

Curriculum Vitae
RICHARD L. HAYES

5920 Riverchase Drive North
Mobile, AL 36619
251-443-7687

UCOM 3614, College of Education
University of South Alabama, Mobile 36688-0002
251-380-2738; rlhayes@usouthal.edu

EDUCATION

Ed.D. (1980). Counseling Psychology, Boston University.

Ed.M. (1973). Counselor Education, Boston University.

A.B. (1968). Biology, Harvard College.

EXPERIENCE

Current Position

2004-Present. Dean, College of Education, University of South Alabama.

Responsibilities:

The Dean is the executive officer of the College and reports to the Senior Vice President for Academic Affairs. With input from appropriate constituency groups, the Dean is responsible for establishing a vision for the College, for creating a strategic plan, and for evaluating the College's overall effectiveness in achieving the stated goals and objectives. The responsibilities of the Dean include:

- Develop, administer, and supervise the academic programs, departments, policies, regulations, and program schedules of the College compatible with the University's mission and in coordination with other Colleges and divisions;
- Foster faculty development in teaching, research, and service;
- Assign academic and professional responsibilities to the faculty, Associate Deans, and the Directors;
- Evaluate and make recommendations for appointment, reappointment, promotion, tenure, dismissal, and salary of faculty members, Departmental Chairs, Associate Deans, Directors, and College office personnel;
- Provide leadership in all matters relative to the accreditation of College programs;
- Establish the criteria for eligibility of students to enter and graduate from the programs of the College and approve and certify completion of degree requirements by candidates for graduation;
- Promote fundraising and development activities, prepare, recommend, and administer the budget, and maintain adequate personnel and financial records of the College; and,

- Recommend and oversee facilities alterations, remodeling, and new construction and assign space, facilities, and equipment resources allocated to the College.

Significant Accomplishments:

- Restructured College as a matrix organization to facilitate more faculty involvement in unit decision making and to encourage interdisciplinary practice among faculty;
- Completed successful NCATE and State Department accreditation reviews with all standards met;
- Initiated a structured program of faculty development in targeted areas (e.g., technological and multicultural literacy, contract and grants development, writing for professional publication, mentoring of new and part-time faculty);
- Established a funded program of Teaching Excellence Awards;
- Initiated Internet-based distance education partnerships with regional schools;
- Established *Coordinating Council on Educator Preparation* in collaboration with the College of Arts & Sciences and interested colleagues from other colleges;
- Established *Dean's Council on Diversity* to enhance the multicultural competence of faculty and staff and to promote cultural awareness among all members of the College community;
- Established *Office of Development and Alumni Relations* to promote the College's programs, to coordinate fundraising activities, and to encourage participation by interested partners in realizing mutual goals for education;
- Established *Educator-in-Residence Program* that supports practicing school-based professionals to participate in University research, professional education, and program development as a visiting faculty member;
- Established College *Office of Contracts and Grants* and increased external funding by 294% from \$1.6M to \$4.7M annually;
- Established *Office of Assessment and Evaluation* and implemented college-wide data-based evaluation system and student portfolio assessment system;
- Implemented partnerships with area schools to support student teaching, internship supervision, early engagement in field-based learning experiences, and mentoring of new teachers;
- Hired seven new faculty from underrepresented groups (four Caucasian females, two African American females, one African American male);
- Increased number of full-time tenure-track faculty positions from 50-62;
- Increased the number of females in leadership positions in the College;
- Established first college-based Faculty Council in the University;
- Signed collaborative agreement between USA and University of Jyvaskyla and University of Costa Rica; and,
- Revised graduate admissions processes across all programs to increase student quality, retain current academic standards, and maintain or improve enrollment in critical programs, especially by poor and minority students.

Previous Administrative Experience

1996-2000. Head, Department of Counseling and Human Development Services, The University of Georgia.

Responsibilities:

The Department Head is appointed by the Dean of the College upon the recommendation of the School Director and the Faculty. The Head reports directly to the School Director and is the chief administrative officer for the Department. In this role, the Head is responsible for overall coordination of departmental activities including:

- Strategic planning and implementation;
- Budgeting, fiscal management, and equitable allocation of resources;
- Encouraging the development of sponsored grants and programs;
- Hiring, mentoring, and evaluating faculty and staff;
- Recommending promotion, tenure, and salary increases;
- Advocating with other administrative units on behalf of the Department;
- Maintaining clear records and preparing detailed reports;
- Program oversight, including curriculum development, program evaluation,
- Admissions, student retention and evaluation, alumni affairs, and clinical practices; and,
- Ensuring the Department's compliance with moral, legal, and ethical precepts related to University policy and professional standards.

