

Lee Joyce Richmond, Ph.D.
Loyola College
4501 North Charles Street
Baltimore, Maryland 21210

EDUCATION

Ph.D.	University of Maryland	1972
M.Ed.	The Johns Hopkins University	1966
B.S.	Loyola College in Maryland	1961

PROFESSIONAL LICENSURE, CERTIFICATION AND REGISTRY

Licensed Psychologist, Maryland State Board of Psychological Examiners
Certified School Psychologist
National Certified Counselor, NBCC
National Certified Career Counselor, NBCC
Certified Professional Counselor, Maryland State Board of Examiners of
Professional Counselors

POSITIONS HELD

1986-Present	Professor of Education in Guidance and Counseling. Loyola College in Maryland. Baltimore, Maryland.
1976-1986	Associate Professor and Professor of Education in Counseling and Human Development. School of Continuing Studies, The Johns Hopkins University. Baltimore, Maryland.
1971-1976	Associate Professor and Professor of Psychology and Chairperson of the Division of Social Science, Dundalk Community College. Baltimore, Maryland.
1969-1971	Assistant Professor of Psychology. Essex Community College. Baltimore, Maryland.
1965-1969	High School English Teacher and Counselor. Baltimore City Public Schools.
1963-1965	English and History Teacher. Seton High School. Baltimore, Maryland.

PART-TIME POSITIONS

1966-Present	Consulting Psychologist: (a) US Postal Service Management Leadership Development Program (since 1986) (b) Recruit, Ltd., Japan (since 1986)
--------------	--

- 1986-1998 Adjunct faculty in Pastoral Counseling.
Loyola College. Columbia, Maryland.
- 1974 - 1998 Counseling Psychologist in private practice.
Counseling and Psychological Services.
130 Slade Avenue, Baltimore, Maryland 21208.
- 1978-1988 Allied Medical Staff. South Baltimore General
Hospital. Baltimore, Maryland.
- 1961-1976 Part-time teaching -
The Evening College of The Johns Hopkins University (1972-1976);
Coppin State College (1971-1972);
Loyola College (1969-1971);
Community College of Baltimore (1968).

PUBLICATIONS AND PRESENTATIONS

Publications:

- Eanes, B.E., Richmond, L.J., Link, J.W. (2001) What Brings You to Life? Awakening Woman's Spiritual Essence. Mahwah, NJ. Paulist Press.
- Rayburn, C.A. and Richmond, L.J. (2001). Peacefulness, spirituality, and violence prevention. In Sandhu, P. Faces of violence Huntington, NY. Nova Science Publishers.
- Rayburn, C.A. and Richmond, L.J. (2001). Women, whither goest thou? To chart new courses in religiousness and spirituality and to define ourselves. In M.R. Dunlap, L.H. Collins, and J.C. Chrisler (Eds.) Charting a new course for feminist psychology. Westport, Conn.: Praeger.
- Richmond, L.J. (1999). Learning About and Teaching Lifecareer. IN A. Miller-Tiedeman. Practicing and living the new Careering. PA. Taylor and Francis.
- Richmond, L.J., and Bloch, Deborah P. [Eds.] (1998) SoulWork. Palo Alto, California. Davies Black.
- Rayburn, C.A., Richmond, L.J. (1998). "Theobiology": Attempting to Understanding to Understand God and Ourselves. Journal of Religion and Health, Vol. 37, No. 4.
- Rayburn, C., Richmond, L.J., Goetz, D., & Piedmont, R. (1998). Spheres of leadership: Home, school, community, work, ecclesia. Management and Values (pp. 291-300). New York: University Press of America.
- Richmond, L.J., and Bloch, Deborah P. [Eds.] (1997) Connections between spirit and work in career development. Palo Alto, CA. Davies Black.

- Richmond, L.J. (1996). Counseling models and their impact on how therapists handle value issues. Journal of Value-Based Management 9:29-43. The Netherlands. Kluwer Academic Publishers.
- Richmond, L.J. (1995) Values/Work/Education: definitions and context. In Work Values: Education Organization and Religious Concerns. Natale, S.M., and Rothchild, B. M. (EDS) VIBS vol. 28, Amsterdam-Atlanta, GA. Rodopi.
- Richmond, L.J. (1994). Counseling and Management Values: Is there a match? International Journal of Value-Based Management 7:271-271. The Netherlands: Kluwer Academic Publishers.
- Rayburn, C.A., Richmond,L., and Rogers, L. (1994) Women religious professionals and stress. In Religion, Personality, and Mental Health, L.B.Brown and H.N. Malony (Eds.). New South Wales, Australia: Springier-Verlag.
- Richmond, L.J. (1994) The Psychological Health and Well Being of Female Clergy. Resources in Education (RIE). ERIC Clearinghouse on Counseling and Student Services. Greensboro, NC
- Richmond, L.J. (1992-1993) Guidepost Vol. 35 No's 1-13. The power within No. 1, p. 3.
 Brotherhood, sisterhood, time and the sea, No. 2, p. 3.
 Diversity and personal and professional development No. 3, p.3.
 The second D: development, No. 4, p. 3.
 Development: an imperative No. 6, p.3.
 Achieving a sense of dignity, No. 7, p. 3.
 Three women with dignity, No. 8, p. 3.
 And the way to somewhere else, No. 9, p. 3.
 Diversity, development, dignity: the importance of Xach persons voice No. 10, p. 3.
 Four rivers and four principles of life, No. 11, p. 3.
 The wind beneath our wings, No. 12, p. 3.
 Shalom, shalom, peace, No. 13, p. 3.
- Richmond, L.J. (1991) Literacy and career development, Career Development, The newsletter of the National Career Development Association, 6 (3), pp. 3 & 5.
- Richmond, L.J. (1991). Career counselor education: a postal career that delivers, Journal of Career Development, vol.18,no. 1.
- Rayburn, C.A., Richmond, L.J., & Rogers, L. (1990). A species at risk: female rabbis. Judaica, vol. 6, no. 9.
- Rayburn, C.A., Richmond, L.J., & Rogers, L.(1990). Stress in single clergy women. Psychotherapy in Private Practice. Haworth Press, Inc.
- Richmond, L.J. (1989). Working in America: A Status Report on Planning and Problems (preface). Brown, D. and Minor D., (eds.) NCDA.
- Richmond, L.J. (1989). Making tomorrow work: a look ahead. Career Developments, vol. 4., no. 4.

