR PROFESSIONAL TRACK FACULTY (2023)

Office of the Provost, University of Maryland, College Park

WOMEN MAKING HISTORY AWARD (2023)

Montgomery County Commission on Women. Selected as a woman resident of Montgomery County, Maryland who is working towards social change.

TEACHING AND LEARNING CENTER GRANT RECIPIENT: ADVANCING ANTIRACISM IN COUNSELING PSYCHOLOGY THROUGH EXPERIENTIAL LEARNING (2023)

Awarded \$20,000 to develop diverse, open source psychotherapy training demonstration videos featuring expert therapists of color providing traditional therapy with a multicultural lens.

TEACHING AND LEARNING CENTER GRANT RECIPIENT: EXPANSION OF THE PREP PROGRAM (2023)

Awarded \$20,000 to expand the Psychology Research Empowerment Program to include transfer students, provide more intensive mentoring by faculty and graduate students, and provide additional opportunities for field trips and other active learning activities.

PHILLIP MERRILL PRESIDENTIAL SCHOLARS FACULTY MENTOR AWARD (2021, 2018)

Awarded \$500, Office of Undergraduate Studies

Selected by a Philip Merrill Scholar as the faculty member who has had the greatest impact on her academic achievement.

EXCELLENCE IN TEACHING AWARD (2020)

Awarded \$1000, College of Behavioral and Social Sciences

Recognized by the College of Behavioral and Social Sciences for outstanding undergraduate teaching.

STUDENT CHOICE AWARD RECIPIENT (2019, 2016)

Department of Psychology, University of Maryland

Selected by student vote as "most impactful faculty member" by the Department of Psychology's graduating classes of 2019 and 2016.

EXCELLENCE IN SERVICE AWARD (2018)

Awarded \$1000, College of Behavioral and Social Sciences

Recognized by the College of Behavioral and Social Sciences for outstanding contributions to the college and students.

WOMEN OF INFLUENCE AWARD RECIPIENT (2016)

President's Commission on Women's Issues (Received in Fall 2017)

Recognized by the President's Commission on Women's Issues for leadership and service at the university and local community that advances social and political justice for women and girls.

AWARD RECIPIENT, CULTURAL COMPETENCE COURSE DEVELOPMENT PROJECT (2016)

Awarded \$1000, Office of Diversity and Inclusion, University of Maryland

Obtained a grant to support the development of the first cultural competence course in the Department of Psychology that engages 300 students per year and uses current events to examine the psychological implications racism, sexism, homophobia and other structures of oppression; Cross-cultural communication, and effective strategies of personal and social change are emphasized

GRANT RECIPIENT, MOVING MARYLAND FORWARD (2016)

Office of Diversity and Inclusion, University of Maryland

Received a \$30,000 grant through the Office of Diversity and Inclusion, the College of Behavioral and Social Sciences, and the Department of Psychology to develop the Psychology Research Empowerment Program (PREP); PREP provides intensive mentoring and research experiences to 20 freshman and sophomore women of color and will help students become competitive candidates for doctoral study

I-SERIES COURSE DEVELOPMENT (2013)

Awarded \$5000, Office of Undergraduate Studies, University of Maryland

Received this instructional grant to develop and teach a new I-series course, titled *PSYC 289D: Living the Good Life: The Psychology of Happiness*.

Program Development and Administrative Leadership

PSYCHOLOGY RESEARCH EMPOWERMENT PROGRAM (PREP) (2016–Present)

- Founded PREP, a 2 year an intensive mentoring and research program for first- and second-year students from historically excluded backgrounds.
- Secured \$30,000 in startup funding from the Office of Diversity and Inclusion, the College of Behavioral and Social Sciences, and the Department of Psychology.
- Secured an additional \$40,000 grant in 2023 from the Teaching and Learning Transformation Center to expand program capacity and individualized mentoring.
- Develop program curriculum and professional development infrastructure.
- Teach four one-credit professional development courses and mentor annual cohorts of 20 students.
- Establish campus partnerships to support academic achievement, research engagement, and career preparation.
- Maintain long-term mentoring relationships with program alumni.

MULTICULTURAL CLIMATE ASSESSMENT INITIATIVE (2017–Present)

- Lead the development and implementation of annual multicultural climate surveys for undergraduate students, graduate students, faculty, and staff.
- Present findings to faculty and convene annual student town halls to discuss results and inform responsive initiatives.
- Use longitudinal survey data to assess departmental climate and evaluate diversity, equity, and inclusion efforts.

