

LANCE C. SMITH Ph.D.

The University of Vermont
College of Education and Social Services
Department of Counseling, Human Development and Family Sciences
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I. PROFESSIONAL BACKGROUND

EDUCATION

2009 Ph.D., Department of Counseling and Human Services, Syracuse University
Syracuse, NY.

FACULTY APPOINTMENTS

2025-present Professor, Department of Counseling, Human Development and Family
Sciences, University of Vermont

2015-2024 Associate Professor, Department of Counseling, Human Development and
Family Sciences, University of Vermont

2008-2014 Assistant Professor, Department of Counseling, Human Development and
Family Sciences, University of Vermont

PROFESSIONAL CREDENTIALS

2014 Rostered Psychotherapist, State of Vermont, Board of Allied Mental Health
Practitioners, #97.0107917

2007 National Certified Counselor, National Board of Certified Counselors, #225903

2007 Approved Clinical Supervisor, National Board of Certified Counselors, #225903

2002 Licensed School Counselor, Alaska Department of Education and Early
Childhood Development

PROFESSIONAL EXPERIENCE

2014 – present Counseling & Psychotherapy, Private Practice, Burlington Vermont

2004 – 2008 Clinical Mental Health Counseling, Onondaga Counseling Center, Syracuse
New York

2001 – 2004 Professional School Counselor, Tikiaq School K-12, North Slope Borough
School District, Point Hope, Alaska

FELLOWSHIPS

2017 Faculty Fellow, UVM Community-University Partnerships &

Service Learning

- 2015 Fellow, Oxford Symposium for School Based Family Counseling
- 2004 University Fellow, Syracuse University

ADMINISTRATIVE APPOINTMENTS

- 2018 – 2023 Graduate Counseling Coordinator for Accreditation, The Graduate Program in Counseling, The University of Vermont
- 2018 – 2021 Graduate Counseling Program Coordinator, The Graduate Program in Counseling, The University of Vermont

II. HONORS & AWARDS

- 2021 American Educational Research Association Grassroots Community and Youth Organizing Special Interest Group Impact Award
- 2018 University of Vermont Kroepsch-Maurice Excellence in Teaching Award
- 2010 Doctoral Research Prize, School of Education, Syracuse University
- 2010 Doctoral Dissertation Prize, The Graduate School, Syracuse University

III. SELECTED SCHOLARLY PUBLICATIONS (N > 50)

GOOGLE SCHOLAR CITATIONS

Shin, R. Q., Keum, B. T., **Smith, L. C.**, Lu, Y., Yee, S. (2023). The development and validation of the heterosexism erasure scale. *The Counseling Psychologist*, 51(1), 6-35. doi.org/10.1177/0011000022112. 5-year impact factor 3.8; acceptance rate 10%.

Smith, L.C., Herbert, A., Payne, A., Grudev, N, Volkmar, S. S., Garnett, B.R., & Aguda- Brown, F. (2021). “Real meaningful change comes from building relationships”: School counselor’s experiences implementing restorative practices. *The Journal of School Counseling*, 19 (48). http://www.jsc.montana.edu/articles_2021.html. 5-year impact factor unknown; acceptance rate 25%.

Shin, R. Q., **Smith, L. C.**, Lu, Y., Welch, J. C., Sharma, R., Verney, C. N., & Yee, S. (2018). The development and validation of the contemporary critical consciousness measure II. *The Journal of Counseling Psychology*, 65(5),539-555. <https://doi.org/10.1037/cou0000137>. 5-year impact factor 5.5; acceptance rate unknown.

Smith, L. C. (2017). Critical consciousness and school based family counseling: “Seeing” the pathogen in order to dismantle the pump of oppression. *International Journal for School-Based Family Counseling*, 8. Retrieved from http://www.instituteschoolbasedfamilycounseling.com/docs/IJSBFC%20%20critical%20consciousness%20-%20final_LS.pdf. 5-year impact factor unknown; Journal Acceptance Rate 25%.