- Richmond, L.J.(1989). What connection is about. Career Developments, vol. 4., no. 3
- Richmond, L.J. (1988) While There is Yet Time: Career Developments, Some thoughts about mission. vol. 4, no. 8.
- Richmond, L.J. (1988) Forward to 2nd Ed., A. M. Tiedeman, How Not to Make and Succeed:Life on Your Own Terms. Lifecareer Foundation
- Richmond, L.J. (1988) Response to career guidance: A Professional Heritage and Future Challenge" in Building Strong School Counseling Programs, Gary Walz (ed.) AACD Press.
- Richmond, L.J. (1989) From handkerchiefs to flags. Career Development Quarterly, (1989), vol. 37., no. 3.
- Richmond, L.J., Rayburn, C. & Rogers, L. Stress in clergy. Journal of Pastoral Counseling, (monograph) 1988.
- Richmond, L.J. & Kanis, S. (1987). A psychological study of Mary, Mother & Jesus. Journal of Pastoral Counseling, Vol. 22, No. 2.
- Richmond, L.J. (1987). Computer applications in counseling. Contemporary Counseling, C. Humes, (ed.), Accelerated Development Press, Muncie, Indiana.
- Richmond, L.J. & Picken, E. (1986) A model for working with lonely clients: Sadler Revisited. The Psychotherapy Patient. Haworth Press.
- Rayburn, C.A., Richmond, L.J., & Rogers, L. (1986). Men, women, and religion: Stress within leadership roles. Journal of Clinical Psychology. 42, (3).
- Richmond, L.J. (Spring, 1986). Education and career development in women: Some recent thoughts. Review. 5, (2).
- Richmond, L.J. (1986). Book Review (Rice, David: Adult child interactions: A guide for adults who work with children). The School Counselor. 33, (4).
- Richmond, L.J. (1986) Education and career development in women: some recent thoughts, Review (New Jersey Career Counselor Assn.) 5 (2), pp. 1, 8, 11 & 12.
- Richmond, L.J., Rayburn, C.A. & Rogers, L. (1985). Clergymen, clergy women and their spouses: Stress in professional religious families. Journal of Career Development. 12, (1), 81-86.
- Richmond, L.J. (1985). Does God like SAE types best? The Journal of Pastoral Counseling. 20, (2).
- Richmond, L.J. (1984). Re-entry women: The counselor's share in program planning. National Association of Personnel Workers Journal. 1, (1).
- Richmond, L.J. (1984) Ethical dimensions in career decision making, Review (New Jersey Career Counselor Assn.), 4 (1) pp. 8-9.

- Richmond, L.J. (1983). Vocational identity, personal problems and counseling needs of vocational education students. Journal of the Virginia Counselors Association. 2.
- Richmond, L.J., Johnson, J., Downs, M. & Ellinghaus, A. (1983). Needs of non-Caucasian students in vocational education: A special minority group. Journal of Non-White Concern in Personnel and Guidance. 12, (1).
- Richmond, L.J. & Humes, C. (1984). Career development and computers: A glimpse at the future for the handicapped. Careers, Computers, and the Handicapped. Pro-Ed Press.
- Bender, M., Pinson, N. & Richmond, L. (Eds.). (1984). Careers Computers and the Handicapped. Pro-Ed Press.
- Richmond, L.J. (1983). Does God like SAE types best? The Journal of Pastoral Counseling. 18, (2).
- Rayburn, C.A., Richmond, L.J. & Rogers, L. (1983). Stress among religious leaders, through a review of culture and ideas. Fordham University Quarterly. 18, (230).
- Richmond, L.J. (1983). Holism in counseling. The Holistic Counselor. 1, (1).
- Rayburn, C.A., Richmond, L.J. & Rogers, L. (1982). Women, men and religion: Stress within sanctuary walls. The Journal of Pastoral Counseling. 17, (1).
- Richmond, L.J., Lynch, L., Fick, C. & Lisansky, R. (1982). Mime as a career lifestyle planning technique. Ann Arbor, Michigan: ERIC ,CAPPS, (Resources in Education No. ED222818).
- Richmond, L.J. & Pinson, N. (Guest Editors) (1982). The Maryland Counselor, Special Issue on Professionalism. 1, (1).
- Richmond, L.J., Pinson, N. & Smith, B. (1982). Vocational/Career Competencies. The National Vocational Guidance Association.
- Richmond, L.J., Smith, R.L. & Pinson, N. (1981). NVGA committee on standards, credentialing and accreditation: A progress report. NVGA Newsletter. 21, (2).
- Richmond, L.J., Tucker, N. & Martin, M.K. (1981). Statewide assessment of career aspiration and job attainment among women returning to college in Maryland. The MAHE Journal. 5.
- Richmond, L.J. Tucker, N. & Martin, M.K. (1981). Statewide assessment of career aspiration and job attainment among women returning to college in Maryland. College Student Personnel Abstracts.
- Richmond, L.J., Tucker, N. & Martin, M.K. (1980). Career aspiration and job attainment among women returning to college in Maryland. Final Report, MSBHE. (Also ERIC).
- Richmond, L.J. (1980). Women's views on counseling. A.P.G.A. Guideposts. 23, (6), 1-2.

- Richmond, L.J., Downs, M. & Ellinghaus, A. (1979). Assessing the capacity of the state college and university system to prepare future educators and counselors skilled in vocational guidance. Final Report, Maryland State Department of Education, Division of Vocational-Technical Education, (Also ERIC).
- Fox, L. & Richmond, L.J. (1979). Gifted females: Are we meeting their counseling needs? Intellectually Talented Youth Bulletin. 5, (10).
- Fox, L. & Richmond, L.J. (1979). Gifted females: Are we meeting their counseling needs? Personnel and Guidance Journal.
- Gold, P. & Richmond, L.J. (1979). Counseling of parents of learning disabled children. The Elementary School Counselor.
- Richmond, L.J. (1978). Developmental counseling and continuing education for women: A time for progress. NARACES Newsletter. 2, (1).
- Richmond, L.J. (1977). Sexism in nursing. The Alumni Journal of The Johns Hopkins School of Nursing.
- Richmond, L.J. (1976). Recruitment and training of professionals to work with adults with specific learning disabilities to become employable or promotable. Final Report, Maryland State Department of Education, Division of Vocational-Technical Education. (Also ERIC).
- Richmond, L.J. (1974). Continuing education for women in Maryland. Special Report, Commission on the Status of Women, Baltimore, Maryland.
- Richmond, L.J. (1973). Paraprofessionals as debt, nutrition and medicare counselors. Research Report, Maryland State Department of Education. (Also ERIC).
- Richmond, L.J. (1972). A comparison of returning women and regular college age women at a community college. Dissertation Abstracts.