Significant Accomplishments:

- Increased external funding by 441% from less than \$386 K to more than \$1.7 M annually;
- Organized all faculty into research teams to mentor doctoral students and foster collaboration;
- Hired seven new faculty members from underrepresented groups (five Caucasian women, one African American male, one Caucasian woman with a disability);
- Developed and adopted multicultural standards for instruction and evaluation;
- Initiated a minority student recruitment and retention program;
- Revised seven graduate programs as part of a successful transition to the semester system; Initiated structured programs of student outreach/service by which students contribute more than 40 K hours of mental health and student services valued at \$1.52 M annually;
- Established a structure and policies to guide the coordination, standardization, and evaluation of clinical practices;
- Initiated a faculty leave of absence program and a faculty mentoring program;
- Formalized faculty peer review system;

- Initiated departmentally-sponsored professional development seminars on qualitative research, technology, multiculturalism, and international education;
- Secured competitive grants to provide video and computer support for instruction, research, and enhanced communications among counselors, student affairs professionals, and alumni statewide;
- Signed collaborative agreements between UGA and universities in Finland and Russia and initiated formal discussions with universities in England, Ireland, Greece, Japan, and New Zealand;
- Created staff position for an Information Systems Manager to provide ongoing technical support for instruction and research, including web-site management, data entry, and consultation on software and use of equipment by faculty and staff.

In view of our success, the Department was recognized by the *U.S. News and World Report* (1999) as the fourth-ranked graduate program of its type in the nation.

1990-1995. Coordinator, School Counseling Program, The University of Georgia.

1985-1988. Coordinator, Human Development Counseling, Bradley University.

1979-1980. Director, Graduate Intern Programs, Colgate University.

1977-1979. Director, Graduate Program in Counseling, Colgate University.

Academic Positions

2004-Present. Professor: Professional Studies, College of Education, University of South Alabama.

1992-2004. Professor: Counseling and Human Development Services, College of Education, The University of Georgia.

1988-1992. Associate Professor: Counseling and Human Development Services, College of Education, The University of Georgia.

1984-1988. Associate Professor: Educational Leadership and Human Development, College of Education and Health Sciences, Bradley University.

1980-1984. Assistant Professor: Educational Leadership and Human Development, College of Education and Health Sciences, Bradley University.

1977-1980. Visiting Instructor: Education Department, Colgate University.

Other Academic Positions

Member, European Institute of Psychotherapy (1998-present).

Visiting Professor: Jyvaskyla University, Finland (2002, September; 2005-2007, May).

Visiting Professor: University of Salamanca, Spain (2003, May; 2006, May).

Visiting Professor: The University of Tokyo, Japan (2000, F; 2001, Su; 2002, Sp).

Previous Professional Experience

1969-1977. Teacher: Wellesley (MA) High School.

1974-1975. (Sabbatical). School Counselor: The High School, Brookline, MA.

1968-1969. Research Assistant in Cytogenetics: Children's Cancer Research Foundation, Brookline, MA.

HONORS

Professor Emeritus, The University of Georgia (2004).

Fellow, American Psychological Association, Division 49 (2004).

Fifth Annual Faculty Appreciation Award, Counseling Psychology Student Association, The University of Georgia (2003).

Pioneer in Transforming School Counseling, The Education Trust (2002).

Eminent Career Award, Association for Specialist in Group Work (2002).

Fulbright Senior Research Scholar, The University of Tokyo, Japan (2001-2002).

Foreign Research Fellow, The University of Tokyo, Japan (2000).

First Annual Faculty Appreciation Award, Counseling Psychology Student Association, The University of Georgia (1999).

International Faculty, European Institute of Psychotherapy (1998).

Professional Development Award, American Counseling Association (1994).

Les Carlin Professional Leadership Award, Association for Humanistic Education and Development (1993).

Fellow, Association for Specialist in Group Work (1991).