- Shin, R. Q., **Smith, L. C.**, Welch, J., Ezeofor, I. (2016). Is “Allison” more likely than “Lakisha” to get a call back from counseling professionals: A racism audit study. *The Counseling Psychologist*, 44(8), 1187-1211. <https://doi.org/10.1177/0011000016668814>. 5-year impact factor 3.8; acceptance rate 10%.
- Smith, L. C.**, & Okech, J. E. A. (2016b). Negotiating CACREP accreditation practices, religious, and sexual orientation diversity: A rejoinder to Sells and Hagedorn. *Journal of Counseling and Development*, 94, 280-284. <https://doi.org/10.1002/jcad.12084>. 5-year impact factor 2.3; acceptance rate 14%.
- Smith, L. C.**, & Okech, J. E. A. (2016a). Ethical issues raised by CACREP accreditation of programs within institutions that disaffirm or disallow diverse sexual orientations. *Journal of Counseling and Development*, 94, 252-264. <https://doi.org/10.1002/jcad.12082>. 5-year impact factor 2.3; acceptance rate 14%.
- Shin, R. Q., Ezeofor, I., **Smith, L. C.**, Welch, J. & Goodrich, K. M. (2016). The development and validation of the contemporary critical consciousness measure. *The Journal of Counseling Psychology*, 63, 210-223. <https://dx.doi.org/10.1037/cou0000137>. 5-year impact factor 5.5; acceptance rate unknown.
- Smith, L. C.** (2015). Alterity models in counseling: When we talk about diversity, what are we actually talking about? *The International Journal for the Advancement of Counseling*, 37, 248-261. <https://doi.org/10.1007/s10447-015-9241-8>. 5-year impact factor; 1.7; acceptance rate unknown.
- Smith, L. C.** (2013). How the ASCA national model both promotes and inhibits safe schools for queer youth: An inquiry using critical theory. *The Journal for LGBT Issues in Counseling*, 7, 339-354. <https://doi.org/10.1080/15538605.2013.839340>. 5-year impact factor 1.7; acceptance rate 22%.
- Smith, L. C.**, Shin, R. Q., & Officer, L. M. (2012). Moving counseling forward on LGBT issues: Speaking queerly on discourses and microaggressions. *The Counseling Psychologist*, 40, 385-408. <https://doi.org/10.1177/0011000011403165>. 5-year impact factor 3.8; acceptance rate 10%.
- Smith, L. C.**, & Shin, R. Q. (2008). Social privilege, social justice, and group counseling: An inquiry. *Journal for Specialists in Group Work*, 33, 351-366. <https://doi.org/10.1080/01933920802424415>. 5-year impact factor 1.0; acceptance rate 25%.
- Smith, L. C.** (2007). Conceptualizing spirituality and religion in counseling: Where we’ve come from, where we are, and where we are going. *Journal of Pastoral Counseling*, 42, 4-21. 5-year impact factor 1.5; acceptance rate 20%.

SELECTED PEER REVIEWED BOOK CHAPTERS

- Smith, L. C.** (2015). Interpersonal process recall for group supervision of groups. In M. Luke & K. Goodrich (Eds.), *Group Work Experts Share Their Favorite Activities for Supervision, Vol II* (pp. 10-16). Alexandria, VA: American Counseling Association.

Smith, L. C., Shin, R. Q., Welch, J., & Ezeofor, I. (2015). Critically conscious group supervision of groups. In M. Luke & K. Goodrich (Eds.), *Group Work Experts Share Their Favorite Activities for Supervision, Vol I* (pp. 157-164). Alexandria, VA: American Counseling Association.

Smith, L. C. (2014). Queering multicultural competence in counseling. In R. Goodman & P. Gorski (Eds.), *Decolonizing "Multicultural" Counseling and Psychology: Visions for Social Justice Theory and Practice* (pp. 24-40). New York: Springer.

SELECTED PEER REVIEWED ENCYCLOPEDIA ENTRIES

Smith, L. C. (2024). Social class privilege. In S. Dermer & J. Abdullah (Eds.), *The SAGE Encyclopedia of Multicultural Counseling, Social Justice and Advocacy*. Sage.

Smith, L. C. (2024). Implicit/explicit prejudice. In S. Dermer & J. Abdullah (Eds.), *The SAGE Encyclopedia of Multicultural Counseling, Social Justice and Advocacy*. Sage.