PRESENTATIONS:

- Richmond, L.J. (2001) Keynote Career Development Association. (for Recruit Co., Conference, Tokyo, JP)
- Richmond, L.J. (June 2001). National Career Development Association.: “Symposium on Spirituality and Career Development” (6 hours)
- Richmond, L.J. (with Akira Otani) (2000). American Psychological Association. “What Would Confucius Say to Japanese Women Now?”
- Richmond, L.J. (2000). Maryland School Counselor Association. “Constructivism and Solution Focus Counseling for the School Counselor.” Hagerstown, MD
- Richmond, L.J. (2000). Maryland School Counselor Association. “Spirituality in Career Counseling in the Schools”. Hagerstown, MD.
- Richmond, L.J. (April 1, 1998). “Connections Between Spirit and Work,” American Counseling Association, Indianapolis, Indiana, (Presenter and Chair of Session - Also: Workshop Leader).
- Richmond, L.J. “Career As Story,” a 1-1/2 hour presentation to all of the counselors in Anne Arundel County, June 1, 1998
- Richmond, L. J. (July, 1995) Women’s Career Issues from Student Papers; American Psychological Association, New York.
- Richmond, L. J. (July 1995) Career Development with a Twist; Third International Conference on Social Values, University of Oxford, England.
- Richmond, L. J. (July, 1995) Career with a Spiritual Twist. National Career Development Association, San Francisco.
- Richmond, L. J. (June 1994) Conflict Resolution-Violence Prevention in the Schools. American School Counselors Association. Anaheim, Calif.
- Richmond, L. J. (June 1994) Conflict Resolution-Violence Prevention in the Schools. American School Counselors Association. Anaheim, Calif.
- Richmond, L.J. (May 1994) Violence in the Workplace: The Career Counselor's Role. (Keynote Address) Maryland Career Development Assn. Columbia, MD
- Richmond, L.J. (May 1994) Preventing Workplace Violence-Maryland Career Development Association. Columbia, MD
- Richmond, L.J. (August 1993) Psychological Characteristics and Well Being of Female Clergy. American Psychological Association. Toronto. Ontario, Canada.
- Richmond, L.J. (August 1993) Hearing and Listening to Women in Psychology Religion Dialogues. Symposium Discussent. American Psychological Assn. Toronto. Ontario, Canada.
- Richmond, L.J. (July 1993) Values/Work/Education: Definitions and Content, Second International Conference on Social Values, Department of Educational Studies, University of Oxford and Hagen School of Business, Iona College. St. Catherine College, University of Oxford. Oxford, England.
- Richmond, L.J. (May 1993) Diversity, Development, Dignity. (Keynote Address), Vermont Counseling Assn. Spring Conference. White River Junction, Vermont.

- Richmond, L.J. (May 1993) Diversity...Development...Dignity-Toward Personal and Professional Improvement. Awards Banquet Address. New Jersey Counseling Assn. Great Gorge, New Jersey.
- Richmond, L.J. (April 1993) Counselors in Tech Prep. Virginia Department of Education. Wilhaslle, Va., and Norfolk, Va.
- Richmond, L.J. (April 1993) Student Counseling in Higher Education-Opening Remarks-International Roundtable for the Advancement of Counseling. Bordeaux, France.
- Richmond, L.J., Cruz R.A. and Baco H., (February 1993) Diversidad, Desarnollo, Dignidad: neenos retos ante un nueno siglo. XV Connecion Anual, APPO. Guaganella, Puerto Rico.
- Richmond, L.J. (February 1993) Diversity, Development, Dignity. (Keynote Speaker), Idaho Counseling Assn. Conference. McCall, Idaho.
- Richmond, L.J. (November 1992) Diversity, Development, Dignity. (Keynote Speaker), Iowa Counseling Assn. Professional Development Conference. Des Moines, Iowa.
- Richmond, L.J. (October 1992) Diversity, Development, Dignity: The Direction of ACA. DACD Annual Fall Conference. Wilmington, Delaware.
- Richmond, L.J. (October 1992) Diversity, Development, Dignity. (Keynote Address), Louisiana Assn. for Counseling and Development. Lafayette, LA.
- Richmond, L.J. (October 1992) Diversity, Development, Dignity. Opening Address to the West Virginia Counseling Assn. 41st Annual Conference. Parkersburg, West VA.
- Richmond, L.J. (June 1992) Diversity, Development, Dignity. Keynote Address. Programme for AMCD International Cultural Awareness Seminar. The Gambia, West Africa.
- Richmond, L.J. (April 1992) Building Societal Excellence through Personal and Professional Commitment. Kansas Assn. for Counseling and Development. Hutchinson, Kansas.
- Richmond, L.J. (February 1992) Diversity, Development, Dignity. Keynote Address. Missouri Assn. for Counseling and Development. Asage Beach, Missouri.
- Richmond, L.J. (1992). "Dawning of Aquarius - Age of Professionalism," Missouri Association for Counseling and Development. Osage Beach, Missouri
- Richmond, L.J. (1991). Strategic Planning, National and Local. NAR Fall Branch Assembly, Harrisburg, Pennsylvania. (October 13).
- Richmond, L.J., Birk, J. and Rayburn, C. (1991). "Development of the State-Trait Morality Inventory," American Psychological Association, San Francisco, California. (August 17).
- Richmond, L.J. (1991). "Women and the Back of the Psychology of Religion Bus," American Psychological Association, San Francisco, California. (August 16).