PSYC STUDENT SUCCESS SERIES (2024–2026)

- Created and lead an annual professional development series connecting undergraduate psychology students with faculty, staff, graduate students, and alumni.
- Promote academic success, mentoring, networking, and career exploration.

ENTER THE PHD GRADUATE SCHOOL DIVERSITY RETREAT (2022–2026)

- Organized an annual, full day retreat for first- and second-year undergraduate students interested in pursuing doctoral degrees in psychology.
- Partnered with local HBCUs, such as Morgan State University and Bowie State University to invite students to learn about doctoral pathways, connect with doctoral faculty and students, and plan their undergraduate careers to prepare for doctoral studies.

DEPARTMENT OF PSYCHOLOGY RAPID RESPONSE TEAM (2020-2026)

- Created a six-member faculty-staff team responding to incidents of bias within the Department of Psychology.
- Developed the department's Bias Response Protocol.
- Organized trainings on recognizing and responding to bias.
- Co-authored departmental statements in response to high-impact incidents of racial injustice and violence.
- Developed syllabus language communicating departmental bias-response resources and supports.

INFUSION OF DIVERSITY AND INCLUSION INTO COURSES AND CURRICULUM (2017–2026)

- Led revision of departmental learning outcomes to include cultural awareness and multicultural competence as core expectations for undergraduate majors.
- Conducted assessment of multicultural psychology learning outcomes across courses.
- Developed a new Multicultural Psychology course with institutional funding support.
- Redesigned Psychology of Women to address gender, intersectionality, and identity.
- Collaborated with departmental leadership to establish a social justice course requirement for the undergraduate major.
- Integrated social justice criteria into new course proposal processes.

COMMUNITY BUILDING AMONG STUDENTS, FACULTY, AND STAFF (2016-2026)

- Community Unity Events: Co-created a semiannual departmental tradition designed to strengthen community across students, faculty, and staff through programming centered on diversity, inclusion, dialogue, art, music, and shared meals.
- Rainbow Room: Supported students in establishing a weekly community space for LGBTQ+ undergraduate psychology students.

FACULTY OF COLOR RETENTION INITIATIVE (2021–2022)

- Co-created a departmental initiative to strengthen retention of faculty of color.
- Designed and implemented a multi-component model including faculty reading groups, facilitated retreat programming, and development of a departmental retention plan.

FACULTY OF COLOR CONVERSATION SERIES (2022)

- Co-developed a university-wide community of support and intellectual engagement for faculty of color with representatives from every college on campus.

BSOS ADVANCING ANTIRACIST EDUCATION WORKSHOP AND DISCUSSION SERIES (2021)

- Co-led a five-month faculty development series for instructors in the College of Behavioral and Social Sciences.
- Co-developed workshops on antiracist course design, syllabus development, classroom climate, and assessment practices.

GRADUATE CERTIFICATE PROGRAM IN WORKING WITH SURVIVORS OF VIOLENCE, TORTURE, AND TRAUMA (2010–2017)

- Developed a 1212-credit post-master's certificate program for professionals seeking advanced training in work with survivors of violence, torture, and trauma.
- Designed curriculum and four online courses.
- Hired and supervised instructional staff.
- Obtained and maintained continuing education sponsor approval through the American Psychological Association, National Board for Certified Counselors, and National Association of Social Workers.
- Developed partnerships with federal and local agencies, graduate programs, and community organizations.
- Directed student recruitment, admissions, advising, and program support.

Student Mentorship and Advising

MENTORING UNDERGRADUATES THROUGH TEACHING ASSISTANTSHIPS (2008–2026)

- Mentor undergraduate teaching assistants each semester.
- Meet weekly with teaching assistants to support pedagogical development, course management, student engagement, and instructional improvement.
- Guide teaching assistants in preparing and delivering guest lectures.
- Provide developmental feedback through direct observation, student evaluations, and structured self-assessment of recorded teaching.

FACULTY ADVISOR, MULTICULTURAL ASSOCIATION OF PSYCHOLOGY STUDENTS (MAPS) (2012–2019)

- Mentored undergraduate student leaders in establishing and developing a multicultural student organization in psychology.
- Provided ongoing leadership development and organizational advising.

