

NAZISH M. SALAHUDDIN, PH.D.

1121Q Biology/Psychology
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 CHAIR FOR EQUITY AND INCLUSION (2020-PRESENT)
Department of Psychology, University of Maryland

DIRECTOR OF UNDERGRADUATE STUDIES AND PRINCIPAL LECTURER (2022-PRESENT)
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-PRESENT)
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

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

CHILD ADVOCATE (2001 -2002)
House of Ruth, Washington, DC

PROGRAM ASSISTANT (2000-2001)
House of Ruth, Washington, DC

Current Responsibilities

ASSISTANT CHAIR FOR EQUITY AND INCLUSION (2020-PRESENT)

Department of Psychology, University of Maryland

- Chair the Department of Psychology's Diversity, Equity and Inclusion Committee
- Provide consultation to the Department Chair and faculty on issues related to DEISJ
- Develop DEISJ interview process and coordinate interviews for all PSYC faculty searches
- Develop and coordinate anti-racist and anti-oppressive teaching workshops and training for faculty
- Coordinate speaker series focused on antiracism, diversity and inclusion
- Create, administer and report on annual departmental climate assessments
- Created and chair the Department of Psychology's Rapid Response Team to prevent and respond to incidents of bias
- Collaborate with Associate Chair for Undergraduate Studies to infuse anti-oppression into the undergraduate curriculum
- Collaborate with the Assistant Chair for Graduate Studies to advance equity in graduate admissions

DIRECTOR OF UNDERGRADUATE STUDIES (2016-PRESENT)

Department of Psychology, University of Maryland, College Park

- Lead the Office of Undergraduate Studies in Psychology
- Conduct undergraduate learning assessments and prepare learning outcome reports
- Ensure prompt and courteous service to undergraduate students, prospective students, and parents
- Collaborate with Associate Chair for Undergraduate Studies to continually modernize curricula and courses, including integration of social data science, multiculturalism and structural oppression
- Manage undergraduate program budget
- Help resolve student grievances
- Supervise, support and provide consultation to advisors
- Hire and supervise undergraduate program managers
- Ensure development and delivery of academic and career development programs for undergraduates
- Advise faculty on complicated student issues and policies related to undergraduate teaching
- Represent the Department of Psychology at undergraduate recruitment events
- Lead annual Welcome to PSYC Day
- Coordinate annual Psychology Undergraduate Research Fair
- Lead annual Undergraduate Town Hall
- Developed and direct the Psychology Research Empowerment Program
- Coordinate departmental undergraduate student awards
- Coordinate departmental teaching awards
- Develop and support community building programming for students (e.g., CommUnity events, Rainbow Room, Multicultural Association for Psychology Students, weekly PSYConnect programming connecting students with alumna)
- Teach undergraduate courses

Innovative Programs and Activities

FACULTY OF COLOR RETENTION INITIATIVE

- Co-created an initiative to improve retention of faculty of color in the Department of Psychology.
- The initiative included three parts:
 - monthly readings and discussions that engage psychology faculty and leadership to better understand the factors that contribute to retention among faculty of color;
 - a faculty retreat in which an expert will lead psychology faculty in developing specific strategies to improve retention of faculty of color;

- development of a faculty retention plan to be adopted by the Department of Psychology.

DEPARTMENT OF PSYCHOLOGY RAPID RESPONSE TEAM

- Lead a team of 6 faculty and staff to respond to incidents of bias in the Department of Psychology
- Created the Department's Bias Response Protocol
- Organize training related to recognizing and responding to bias
- Co-write statements to respond to high profile, high impact incidents of racial injustice and violence
- Developed language about the Rapid Response Team to include on course syllabi

BSOS ADVANCING ANTIRACIST EDUCATION WORKSHOP AND DISCUSSION SERIES

- Co-led a 5-month workshop series for instructors in the College of Behavioral and Social Sciences
- Co-developed workshops to assist instructors to improve antiracist practices including planning a course, developing a syllabus, managing to classroom dynamics, and developing assessments

FACULTY OF COLOR CONVERSATION SERIES

- Co-developed a university-wide group where faculty come together in community and intellectual engagement, as well as provide support in solidarity with each other

PSYCHOLOGY RESEARCH EMPOWERMENT PROGRAM (2016-Present)

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 students of color. Received a \$40,000 grant in 2023 from the Teaching and Learning Transformation Center to expand PREP and provide more personalized mentorship for each student. As part of PREP:

- Developed PREP curriculum
- Hired, trained, and supervise two undergraduate peer mentors to support PREP students
- Hold weekly PREP team meetings with peer mentors
- Mentor cohorts of 15-20 students enrolled in the PREP program
- Collaborate with Psychology Advising team to develop group advising sessions
- Developed and teach 4 one credit professional development courses for PREP students
- Develop relationships with offices on campus that will be useful to PREP students (e.g., NcNair program, Career Center)
- Hold monthly group mentoring sessions with PREP students until graduation
- Collect data about academic and career development of PREP students as compared to racial minority psychology majors not enrolled in the PREP program through annual surveys
- Maintain relationships with PREP alumni

MULTICULTURAL CLIMATE ASSESSMENT INITIATIVE

- Lead the development of Multicultural Climate Assessment surveys for undergraduate students, graduate students, faculty, and staff
- Prepare presentations for faculty and hold an annual town hall for undergraduate students to discuss data and generate initiatives
- Surveys are used to assess the Department of Psychology's multicultural climate and success of our initiatives on an annual basis

INFUSION OF DIVERSITY AND INCLUSION INTO COURSES AND CURRICULUM

- Led the Department of Psychology to revise our departmental learning outcomes to include cultural awareness and competencies as required outcomes for undergraduate students
- Completed learning outcomes assessment to evaluate content knowledge related to multicultural psychology concepts in several courses

- Developed a new Multicultural Psychology course with financial support from the Office of Diversity and Inclusion
- Redesigned a Psychology of Women course to address the psychology of gender and intersectional identities
- Collaborated with the Associate Chair for Undergraduate Studies to add a social justice course requirement to the undergraduate psychology major
- Collaborated with the Associate Chair for Undergraduate Studies to include social justice to new course proposal applications

COMMUNITY BUILDING AMONG STUDENTS, FACULTY AND STAFF

- *Community Unity Events.* Collaborated with students, faculty, and staff to develop a semi-annual tradition of holding Department of Psychology Community Unity events that provide opportunities for students to develop relationships with faculty and staff in an informal and enjoyable setting; the events engage students, faculty and staff in activities addressing issues of diversity and inclusion, while also sharing a meal, and enjoying conversation, art, and music
- *Rainbow Room.* Supported a student in developing a weekly safe space for LGBTQ+ identified psychology undergraduate students to build community

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

- Developed a 12-credit post-master's certificate program for professionals interested in working with survivors of violence, torture, and trauma
- Developed curriculum and four online courses
- Hired and supervised instructors
- Obtained and maintained continuing education sponsor approval from the American Psychological Association, National Board for Certified Counselors, and National Association for Social Workers
- Developed relationships with federal and local government agencies (e.g., Department of Homeland Security, Public Health Service, Montgomery County Department of Health), graduate programs and others interested in the VTT program
- Selected, interviewed, admitted, and advised VTT students

Student Mentorship

MENTORING UNDERGRADUATES THROUGH TEACHING ASSISTANTSHIPS (2008 – PRESENT)

- Mentor between 4 to 8 undergraduates per semester as teaching assistants
- Meet weekly with UTAs to discuss pedagogy, course management, course improvement, ideas for student engagement, and all aspects of teaching a course
- Assist UTAs in preparing, practicing, and delivering a lecture on a topic of interest to them
- Support UTAs in evaluating their lecture through providing detailed feedback, collecting anonymous feedback from students in the course, and requiring UTAs to view the recording of their lecture on Panopto

FACULTY ADVISOR, MULTICULTURAL ASSOCIATION OF PSYCHOLOGY STUDENTS (2012-PRESENT)

- Mentored diverse undergraduate student leaders as they developed this student group and established their mission and goals
- Provide ongoing leadership mentoring

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

- Hold monthly meetings with leaders of Psychology related student groups including Psi Chi (the Psychology National Honors Society), the Multicultural Association of Psychology Students (MAPS), Active Minds (a student group focused on mental health advocacy), the Dean's Student Advisory Council (DSAC) Psychology representative, and the Psychology Research Empowerment Program (PREP) peer mentors
- Mentor these leaders, provide networking and leadership opportunities, and incorporate their feedback and ideas into the mission of the Psychology Undergraduate Program

FACULTY ADVISOR, BLACK PSYCHOLOGY ASSOCIATION (2011 – 2012)

- Helped create this organization and advised student leaders seeking to increase access to opportunities for psychology students interested in pursuing graduate training in psychology

Honors and Awards

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

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

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)

Current Committee Leadership

BOWIE STATE UNIVERSITY/UNIVERSITY OF MARYLAND SOCIAL JUSTICE ALLIANCE, CURRICULUM COMMITTEE, CO-CHAIR (2020-PRESENT)

Developing joint undergraduate curricular opportunities between University of Maryland and Bowie State University in honor of the late Lt. Collins.