- Richmond, L.J. (1990). Response to Keynote Address. "Global Career Career Development". Mid-Atlantic Coordinating Committee Conference.
- Richmond, L.J. (1989). Literacy and Career Development Meeting: The Nation's Challenge, Invitational 5 State Conference, Wilmington, Delaware. (November 16-18).
- Richmond, L.J. (1989). "Multicultural, Multiethnic Awareness for Tomorrow's Professional Counselors." AACD First Inter-national Conference on Multicultural Counseling, London, England. (June 4-7).
- Richmond, L.J. (1989). "Counseling as a Vehicle to Equalize Social, Educational and Vocational Opportunities in a Changing Global Economy." ACT Symposium. Budapest, Hungary. (April 5-7).
- Richmond, L.J. (1989). "Multicultural Counseling: Career Implications." Virginia Career Development Association and Virginia Association for Multicultural Counseling. Richmond, Virginia. (April 21).
- Richmond, L.J. (1989). "If We Remember the Forgotten." Careers 2000, Challenges and Opportunities. Madison, Wisconsin. (January 25-26).
- Richmond, L.J. (1989). "Guidance and the At-Risk Student in the 90's." Eastern Shore Counselor Renewal Conference, Chestertown, Maryland. (February 8-10).
- Rayburn, C.A. & Richmond, L.J. (1988). "Women Religious Leaders and Stress." International Congress of Psychology. Sydney, Australia.
- Richmond, L.J. (1988). "Teamwork for the 1990's." Colorado Career Development Association. Colorado Springs, Colorado.
- Richmond, L.J. (1988). "Using the SDS." NCDA, U.S. Postal Joint Conference. Orlando, Florida.
- Richmond, L.J. (1988). "Nuns, Female Seminarians, Ministers, Rabbi's and the Osipaw and Spokane Stress Scales." Association for Women in Psychology. (13th annual conference). Bethesda, Maryland .
- Richmond, L.J. (1988). "Future Directions in the Profession." Transitions Conference. Maryland State Department of Education. New Carrollton, Maryland.
- Richmond, L.J. (1988). "Empirical Studies of Stress in Catholic Clergy and Religious." Capitol Area Social Psychological Association. Washington, D.C.
- Richmond, L.J. (1988). "Career Counseling - 2000 and Beyond." MSDE, MCDA, MACES, MSDA, MCDA, MACES Joint Conference. College Park, Maryland.
- Richmond, L.J. and Lynch, L. (1988). "Using Mime in Elementary School Counseling." Baltimore City/Baltimore County Elementary Guidance Conference. Ocean City, Maryland.

- Richmond, L.J. (October 1988) What Careers Will be Like in the Future: Major Changes in Concept and Counseling Techniques. New Hork State Association for Counseling and Development. Albany, N.Y.
- Richmond, L.J. (1988). "Training Employees to Avoid Technological Obsolescence: Career Development Implications. ASTD . Towson, Maryland.
- Richmond, L.J. (1988). "Career Counseling - 2000 and Beyond." New Jersey Counselors Association. Atlantic City, New Jersey
- Richmond, L.J. (1988). "Understanding Health Problems Associated With Transitions." National Educational Institute on Successful Job Transitions. Sponsored by National Community Education Association, National Coalition of Adult Organizations, Ohio Coalition for Adult Learning, Ohio Department of Education. Columbus, Ohio.
- Richmond, L.J. (1988). "Transition Theory - Adult Consulting and Program Development." Maine Career Information Conference. Auburn, Maine.
- Richmond, L.J. (1988). "NCDA and the Future." National Association of State Career Development Guidance Supervisors. Charleston, South Carolina.
- Richmond, L.J. (1988). "Stress, Women, Religion and Martial Status." Symposium "Stress in Single Clergy Women." American Psychological Association. Atlanta, Georgia.
- Richmond, L.J. (1988). "Youth At Risk." Western Maryland School Counselors Conference. Deep Creek Lake, Maryland.
- Richmond, L.J. (1988). "Cross Cultural Career Counseling." AACD North Atlantic Branch Meeting. Princeton, New Jersey.
- Richmond, L.J. (1988). "If We Can Dream It We Can Do It." AACD Mid-West Region Fall Assembly.
- Richmond, L.J. (1987). "Self-Esteem and How It Relates to Career Development." Delaware Association for Counseling and Development. Rehoboth Beach, Delaware.
- Richmond, L.J. (1986). "Priests and Brothers and Religion and Stress Questionnaire." American Psychological Association. Washington, D.C.
- Richmond, L.J. (1986). "Female and Male Seminarians and the Religion and Stress Questionnaire." American Psychological Association. Washington, D.C.
- Richmond, L.J. (1986). "A Panel of Experts: Which Certification is for You?" American Association for Counseling and Development. Los Angeles, California.
- Richmond, L.J. (1986). "Enhancing Your Professional Identity," American Association for Counseling and Development. Los Angeles, California

- Richmond, L.J. (1986). "Career Development and Mental Health." New Jersey Professional Counselors Association. Princeton, New Jersey.
- Richmond, L.J., Myers, J. & Lynch, L. (1986). "Mimes on Mines: Innovative Strategy for Teaching About Aging, Death and Dying." Association for Gerontology in Higher Education. Atlanta, Georgia.
- Richmond, L.J.(1986). "The College Admissions Process for Gifted and Talented." Middle States Regional Meeting of the College Board. Philadelphia, Pennsylvania.
- Richmond, L.J., Miller-Tiedeman, A., Tiedeman D. & Rayburn, C.A. (1985). "Life Career and Moral Aspects." American Psychological Association. Los Angeles, California.
- Richmond, L.J. (1984). "Ethical and Religious Dimensions in Career Decision Making: The Counselor's Role." American Psychological Association. Toronto, Canada
- Richmond, L.J. (1984). "Jewish Women and Organizations: Feminist, Liberal and Conventional." American Psychological Association. Toronto, Canada.
- Richmond, L.J. (1984). "Stress in Catholic and Jewish Religious Leaders." International Council of Psychologists. Mexico City, Mexico.
- Richmond, L.J.(1983). "Futuristic Perspectives in Career Development for Exceptional People: The Counselor's Role." International Round Table for the Advancement of Counseling. Invited Address. Plenary Session. Vienna, Austria.
- Richmond, L.J., Lynch, L. & Fick, C. (1983). "The Use of Mime as a Counseling Technique: Focus on Death and Dying." American Personnel and Guidance Association. Washington, D.C.
- Richmond, L.J., Rayburn, C.A. & Rogers, L. (1982). "Women, Men, and Religion: Stress Within Sanctuary Walls." American Psychological Association. Washington, D.C.
- Richmond, L.J. & Lynch, L.(1982). "Structured Mime as a Counseling Processing." National Elementary/Middle School Guidance Conference. W. Lafayette, Indiana.
- Richmond, L.J., Lynch, L. & Fick, C. (1982). "Mine as a Career and Lifestyle Planning Technique." American Personnel and Guidance Association. Detroit, Michigan.
- Richmond, L.J. (1982). "Career Aspiration and Job Attainment for Black Women Returning to College in Maryland." Maryland Association for Non-White Concerns in Counseling. Princess Anne, Maryland.
- Richmond, L.J. (1981). "Competencies for Career Counseling: A Survival Strategy for the Eighties." National Capital Personnel and Guidance Association.
- Richmond, L.J., Kanis, S. (1981). "Personality Profile, Mary the Mother of Jesus." Society for the Scientific Study of Religion. Baltimore, Maryland.