Kuhmerker Award for distinguished contributions to research, teaching, and service to the Association and the field of moral education, Association for Moral Education (1990).

Presidential Award, Association for Specialists in Group Work (1990).

Joseph W. and Lucile U. Hollis Award for Outstanding Publication in Humanistic Education and Human Development, Association for Humanistic Education and Development (1989).

Presidential Award, Association for Humanistic Education and Development (1987; 1988).

Wendell S. Dysinger Professional Publication Award, Illinois Association for Counseling and Development (1985).

Professional Service Award, Association for Moral Education (1984).

Letter of Commendation, National Council for the Social Studies (1982).

Exemplary Dissertation Award Finalist, National Council for the Social Studies (1980).

Phi Delta Kappa (1978).

Pi Lambda Theta (1975).

Senior Bowl, Pi Eta Society (1968).

Harvard Club Scholar (1964).

Listed in: Who's Who in Medicine and Healthcare; Who's Who of Emerging Leaders in America; Who's Who in American Education; Who's Who Among America's Teachers; Who's Who Among Human Services Professionals (national edition); National Distinguished Service Registry; Who's Who in the South and Southwest.

LICENSURE/CERTIFICATION

Traditional Consultant and Chair for SACS Visiting Committees, Southern Association of Colleges and Schools (1996).

Licensed Psychologist #1561, Georgia (1992).

Registered Psychologist #072-003205, Illinois (1984).

National Certified Counselor #5310 (1983).

Secondary: Social Studies, Biology, Chemistry, and General Science (1969);
Guidance Counselor and Director of Guidance, Massachusetts (1973).

SERVICE TO EDUCATIONAL AGENCIES

International/National

Todai Fuzuko, Tokyo, Japan (2000, September-December; 2001, May-August;
2002, January-May).

Japan-United States Educational Consortium, Fulbright Foundation, Tokyo, Japan
(2000, October; 2002, January).

Fukui University, Japan (2000, December).

Department of Social Affairs and the Committee of Education of the Government of
St. Petersburg, the Committee of Education, and the Republican Humanitarian
Institute, St. Petersburg State University, St. Petersburg, Russia (1998, September).

Serbsky National Research Center for Social and Forensic Psychiatry, Raul
Wellenberg University, and the Ministry of Education, Moscow, Russia (1996, August).

Academy of Education of Russia, Institute of Theoretical Pedagogy and
International Studies in Education, the Kursk Pedagogical Institute, and the Ministry
of Education, Moscow, Russia. (1994, September).

Regional, State, and Local

Alabama State Department of Education

Member, Executive Committee, Governor's *Commission on Quality Teaching*

Chair, University Redesign Committee (2006-present)

Co-Chair, Teacher Pipeline and Preparation Committee (2005-2006)

Member, Governor's *Congress on School Leadership*

Member, Governor's *Task Force on Standards for Preparing and Developing
Principals as Instructional Leaders* (2004-2005)

Baldwin County (AL) School System (2004-present)

Board of Regents, University System of Georgia (2002-2003)

Clarke County (GA) School District (1988-2004)

Department of Early Childhood Education, Georgia State University (1996, May)

Georgia State Board of Education (1996, April)

Harvard Club of Georgia, Schools and Scholarships Committee (1990-2004)

Mobile Area Education Foundation
Member, Board of Directors (2005- present)

Mobile County (AL) Public School System (2004-present)

Northeast Georgia P-16 Council (1998)

Southern Alabama Research and In-service Center
Member, Governing Board (2004-present)

Professional Consultations

Strategic Planning and Team Building

American Counseling Association
Clarke County (GA) Public Schools
Colquitt County (GA) High School
Dalton (GA) High School
DeKalb County (GA) Government Management Team
Georgia State Department of Education
Gwinnett County (GA) Schools

Program Evaluation/Review

Cedar Shoals High School, Athens, GA
Eagle Ranch Foundation, Chestnut Mountain, GA
College of Education, University of Minnesota—Duluth
Lake Forest (IL) Public Schools
Newton County (GA) Public Schools
Omaha (NB) Public Schools

Curriculum Development/Review

Educational Foundation of America
Fukui University, Japan
Jyvaskyla University, Finland
Mobile (AL) County Public School System
St. Petersburg State University, Russia
SOAR of America
Todai Fuzoku, Japan