BOWIE STATE UNIVERSITY/UNIVERSITY OF MARYLAND SOCIAL JUSTICE ALLIANCE, EXECUTIVE COMMITTEE, MEMBER (2020-PRESENT)

Develop joint opportunities between University of Maryland and Bowie State University in honor of the late Lt. Collins.

BSOS ANTI-BLACK RACISM PROFESSIONAL DEVELOPMENT COMMITTEE CO-CHAIR (2020-PRESENT)

Research BSOS diversity trends over a ten-year period and best practices in recruitment and retention processes for faculty. Advocate for recruitment of faculty of color and equitable promotion policies.

DEPARTMENT OF PSYCHOLOGY RAPID RESPONSE TEAM, CO-CHAIR (2023-PRESENT; CHAIR 2020-2023)

Led the creation of

DEPARTMENT OF PSYCHOLOGY DIVERSITY, EQUITY AND INCLUSION COMMITTEE, CHAIR (2022-PRESENT; CO-CHAIR 2017-2022)

Advocate for antiracism, equity and inclusion in a wide range of departmental functions; advocate for faculty, staff, and students impacted by bias; created an Inclusive Syllabus Checklist as a tool to assist instructors in developing more inclusive syllabi; participate in faculty interviews and provide evaluations of candidates; assess departmental climate through annual surveys and develop ongoing programming to improve climate)

Additional Service

DEPARTMENTAL COMMITTEES

Academic Advisor Search Committee, Chair (2022, 2023)

Social Psychology & Social Data Science Lecturer Search, Co-Chair (2023)

DEISJ Interview Coordinator (2020-present)

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-present)

Undergraduate Committee, Member (2015-present)

Undergraduate Thesis, Master's Thesis and Dissertation Committees, Member (2008—present)

Chair Search Committee, Member (2016)

Department of Psychology Diversity Committee, Member (2013-2016)

Lecturer Review Committee, Member (2013 & 2016)

Ethnic and Women's Issues Committee, Member (2011-2012)

Advisor Search Committee, Member (2011)

DEPARTMENTAL SERVICE: INNOVATIVE PROGRAMS AND ACTIVITIES

Enter the PhD Graduate School Diversity Workshop, Co-organizer (2022- present)

Faculty of Color Retention Initiative (2021-present)

Coffee in the Courtyard Community Engagement Events (2020-present)

Multicultural Climate Assessment Initiative (2016-prseent)

COLLEGE-LEVEL COMMITTEES

BSOS Anti-Black Racism Professional Development Committee Co-Chair (2020-present)

BSOS Professional Track Faculty Committee (2016-2018)

BSOS Diversity Committee, Member (2016-2017)

ECON Undergraduate Director Search Committee (2019)

CAMPUS COMMITTEES

General Education Diversity Implementation Team, Member (2023-present)
Bowie State University/University of Maryland Social Justice Alliance Executive Team Member (2020 – present)
Bowie State University/University of Maryland Social Justice Alliance Curriculum Committee Co-Chair (2020 – present)
Banneker Key Committee (2017, 2018)
Professional Track Faculty Advisory Committee (2018 – 2020)

Professional Development

FACULTY LAUNCH PROGRAM (2018-PRESENT)

Teaching and Learning Transformation Center

Participate in workshops, complete online modules, and consult with TLTC staff to enhance maintain current knowledge and expertise related to teaching techniques, best practices, and teaching technologies.

DIVERSITY AND INCLUSION WORKSHOP SERIES (2018-PRESENT)

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

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

INSTRUCTOR, CAREER EXPLORATION CLASS (June 2004)

University of Kansas, Lawrence, KS

Taught a highly interactive class for sixth grade students who were identified as at risk for not completing high school or not pursuing higher education, and who were identified as having potential to succeed; class focused on various issues related to career exploration, including the role of culture, interests, and values

Publications

- 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.
- 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.
- 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.
- 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
- 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.
- 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.

Presentations

- 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.
- 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., 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.
- 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. & 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.
- 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.
- O'Brien, K. M., Yoo, S. K., Kim, Y., Choi, Y., Salahuddin, N. M. (2016). Cross cultural constructions of motherhood: An instrument development study. *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. , & Salahuddin, N. M. (2022). Transforming our Future: An Evaluation of the Psychology Research Empowerment Program. Poster to be presented at the 2022 annual meeting of the American Psychological Association, Minneapolis, MN.

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

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
DIVISION 17: SOCIETY OF COUNSELING PSYCHOLOGY, MEMBER
DIVISION 35: SOCIETY FOR THE PSYCHOLOGY OF WOMEN, MEMBER
DIVISION 45: SOCIETY FOR THE PSYCHOLOGICAL STUDY OF CULTURE, ETHNICITY, AND RACE

MARYLAND PSYCHOLOGICAL ASSOCIATION, MEMBER