- Richmond, L.J.(1981). "Does God Like SAE Types Best?" Society for the Scientific Study of Religion. Baltimore, Maryland.
- Richmond, L.J., Lynch, L. & Russell, N. (1981). "The Use of Mime as a Counseling Technique With Special Needs Populations." Maryland Personnel and Guidance Association. Ocean City, Maryland.
- Richmond, L.J. (1981). "Counselor Competencies in Career Development and Decision Making." American Personnel and Guidance Association. St. Louis, Missouri.
- Richmond, L.J. (1981). "Role Conflicts for Women." Third Annual Women's Employment Opportunities Conference. Baltimore, Maryland.
- Richmond, L.J. (1981). "The Influence of Human Relationships on Reading Achievement." State of Maryland International Reading Association. Baltimore, Maryland.
- Richmond, L.J. (1981). "Assessment of Career Aspiration and Job Attainment Among Women Returning to College." Maryland State Counseling Center Personnel Conference, Tenth Annual Meeting. Towson State University.
- Richmond, L.J. (1980). "The Effects of Job Related Stress on the Family." Society of Marketing Professionals. Washington, D.C.
- Richmond, L.J. (1980). "Effective Leadership and Management Styles." Association of School Educators and Administrators. St. Mary's County, Maryland.
- Richmond, L.J. (1980). "Meeting the Guidance Needs of Vocational Education Students: A Maryland Case Study." The National Commission for Employment Policy, The Federal Role in Vocational Education. Washington, D.C.
- Richmond, L.J. & Hoss, M. (1980). "The Search for the Renewed Family." Maryland Personnel and Guidance Association Convention. Ocean City, Maryland.
- Richmond, L.J. (1980). "Career Counseling for Adult Learners." Maryland State Adult Education Association Conference. College Park, Maryland.
- Richmond, L.J. (1980). "State Colleges and Universities: Do They Train for Vocational Guidance?" American Personnel and Guidance Association. Atlanta, Georgia.
- Richmond, L.J. (1980). "Meeting the Needs of Vocational Education Students." Maryland State Advisory Council of Vocational-Technical Education. Baltimore, Maryland.
- Richmond, L.J. (1979). "Meeting the Guidance Needs of Vocational Education Students." Maryland Association of Community College Occupational Deans and Directors, Essex Community College. Baltimore, Maryland.
- Richmond, L.J. (1979). "State of the Art of Research on Women and Psychotherapy." American Personnel and Guidance Association. Las Vegas, Nevada.

- Richmond, L.J. (1978). "Professional Development and Personality in Religious and Clergy." American Personnel and Guidance Association. Washington, D.C.
- Richmond, L.J. (1978). "Role of Career Development in Religious Life." National Religious Foundation Conference. Washington, D.C.
- Richmond, L.J. (1977). "Career Change at Mid-Life." North Atlantic Regional Association of Counselor Educators and Supervisors. Boston, Massachusetts.
- Richmond, L.J. (1977). "Sexism in Nursing." The Johns Hopkins Nurses' Alumni Association, Baltimore, Maryland.
- Richmond, L.J. (1977). "A Reading and Counseling Program for Disabled Adults Who Are Chronically Unemployed." Eastern Psychological Association. Boston, Massachusetts.
- Richmond, L.J. (1977). "Developmental Issues Confronting Adult Students and Their Implications for Counseling." Association for Career Development in Higher Education. College Park, Maryland.
- Richmond, L.J. (1975). "Discovery of the Self in Women." Society of Industrial Realtors. Washington, D.C.
- Richmond, L.J. (1973). "The Use of Paraprofessionals as Counselors." American Personnel and Guidance Association. San Diego, California.
- Richmond, L.J. (1973). "Paraprofessionals as Debt, Nutrition and Medicare Counselors." Eastern Psychological Association. Philadelphia, Pennsylvania.
- Richmond, L.J. (1972). "A Comparison of Three Groups of Returning Women With Regular College Age Women at a Community College." American Personnel and Guidance Association. Chicago, Illinois.

PRESENTATIONS, SYMPOSIA AND WORKSHOPS

- Richmond, L.J. (2000) Constructivism and New and Advanced Techniques in Narrative and Solution Focused Counseling. Maryland School Counselor Association Conference. (October 26 – 28)
- Richmond, L.J. (2000). Spirituality and Counseling. Maryland School Counselor Association Conference. (October 26 – 28)
- Richmond, L. J. (1992). Caring for Self Development: A Common Value for Counselors. Louisiana Assn. for Counseling and Development. Lafayette, LA. (Oct. 5).
- Richmond, L. J. (1992). Integrating Lifecareer into a Career Counseling Practice. West Virginia Counseling Assn. (Oct. 2).
- Richmond, L. J. (1992). New Perspectives on Counseling for the Next Century. Symposium Chairperson. American Psychological Assn. West Virginia Counseling Assn. (Oct. 2).

- Richmond, L. J. (1992). Conducted a presentation with Carole A. Rayburn, American Psychological Convention . "Development of Tests & Measurements in Psychology & Religion". Washington, D.C. (Aug. 16).
- Richmond, L. J. (1992). Delivered address to the NOICC Convention. Higher Education Act - 1992 Reauthorization. Tulsa, Oklahoma. (Aug. 17).
- Richmond, L. J. (1992). Discovering and Hearing Women in the Psychology and Religion Dialogue. Discussant. American Psychological Assn. Washington, DC. (August).
- Richmond, L. J. (1992). Images of Clergy: Psychological Implications. Discussant. American Psychological Assn. Washington, DC. (August).
- Richmond, L.J. (1992). Women, Men: Stress in Religious Professionals. The 1992 Bilateral Conference-Building Societal Excellence. Edinburgh, Scotland. (July 27).
- Richmond, L.J. (1992). Linking Vocation to Vocation: Spirituality and Career Development. Kansas Assn. for Counseling Development. Hutchinson, Kansas. (April 16).
- Richmond, L.J. (1992). National Forum. North Carolina Assn. for Counseling and Development. Greensboro, N.C. (March 13 and 14).
- Richmond, L.J.(1992). "Connecting to your Roots: An Approach to Cross Cultural Understanding." Kansas State Convention, Hutchinson, Kansas. (Apr. 9-12)
- Richmond, L.J.(1992). "Linking Vocation to vocation: Spiritually and Career Development." Kansas State Convention, Hutchinson, Kansas. (Apr.9-12)
- Richmond, L.J. (1991). "Future Directions." Midwest Region, AACD, Des Moines, Iowa. (Oct. 17-20).
- Richmond, L.J. (1991). "Emerging Leaders Workshop." North Atlantic Region, AACD, Des Moines, Iowa. (Oct.11)
- Richmond, L.J. (1990) . "Career Development An International Perspective." Third Annual Conference, Mid-Atlantic Occupational Information Coordinating Committee. Baltimore, Maryland. (November 1).
- Richmond, L.J. (1989). "Empowering Yourself as a Leader." North Atlantic Region, AACD, Puerto Rico. (Oct. 5-8).
- Special Skills Workshop (1989). Maryland Association for Counseling and Development, Ocean City, Maryland. (April 28).
- Richmond, L.J. (1988). "Basic Career Counseling Skills." U.S. Postal Service. Potomac, Maryland.
- Richmond, L.J. (1988). "Using the Self Directed Search." U.S. Postal Service. Orlando, Florida.
- Richmond, L.J. (1987). "Using the Self-Directed Search." U.S. Postal Service. Houston, Texas.