Smith, L. C. (2017). Heterosexual privilege. In K. Nadal (Ed.), *The SAGE Encyclopedia of Psychology and Gender* (pp. 861-862). Sage.
<http://dx.doi.org/10.4135/9781483384269.n>

Smith, L. C. (2017). Male privilege. In K. Nadal (Ed.), *The SAGE Encyclopedia of Psychology and Gender* (pp. 1096-1097). Sage. <http://dx.doi.org/10.4135/9781483384269.n>

Smith, L. C. & Shin, R. Q. (2017). Urban families. In J. Carlson & S. Dermer (Eds.), *The SAGE Encyclopedia of Marriage, Family and Couples Counseling* (1747-1752). Sage.
<http://dx.doi.org/10.4135/9781483369532.n524>

Shin, R. Q. & **Smith, L. C.** (2017). Heterosexual male identity development. In K. Nadal (Ed.), *The SAGE Encyclopedia of Psychology and Gender* (pp. 853-855). Sage.
<http://dx.doi.org/10.4135/9781483369532.n524>

BOOKS IN PROCESS

1. **Smith, L. C.** (in process). *The Depression Took Kit: Tools for Those Who Live With It and Those Who Help Us*.

IV. SELECTED KEYNOTES & PRESENTATIONS

KEYNOTE

Smith, L. C. (2019). *Working With our Implicit Bias: Not "If" but "How."* 11th Annual Success Beyond Behavior Interventionist Conference, Burlington Vermont.

NATIONAL LEARNING INSTITUTE PANELIST

Patrick, S. J., Beckenbach, J., Sells, J., Hagedorn, W. B., **Smith, L. C.**, Okech, J.

O., Goodrich, K., & Sosa, G. A. (2017). The Intersections of Religion and Sexual Identity: A Conversation on Ethics. Learning Institute conducted at *The American Counseling Association Annual Conference and Exposition*, San Francisco, California.

INTERNATIONAL SYMPOSIUM

Smith, L. C. (2016). The Contemporary Critical Consciousness Measure and It's Relevance to School Based Family Counseling. Presented at *American Educational Research Association*, Brasenose College, Oxford, England.

PEER REVIEWED PRESENTATIONS

Yee, S., Vernay, C. N., Sharma, R., Welch, J., Shin, R., & **Smith, L. C.** (2017). The Heteronormative Blindfold Scale. *The American Psychological Association's Annual Convention*, Washington, D.C.

Smith, L. C. (2016). Is "Allison" more likely than "Lakisha" to get a call back from counseling professionals: A racism audit study. Presented at *The American Counseling Association Annual Conference and Exposition*, Montreal, Quebec, Canada.

Ezeofor, I., Welch, J., Shin, R. Q., & **Smith, L. C.** (2015). The development and initial validation of the contemporary critical consciousness scale. Presented at *The American Psychological Association Annual Convention*, Toronto, Ontario, Canada.

Welch, J., Ezeofor, I., Shin, R. Q., **Smith, L. C.** (2015). Is "Allison" more likely than "Lakisha" to get a call back from counseling professionals: A racism audit study. Presented at *The American Psychological Association Annual Convention*, Toronto, Ontario, Canada.

*Ezeofor, I., Welch, J., Shin, R. Q., & **Smith, L. C.** (2014). The development and initial validation of the contemporary critical consciousness scale. Presented at *The American Psychological Association Annual Convention*, Washington, D. C.

Smith, L. C., & Shin, R. (2013). Moving counseling forward on LGBT issues: Speaking queerly. Presented at *The American Counseling Association Conference and Exposition*, Cincinnati, Ohio.

Smith, L. C. (2006). "Spirituality" and "religion" in counseling: What do we mean, what are we measuring, and what does it matter? Poster session presented at *American Counseling Association World Conference*, Montreal, Quebec, Canada.