FACULTY ADVISOR, PSYCHOLOGY STUDENT LEADER BOARD (2016-2019)

- Convened monthly meetings with leaders of psychology-related student organizations, including Psi Chi, MAPS, Active Minds, the Dean's Student Advisory Council psychology representative, and PREP peer mentors.
- Mentored student leaders and incorporated student perspectives into undergraduate program development.

FACULTY ADVISOR, BLACK PSYCHOLOGY ASSOCIATION (2011-2012)

- Helped establish the organization and advised student leaders seeking to expand access to graduate training opportunities in psychology.

Departmental, College, Campus, and Community Service

INTER-INSTITUTIONAL COMMITTEES

Bowie State University/University of Maryland Social Justice Alliance Executive Team Member (2020 – 2024)

Bowie State University/University of Maryland Social Justice Alliance Curriculum Committee Co-Chair (2020 – 2024)

CAMPUS COMMITTEES

Conflict Resolvers Network, Member (2023-present)

Office of Faculty Affairs, Associate Director Search Committee, Member (2026)

Middle States Commission on Higher Education Working Group, Member (2024)

Provost's PTK Excellence Awards Selection Committee, Member (2024)

EDUC PTK Promotion Committee, Member (2024, 2025)

Campus Climate Survey Working Group, Member (2023-2025)

General Education Diversity Implementation Team, Member (2023-2025)

Dean's Medal Committee, Member (2023, 2024)
Banneker Key Committee (2017, 2018)
Professional Track Faculty Advisory Committee (2018 – 2020)

COLLEGE-LEVEL COMMITTEES

BSOS DEI Braintrust, Member (2024-present)
CCJS PTK Promotion Committee, Member (2023)
BSOS Anti-Black Racism Professional Development Committee, Co-Chair (2020-2023)
BSOS Professional Track Faculty Committee, Member (2016-2018)
BSOS Diversity Committee, Member (2016-2017)
ECON Undergraduate Director Search Committee, Member (2019)

DEPARTMENTAL COMMITTEES

PTK Promotion Committees, Chair (2022 – 2025)
Faculty Merit Review Committee, Member (2024)
Academic Advisor Search Committee, Chair (2022, 2023, 2024)
Social Psychology & Social Data Science Lecturer Search, Co-Chair (2023)
DEISJ Interview Coordinator, Chair (2020-2023)
Social Psychology Lecturer Search, Co-chair(2022)
Counseling Psychology Lecturer Search, Co-Chair (2022)
Neuroscience Lecturer Search Committee, Co-Chair (2021)
Neuroscience Lecturer Search Committee, Member (2020, 2019)
Department of Psychology Executive Committee, Member (2019-2023)
Undergraduate Committee, Member (2015-2026)
Undergraduate Thesis, Master's Thesis and Dissertation Committees, Member (2008—present)
Chair Search Committee, Member (2016)
Department of Psychology Diversity Committee, Member (2013-2016, 2023-2026)
Lecturer Review Committee, Member (2013 & 2016)
Ethnic and Women's Issues Committee, Member (2011-2012)
Advisor Search Committee, Member (2011)

Professional Development

COURAGEOUS LEADERSHIP LAB (2025-2026)

University of Maryland, College Park

Developed cross-institutional relationships to advance courageous, ethical leadership.

FACULTY LAUNCH PROGRAM (2018-2023)

Teaching and Learning Transformation Center

Participated in ongoing course improvement strategies to expertise related to teaching techniques, best practices, and teaching technologies.

DIVERSITY AND INCLUSION WORKSHOP SERIES (2018-2023)

Teaching and Learning Transformation Center

Attend diversity and inclusion themed workshops offered by TLTC, complete pre-workshop readings and discussion board entries, as well as post-workshop reflections.

ADVANCE PROGRAM FOR PROFESSIONAL-TRACK FACULTY (2015-2016)

Participated in a year-long professional development program for professional track faculty that included monthly workshops and networking opportunities

Community Education

INVITED SPEAKER, CULTIVATING A HEALTHY WORKPLACE AND AVOIDING BURNOUT (Fall 2024)

Islamic Circle of North America- Relief, Hyde Park, NY

Invited by the Regional Director of the Northeast Region to present about healthy workplaces and burnout prevention among helping professionals.