- Richmond, L.J. (1987). "Life-Is-Career." Career Awareness Conference. U.S. Postal Service, Chicago Division. Chicago, Illinois.
- Richmond, L.J. & Kemp, L. (1987). "New Concepts in Life Career Development." Notre Dame College. Weekend College Alumni Association. Baltimore, Maryland.
- Richmond, L.J. (1986). "Life Career - A New Approach to Careers." National Training & Development Conference. U.S. Postal Service. Baltimore, Maryland.
- Richmond, L.J. (1986). "Cross Cultural Communication Skills and Life Career: A New Approach to Employee Development." U.S. Postal Service, Employee Development and Facilitator Training. Kansas City, Missouri.
- Richmond, L.J. (1986). "A Sign of the Times: The Two Career Family." The Institute on the Ministry for the Sick. The Johns Hopkins Hospital. Baltimore, Maryland.
- Richmond, L.J. (1985). "Conflict Resolution: A Tool for Stress Management in Nursing." North Arundel Hospital. Baltimore, Maryland.
- Richmond, L.J. (1985). "Gerontological Counseling Training." The Johns Hopkins University. Columbia, Maryland.
- Richmond, L.J. (1985). "Helping Teenagers and Adults Think About Careers." Loyola College. Baltimore, Maryland.
- Richmond, L.J., Groebel, J. & Lynch, L. (1983). "New Techniques in Communication Skills." Vocational Support Service Team Conference. The Johns Hopkins University.
- Richmond, L.J. & Lynch, L. (1982). "Structured Mime as a Therapeutic Technique in the Counseling of Children." Pre-Conference Skill Building Workshop. National/Elementary Middle School Guidance Conference. W. Lafayette, Indiana.
- Richmond, L.J. (1982). "Improved Career Decision Making." Two regional training sessions in Maryland.
- Richmond, L.J. (1982). "Counseling Parents of Handicapped Children in the Area of Careers." Virginia Polytechnic Institute. Fairfax, Virginia.
- Richmond, L.J. (1982). Coordinator Hodson-Beneficial National Symposium. "Future Perspectives in Career Development for Exceptional Populations." The Johns Hopkins University.
- Richmond, L.J. (1981). "Pre-Vocational Training - What Parents Should Know." Baltimore City Public Schools.
- Richmond, L.J. (1981). "Friends and Lovers - Expanding Options for Intimacy." Jewish Community Center.

- Richmond, L.J. (1981). "Workshop on the Purpose and Function of the Counselor." Capitol Area Intermediate Unit. New Cumberland, Pennsylvania.
- Richmond, L.J. (1980). "Values Clarification/Conflict Resolution/Decision Making." Health Services In-service Training Program. Baltimore County Public Schools.
- Richmond, L.J. (1980). "Vocational Guidance Services for the Handicapped and Disadvantaged." Maryland State Department of Education. Baltimore, Maryland.
- Richmond, L.J. (1980). "Conflicts and Its Resolution." Widowed Persons Service. Sinai Hospital. Baltimore, Maryland.
- Richmond, L.J. (1980). "Meeting the Guidance Needs of Voc-Ed Students." Planning Meetings for the Regional Workshops in Vocational Guidance. Maryland State Department of Education.
- Richmond, L.J. (1980). "Workshop on Counseling the Gifted." Allegheny Intermediate Unit. Pittsburgh, Pennsylvania.
- Richmond, L.J. (1980). "Conference on Barriers to Workers Education." Dundalk Community College. Baltimore, Maryland.
- Richmond, L.J. (1980). "Workshop on Basic Counseling Skills and the Aged." Charles County Area Aging Agency. Waldorf, Maryland.
- Richmond, L.J. & Brown, R.(1980). "Workshop on Meeting the Guidance Needs of Special Populations in Vocational Education." National Center for Vocational Education. Philadelphia, Pennsylvania.
- Richmond, L.J., Love, P. & Demyan, P. (1980). "Working With the Disadvantaged Student in Voc-Ed." Board of Education of Queen Anne's County Maryland.
- Richmond, L.J. (1980). "Aging Conference." Baltimore Area Aging Agency. Baltimore, Maryland.
- Richmond, L.J. (1980). "Workshop on Counseling Adults: General Characteristics of Adult Learners." Adult Services Center. Waldorf, Maryland.
- Richmond, L.J., Martin, M. & Tucker, N. (1980). "State of the Art Research Conference on Continuing Education for Women." The Johns Hopkins University.
- Richmond, L.J., Lynch, L. & Russell, N. (1980). "Workshop on Communication Skills With the Elderly." Area Office on Aging. Waldorf, Maryland.
- Richmond, L.J. (1979). "Workers in Stress Management for Intensive Care Unit Nurses." South Baltimore General Hospital. Baltimore, Maryland.
- Richmond, L.J. (1979). "Career and Family Stress." The Joy of Counseling. Baltimore New Directions for Women.

- Richmond, L.J. (1979). "Working With Poverty for Change." VISTA Workers. Baltimore, Maryland.
- Richmond, L.J. (1978). "The Joy of Counseling Women I." Baltimore New Directions for Women. Holiday Inn. Baltimore, Maryland.
- Richmond, L.J. (1978). "Humanistic Approaches to Lifestyle Planning for the Handicapped." The Johns Hopkins University Evening College and M.S.D.E. Cross Keys Inn. Baltimore, Maryland.
- Richmond, L.J. (1978). "The Joy of Counseling Women II." Baltimore New Directions for Women. Holiday Inn. Baltimore, Maryland.
- Richmond, L.J. (1978). "Freeing Ourselves: Removing Internal Barriers to Equality - A Workshop for Women." The Johns Hopkins University. Columbia, Maryland.
- Richmond, L.J. (1977). "Mid-Life Career Change." North Atlantic Regional Association of Counselor Educators and Supervisors.
- Richmond, L.J. (1977). "Personal and Interpersonal Management Techniques: A Workshop for the Counselors of Queen Anne's and Caroline County." Denton, Maryland.
- Richmond, L.J. (1975). "Counselors of the Handicapped." Loyola College and the Maryland State Department of Education.