V. SELECTED NEWS AND MEDIA COVERAGE

THE PROFESSION

Meyers, L. M. (2017). Making the counseling profession more diverse. *Counseling Today*, cover story. Retrieved from <http://ct.counseling.org/2017/10/making-counseling-profession-diverse/>

Meyers, L. M. (2017). Facing the realities of racism. *Counseling Today*, cover story. Retrieved from: <https://ct.counseling.org/2017/01/facing-realities-racism/>

Winerman, L. (2016). Left out: Two recent studies suggest that mental health professionals are less likely to take on African-American and working-class clients. *APA Monitor*, 47. Retrieved from: <http://www.apa.org/monitor/2016/10/left-out.aspx>

STATE

Implicit Bias Amongst Counseling Professionals. (2016). *Vermont Edition* Radio Broadcast, National Public Radio, Produced by S. G. Rosen, Burlington, VT. Retrieved from: <http://digital.vpr.net/post/uvm-study-finds-racial-bias-mental-health-services#stream/0>

NATIONAL

What's in a name? It may determine if you can get therapy. (2016). *PsychCentral*. Retrieved from: <https://psychcentral.com/news/2016/10/09/whats-in-a-name-it->

Therapists more likely to call back 'Allison' than 'Lakisha' with messages promoting mental health services. (2016). *Sciencedaily*. Retrieved from: <https://www.sciencedaily.com/releases/2016/10/161006120001.htm>

Academic study finds possible racial bias by mental health professionals. (2016). *Journal of Blacks in Education*. Retrieved from: <https://www.jbhe.com/2016/11/academic-study-finds-possible-racial-bias-by-mental-health-professionals/>

INTERNATIONAL

Racial bias in mental health clinics: Therapists 'more likely to call back Allison than Lakisha.' (2016). *Daily Mail*. Retrieved from: <http://www.dailymail.co.uk/health/article-3825968/Racial-bias-mental-health-clinics-Therapists-likely-call-Allison-Lakisha.html>

VI. SELECTED SERVICE

EDITORIAL BOARD MEMBER

2024 – 2027 *Journal of Counselor Preparation and Supervision*

AD HOC PEER REVIEWER

2014 – present *Journal of Black Psychology*

2015 – 2018 *International Journal of Transgenderism*

2014 – 2017 *Journal of Homosexuality*

2012 – 2016 *Journal for Social Action in Counseling and Psychology*

2012 – 2015 *Counselor Education and Supervision*

INVITED EXPERT REVIEWER

2022 *Exploring the inclusion of competency standards and guidelines in religious and spiritual diversity in the training of mental health professionals*. PI: Cassandra Vietan, PhD, Visiting Scholar-In-Residence

Arthur C. Clarke Center for Human Imagination at the University of California, San Diego. March 9, 2022

- 2020 *Journal of Counseling Psychology*: The White Fragility Scale
- 2016 Special issue of *Professional School Counseling* on Professional School Counselors Transforming Schools for LGBTQ Students
- 2009 Special issue of the *Journal for Specialists in Group Work* on Social Justice Issues in Group Work

UNIVERSITY SERVICE

- 2020 UVM Office of Vice President of Diversity, Equity and Inclusion's Webinar Series Panelist: [*Beyond Brave Spaces: Conversations to Inform & Move to Action Together Pt. 2.*](#)
- 2019 12th Annual Blackboard Jungle Symposium Panelist: *Building Wider Doors for Inclusive Excellence: Disability in Our Classrooms, Campus and Community.*
- 2017 Translating Identity Conference Panelist: *Supporting Transgender and Gender-Nonconforming Youth In Schools*
- 2016 Workshop facilitator for UVM Division of Student Affairs: *Implicit Bias*
- 2009 – 2012 The President's Commission on Diversity and Inclusion, The University of Vermont

REGIONAL/COMMUNITY SERVICE

- 2017 – 2023 Edmunds Middle School YPAR Collective
- 2016 – present Burlington School District Restorative Practices Evaluation Team
- 2018 Workshop facilitator for Harvard Medical School, McLean Hospital: *Critical Consciousness in Clinical Work*

VII. PROFESSIONAL SOCIETY MEMBERSHIPS

American Counseling Association	#6178671
American Psychological Association	#26090069
Association for Counselor Education and Supervision	
Counselors for Social Justice	