CONSULTANT, DIVERSITY AND INCLUSION (FALL 2019)

The Communications Network, Washington, DC

Invited by the Chief Executive Officer of the Communications Network to provide consultation to improve gender inclusion at their national conference.

FACILITATOR, DOMESTIC VIOLENCE AWARENESS (Summer 2012)

Muslim Community Center, Silver Spring, MD

Invited by the director of the Muslim Community Center's Healthy Families Project coordinator to facilitate a roundtable discussion about combating domestic violence within the Muslim community

FACILITATOR, MULTICULTURAL AWARENESS (Spring 2007)

Tzedek Hillel, University of Maryland, College Park, MD

Invited by Tzedek Hillel to facilitate a Multicultural awareness workshop with a specific focus on racial issues to a group of approximately 20 students

Presentations

Cushnie, M. & Salahuddin, N. M. (2026). *Digital messengers of DEI: Does avatar identity impact student learning?* Annual Meeting of the American Psychological Association, Washington, D.C.

O'Brien, K. M., Salahuddin, N. M., Trovato, K., & Mosely, M. (2026). *Listening to ombuds voices: An interactive discussion of findings from a study of identity-related perceptions and self-care strategies in ombuds work.* Annual Conference of the International Ombuds Association.

Salahuddin, M. M. & O'Brien, K. M. (2026). *Thriving in Uncertain Times: Strategies for PTK Faculty to Reduce Burnout and Enhance Resilience.* PTK Symposium. University of Maryland, College Park.

Salahuddin, N. M. (2025). *Tools for Resilient Faculty: Reducing Burnout and Advancing a Healthy Workplace.* Innovations in Teaching and Learning Conference. University of Maryland.

Salahuddin, N. M. & O'Brien, K. M. (2025). *Building strength during tumultuous times: Strategies to prevent burnout.* TerrapinStrong Symposium, University of Maryland, College Park.

Salahuddin, N. M. (2025). *First gen to PhD: Practical strategies for fostering an inclusive pipeline.* Invited talk presented at the annual meeting of the Council of Graduate Departments of Psychology, Austin, Texas.

Salahuddin, N. M. & Mosley, M. M. (2025). *Enhancing teamwork work through inclusive communication: The REFLECT strategy.* Department of Agriculture, University of Maryland.

Salahuddin, N. M. & O'Brien, K. M. (2025). *Enhancing PTK work through inclusive communication.* PTK Symposium, University of Maryland.

Salahuddin, N. M., & O'Brien, K. M. (2022). *Transforming undergraduate education in psychology: Innovative initiatives to advance anti-racism.* Poster presented at the 2022 annual meeting of the American Psychological Association, Minneapolis, MN.

O'Brien, K. M. , & Salahuddin, N. M. (2022). *Transforming our future: An evaluation of the Psychology Research Empowerment Program*. Poster presented at the 2022 annual meeting of the American Psychological Association, Minneapolis, MN.

O'Brien, K. M., Yoo, S. K., Kim, Y., Choi, Y., Salahuddin, N. M. (2016). *Cross-cultural instrument development: A model for honoring two cultures*. Poster presented at the 2016 annual meeting of the American Psychological Association, Denver, Colorado.

O'Brien, K. M., Yoo, S. K., Kim, Y. H., Cho, Y., & Salahuddin, N. M. (2008). *Good mothering: An international instrument development study*. Paper presented at the annual meeting of the American Psychological Association, San Francisco, California.

Salahuddin, N. M. & O'Brien, K. M. (2008). *Multiracial challenges and resilience: The development and validation of a measure*. Poster presented at the 2008 annual meeting of the American Psychological Association, Boston, Massachusetts.

Patel, S. G., Salahuddin, N. M., & O'Brien, K. M. (2005). *Career self-efficacy of Vietnamese adolescents: The role of acculturation, support, social class, and racism*. Poster presented at the 2005 annual meeting of the American Psychological Association, Washington, DC.

Salahuddin, N. M., Patel, S. G., O'Brien, K. M., Trickett, E. J., & Birman, D. (2004). *Vietnamese adolescents and academic adaptation: An ecological perspective*. Paper presented at the annual meeting of the American Psychological Association, Honolulu, Hawaii.