GRANTS AND CONTRACTS

Research Grants:

- CDF Competency Indicators, NOICC. 1997.
- Developing a country-wide Crisis Management Program. Caroline County, Maryland. 1990-1991.
- Adult Literacy and Career Development. AACD Foundation. 1988-1989.
- Men, Women and Religion: Stress Within Sanctuary Walls. American Association of University Women. 1983-1984.
- Alternative Delivery Systems for Vocational Education. Maryland State Department of Education.
1980-1981.
- Statewide Assessment of Career Aspiration and Job Attainment Among Women Returning to College in Maryland. Maryland State Board for Higher Education. 1978-1980.
- Perceptions of Vocational Education Students as Attributed to Race and Sex. Maryland State Department of Education. 1980.

Statewide Assessment of the Guidance and Counseling Support Needs of Vocational Education Students. Maryland State Department of Education. 1980.

Assessing the Capacity of a State College and University System to Prepare Future Vocational Educators and Counselors Skilled in Vocational Guidance. Maryland State Department of Education. 1978-1979.

Paraprofessionals as Debt, Nutrition, Medicare and Medicaid Counselors. Maryland State Department of Education. 1972-1973.

Training and Service Grants and Contracts:

Violence Prevention Grants. Anne Arundel County Board of Education. 1996, 1997, 1998, 1999.

Building BEST Teams. Caroline County Board of Education. 1989-1990.

Curriculum Development Project in Career Counseling. U.S. Postal Service. Washington, D.C. 1987.

Conference Planning Contract. Employee Development. U.S. Postal Service. Washington, D.C. 1986.

Parent/Child Stress Counseling. Mayor's Coordinating Council on Criminal Justice. Baltimore City. 1986-1985.

Elementary School Guidance Activities Project. Caroline County Board of Education. 1983.

In-service Training for Counselors. Caroline and Queen Anne's County Board of Education. 1982-1983.

Humanistic Approaches to Lifestyle Planning for the Handicapped. Maryland State Department of Education. 1978.

Skills Development Workshop for Teachers and Counselors of Disadvantaged Students in Vocational Education. Maryland State Department of Education. 1975.

Vocational Opportunities for Adults with Learning Disabilities. Maryland State Department of Education. 1975.

Vocational Counselors as Change Agents. Maryland State Department of Education. 1975.

Recruitment and Training of Handicapped Adults. Maryland State Department of Education. 1973-1975.

A Single Step (film grant). Maryland State Department of Education. 1973-1974.

Education for Senior Persons. Maryland State Department of Education. 1973.

Continuing Education for the Elderly and Disadvantaged. Maryland State Board for Higher Education. 1972.

Women's Workshop in Self-Discovery (film grant). Maryland State Department of Education. 1971-1972.

CONSULTING

Recruit, Ltd., Tokyo, Japan. Career Counseling 1998 – 2000.

U.S. Postal Service, Norman, Oklahoma. Maintenance Leadership Development Program, 1996 – 2000.

U.S. Postal Service, Washington, D.C. Consultant in Career Development. 1986-1992.

ICDM Counselor Educator Review Committee for ICDM Revision Project. NOICC, 1991.

Lutheran Church in America, Transitions Project, 1986-1987.

Training and Resource Group, ICDM In-Service Project, National Occupational Information Coordinating Committee, U.S. Department of Labor, 1983-1984.

Consultant for the Evaluation of Catholic Education in the Archdiocese of Washington, Spring 1982.

Improved Decision Making Project, U.S. Department of Labor. Leader Trainer, 1982.

Served on Peer Review Panel for a publication by Herr, E.L. and Pinson, N. "Foundations for Policy in Guidance and Counseling", APGA, 1982.

Participated in the Maryland State Department of Education Instructional Television Series, "Teaching Students with Special Needs." Assisted in the preparation of the Participants Guide, MSDE, 1982.

National Project on Counseling Older Persons. American Personnel and Guidance Association. 1978-1981.

Teaching Students with Special Needs, Program Number Three, Teacher and Peer Attitudes. Maryland Instructional Television. 1981.

American Psychological Association, Research Conference on Women and Psychotherapy. 1979.

Guidance Policy, National Institute of Education, Professional Review Committee. 1979.

Consulting Psychologist and Allied Medical Staff, South Baltimore General Hospital. 1977 to present.

Life/Career Curriculum Training Project, Northeastern University, Boston, Massachusetts. 1976-1977.

U.S. Office of Education/Career Education, Mini-Conference on Exemplary Programs. 1976.

Clergy and Religious Consultation Center of Baltimore. 1975.

Baltimore New Directions for Women. 1973 to 1980.

PROFESSIONAL ORGANIZATIONS:

CACREP Board 1999 - 2000

ACA Insurance Trust

Chair, 1998

American Counseling Association:

Past President. 1993-1994.

President. 1992-1993

President Elect, 1991-1992.

Governing Council 1988-1990. 1991-1993.

Executive Committee, 1991-1993.

Program Co-Chairperson, AACD 1992 Convention.

Strategic Planning Committee, 1990-1992.

Chairperson - Committee on Governance Restructuring. 1989-1990.

Blue Ribbon Task Force on the Image of Counselors. 1984-1986.

Committee on Technology. 1983-1985.

Program Chairperson, American Personnel and Guidance Association
Convention. Washington, D.C., March, 1983.

National Career Development Association:

Past President, 1989-1990.

President, 1988-1989.

President Elect, 1987-1988.

Trustee, 1983-1986.

Board of Directors, 1983-1990.

Co-Chairperson of the National Committee for the
Credentialing of Career Counselors, 1983-1985.

Co-Chairperson, Committee on Accreditation, Standards and Credentialism. 1981-1982.

Chairperson, Committee on Liaison to the Association of Counselor Education and
Supervisors. 1979-1981.

Policy and Resource Development Committee. 1980-1981.

Irtac

Representative to U.N. and UNICEF, 1986.

American Psychological Association:

Division of Counseling Psychology.
Division of Consulting Psychology.
Division of Psychology and Religion.

Maryland Association for Counseling and Development:

Co-editor MPGA Journal. 1982
Executive Board. 1981-1982.
Licensure Committee. 1981-1983.
Editor of Compass Points. 1978-1979.

Maryland Association of Counselor Educators and Supervisors:

President. 1978-1979

Maryland Career Development Association
Maryland School Counselors Association

Maryland Psychological Association:

Board of Directors. 1984-1985.
Chairperson, Board of Scientific Affairs. 1984-1985.
Editor of Newsletter. 1976-1977.

Baltimore Psychological Association:

President - 1999
Vice President. 1984-1985.
Community Service and Public Relations Chairperson. 1983.
Nomination Committee. 1981.
Recording Secretary. 1978-1980.

Chi Sigma Iota

Faculty Advisor 1985-Present.

Pi Lambda Theta

President, Chi Chapter. 1989-1990.

Phi Delta Kappa.

EDITORIAL BOARDS:

The Pastoral Counselor. 1985-Present.
Maryland Association for Counseling and Development Journal. 1979-1980.
The AMHCA Journal 1979-1981.

COMMUNITY BOARDS AND ADVISORY COUNCILS

CDTI Board of Directors – Chair – 1999.

Board of Directors, Beth El Congregation. 1994-1997.

Board of Directors, Clergy and Religious Consultation Center of Maryland. 1982-1985.

Maryland State Advisory Council for Career Education. 1981-1983 and 1983-1985.

Maryland State Board of Education Task Force on Guidance and Counseling. 1978-1979.

Board of Trustees, Hannah Moore Center for Emotionally Disturbed Adolescents. 1974-1978.

Maryland Commission for Women. 1970-1973. Chairperson Child Care Commission;
Chairperson Continuing Education for Women Committee; Executive Council.

Professional Boards:

Board of Directors, Conflict Resolution in Teacher Education Project (CRTEP). 1992-1993.

Board of Directors, Career Development Training Institute (CDII). Columbia, S. Carolina. 1992-1994.

Board of Directors, The National Career Development Association. 1981-1990.

Council for the Accreditation of Counseling and Educationally Related Programs (CACREP). 1985-1988.

National Board for Certification of Counselors (NBCC). 1985-1987.

Executive Council, Maryland Psychological Association. 1983-1986.

HONORS AND AWARDS

Senior Lifetime Contributor Award. American Psychological Association. 2000.

Presidential Award: American School Counselors Association. Anaheim, Calif. 6/1994.

Certificate of Appreciation, American College of Counseling Association. 1991.

Certificate of Appreciation, American Association for Counseling and Development. 1990.

Past Presidents Award, the National Career Development Association. 1990.

Certificate of Appreciation, Maryland Career Development Association. May, 1989.

Certificate of Appreciation, New York State Association for Counseling and Development. 1988.

Outstanding Contribution to Psychology Award in Training and Education, Maryland Psychological Association. 1986.

Outstanding Chapter Service, Pi Lambda Theta (National Honor and Professional Association in Education). 1986.

Distinguished Service for Credentialing Career Counselors, National Vocational Guidance Association. 1984.

Certificate of Recognition - National Vocational Guidance Association. 1980, 1981, 1984.

Certificate of Award in Continuing Professional Development in the Field of Counselor Education and Supervision, Association of Counselor Educators and Supervisors. 1979.

Meritorious Service Award for Leadership, Maryland School Counselors Association. 1979.

Listed In: Who's Who in American Women, Who's Who in Community Service, Who's Who in The East, Who's Who in American Education.

COMMUNITY SERVICE

Service to Schools:

Collaboration: Anne Arundel County. 1996 – 2000 (3 Counselor Institutes/Cohort Groups.)
BEST Team Training, Coordinator and Instructor, Caroline County Public Schools. 1990-1991.
Board of Education of Washington County - Career Development Training Group. 1989.
Maryknoll Preparatory School Career Day, Keynote Speech - "Visions of the Future." 1989.
Francis Scott Key High School - "Motivating At Risk Students." 1989.
Maryland Association of Counselor Educators with MSDE, Career Development Workshop.
1988.
"How to Establish a Private Practice." Baltimore City Pupil Services Conference. 1988.
"The Use of Mime as a Counseling Technique." Maryland School Counselors Association. 1988.
"The First Step." Keynote Address, Where Do We Go From Here? A Conference For the
Unemployed." Dundalk Community College. Baltimore, Maryland. 1983.
Facilitator, "Working Conference on Pre-Service, In-service and Continuing Education of
Counselors", MSDE. 1983.
"Counselmine, A Technique in Therapy." The Johns Hopkins University Noon Series. 1983.
"The Age of Computers." Baybrook Elementary School. 1983.
"Black-White Issues." St. Mary's School. 1982.
"Affective Domain." Elmwood Elementary School. 1981.
"Demonstration of Mime with Learning Disabled Children." Jemicy School. 1981.
Graduation Address, The Bryn Mawr School. 1981.
Career Day Address, The Bryn Mawr School. 1981.
"Communicating with Emotionally Disturbed Youth." Hannah Moore School, Chatsworth
School, Hernwood Elementary School, Frederick County Teacher In-service. 1980.
"Career, College and Self-Discovery." Mergenthaler Vocational Technical High School. 1979.
"Selecting College and a Career." Severn School. 1979.

Service to Women:

Training for Peer Counselors, Baltimore New Directions for Women. 1981.
"Sex Fair Counseling in a Changing Society." The College of Notre Dame of Maryland. 1977.
"Non-Traditional Careers for Women." 1975.
"The Consumer Crunch." 1973.
"The Contemporary Woman: Fourth Decade and Beyond." 1972

Service to Religious Organizations:

"Stress Reduction." Hadassah. 1983.
"Executive Stress in Community Leadership." The Federation of American Jewish Women's
Organizations. 1982.
"Crossroads, Do You Know Where You Are Going?" Jewish Community Center. 1977.
Ann Hindler Memorial Lecture. Jewish Community Center. 1977.
"Methods of Applying Assertion Strategies to Life." Young Women's Christian Association.
1977.
"The Changing Role of Women." The American Jewish Committee. 1975.

Service to Other Organizations:

"The First Step - Career Counseling for the Unemployed." National Center for Urban Ethnic Affairs. Washington, D.C., February, 1984.

"Women in Today's Business World." Sales and Management Executives of Baltimore. 1976.

"Trust, Openness and Interpersonal Relations." Variety Club, 1975.

Service to Mental Health Associations:

National Mental Health Association Forum, "Severe Mental Illness and Homelessness," Hearing Officer, Chicago, Illinois. September 4, 1991.

"Implementing a Career Development Program." Address to the Career Development Planning Committee, St. Agnes Hospital, Baltimore, Maryland. April 12, 1989.

"Options for Counselor Professional Development." Maryland New Directions, Inc., 1987.

"Trends in Counseling." Harbel, Inc., 1979.

"Using Assertiveness." Mental Health Association of Greater Baltimore, Inc., 1979.