Hensler, N. F., O'Brien, K. M., Hennessy, K., Salahuddin, N. M., Patel, S. G., Love, E., Kilian, L., Floyd, A., & Braitman, A. (2003). *Longitudinal study of women's life and career paths: Qualitative analyses*. Paper presented at the annual meeting of the American Psychological Association, Toronto, Ontario, Canada.

Salahuddin, N. M., & O'Brien, K. M. (2001). *Predicting burnout in shelter workers: The role of stress, coping, and duration of service*. Paper presented at the annual meeting of the American Psychological Association, San Francisco, California.

Publications

O'Brien, M. M., Salahuddin, N. M., Mosley, M., Trovato, K. (2024). Doing our best work: Bringing identity awareness and cultural humility to the ombuds role. *Journal of the International Ombuds Association*, 17(2), 51-67.

O'Brien, K. M., Yoo, S. K., Kim, Y., Choi, Y., Salahuddin, N. M. (2020). Good mothering: An international instrument development study. *The Counseling Psychologist*, 48, 162-190.

Spangler, P. T., Hill, C. E., Dunn, M. G., Hummel, A., Walden, T., Liu, J., Jackson, J., Ganginis, H. V., & Salahuddin, N. M. (2014). Self-efficacy in using here and now skills: Impact of immediacy skills training for undergraduate students. *The Counseling Psychologist*, 42(6), 729-758.

Salahuddin, N. M., & O'Brien, K. M. (2011). Challenges and resilience in the lives of Multiracial adults: An instrument development study. *Journal of Counseling Psychology*, 58(4), 494-507. doi: 10.1037/a002463

Patel, S. G., Salahuddin, N. M., & O'Brien, K. M. (2008). Career self-efficacy of Vietnamese adolescents: The role of acculturation, support, social class, and racism. *Journal of Career Development* 34(3), 218-240.

Kivlighan, D. M., Markin, R. D., Stahl, J., & Salahuddin, N. M. (2007). Changes in the ways that group trainees structure their knowledge of group members with training. *Group Dynamics, 11*(3), 176-186.

Baker, L., O'Brien, K. M., & Salahuddin, N. M. (2007). Are shelter workers burned out? An examination of stress, social support, and coping. *Journal of Family Violence, 22*(6), 465-474.

Courses Taught

NEW COURSE DEVELOPMENT

PREP for Next Steps (2020)
PREP for Graduate School (2019)
PREP for Psychology (2017)
PREP for Research (2017)
Multicultural Psychology (2016)
Living the Good Life: The Psychology of Happiness (I-series, 2013)
Understanding Trauma and Recovery 1 (Online course, 2011)
Understanding Trauma and Recovery 2 (Online course, 2011)
Understanding Torture and Trauma 1 (Online course, 2011)
Understanding Torture and Trauma 2 (Online course, 2011)

COURSE REDESIGN

Introduction to Counseling Psychology, Fully online format (2019)
Introduction to Counseling Psychology (hybrid course, 2014)
Psychology of Women (hybrid course, 2014)
Cross-cultural Psychology (hybrid course 2013)

ADDITIONAL COURSES TAUGHT

Helping Skills: Research, Theory and Practice
Cross-Cultural Psychology
Multicultural Psychology (Doctoral course)
Assessment II (Doctoral course)

Reviewing Activities

AD-HOC REVIEWER (2009-2016)
Journal of Career Development

AD-HOC REVIEWER (2008-2016)
Journal of Counseling Psychology

Psychotherapy, Career Counseling, and Clinical Supervision Experience

PSYCHOLOGIST, PRIVATE PRACTICE (2010-2015)
Provide individual counseling in private practice.

POST-DOCTORAL COUNSELOR (2008-2009)
Counseling Center, University of Maryland, College Park
Provided individual and couples psychotherapy to four clients per week.

PRE-DOCTORAL PSYCHOLOGY INTERN (2007-2018)

Counseling Center, University of Maryland, College Park (APA accredited)

Provided individual, group, couples, and emergency counseling as well as outreach and consultation to the university community.

EXTERN (2005-2007)

House of Ruth, Washington, DC

Provided long-term psychotherapy to children, adolescents, and adult women victims of violence, abuse and poverty.

Professional Affiliations

AMERICAN PSYCHOLOGICAL ASSOCIATION, MEMBER

INTERNATIONAL OMBUDS ASSOCIATION, MEMBER