SERVICE TO SCHOLARLY AND PROFESSIONAL ORGANIZATIONS**Member**

American Counseling Association (since 1976)
American Mental Health Counselors Association
American School Counselor Association
Association for Counselor Education and Supervision
Association for Multicultural Counseling and Development
Association for Specialists in Group Work
Counseling Association for Humanistic Education and Development

American Educational Research Association (since 1978)
Division E: Counseling and Human Development

American Psychological Association (since 1978)
Division 17: Society of Counseling Psychology
Division 32: Humanistic Psychology
Division 49: Group Psychotherapy

Association for Moral Education (since 1979)

Fulbright Association (since 2002)

Phi Delta Kappa (since 1978)

National

Member, Fellows Committee, Association for Specialists in Group Work (1992-2007).

Member, Awards Committee, Association for Moral Education (1998-2007).

Co-Chairperson, Task force on Grants and Contracts, American Counseling Association (2000-2001).

Member, Advisory Committee for *The future of counselor education and supervision in the new millennium*, Association for Counselor Education and Supervision (1999-2000).

Member, Convention Program Selection Committee, American Psychological Association, Division 49 (1998-1999).

Chairperson, Awards Committee, Association for Moral Education (1997-1998).

Member, Strategic Planning Committee, American Counseling Association (1994-1997).

Member, Awards Committee, Association for Moral Education (1993-1997).

Member, Faculty Awards Committee, American Educational Research Association, Division E (1996).

Member, Armed Services Transition to Education Program National Advisory and Planning Committee, National Consortium for Educational Access and the Association of Colleges for Teacher Education (1995-1996).

Member, Convention Program Selection Committee, American Psychological Association, Division 17 (1992-1996).

Co-Chairperson, Convention Program Selection Committee, Association for Specialists in Group Work (1994-1995).

Member, Program Review Committee, American Educational Research Association, Division E (1994-1995).

Member, Program Review Committee, Professional Development Training Institute, Association for Specialists in Group Work (1992-1995).

Co-Chairperson, Nominations and Elections Committee, Association for Moral Education (1994).

Member, Executive Committee, American Counseling Association (1992-1993).

Member, Strategic Planning Committee, Association for Moral Education (1992-1993).

Member, Convention Program Selection Committee, Association for Specialists in Group Work (1992-1993).

Member, Awards Committee, Association for Moral Education (1991-1993).

Representative (ASGW) to Governing Council, American Association for Counseling and Development (1990-1993).

Member, Inter-Organizational Collaboration Committee, Association for Moral Education (1991-1992).

Member, Executive Committee, American Association for Counseling and Development (1991-1992).

Member, Ethics Committee, Association for Specialists in Group Work (1989-1992).

Chairperson, Developmental Theory and Counseling SIG, Division 17, American Psychological Association (1988-1992).

Member, Strategic Planning Committee, American Association for Counseling and Development (1990-1991).

Member, Executive Board, Association for Moral Education (1988-1991).

Chairperson, "Blue Ribbon" Commission on Futures, Association for Specialists in Group Work (1990).

Member, Nominations and Elections Committee, Association for Specialists in Group Work (1989-1990).

Chairperson, Nominations and Elections Committee, Association for Moral Education (1988-1990).

Chairperson, Nominations and Elections Committee, Association for Specialists in Group Work (1988-1989).

Chairperson, Bylaws Committee, Association for Moral Education (1987-1988).

President, Association for Specialists in Group Work (1987-1988).

Member, Advisory Board, Association for Moral Education (1983-1988).

Chairperson, Futures Commission, Association for Specialists in Group Work (1986-1987).

Chairperson, Commission on Scope and Direction, Association for Specialists in Group Work (1985-1986).

Chairperson, Professional Development Committee, Association for Specialists in Group Work (1984-1986).

Chairperson, Committee on Community Counseling, Association for Counselor Education and Supervision (1983-1984).

Chairperson, Ethics Committee, Association for Specialists in Group Work (1983-1984).

Co-Chairperson, Task Force on Community Counseling, Association for Counselor Education and Supervision (1982-1983).

President, Association for Moral Education (1980-1983).

Member, Citizenship subcommittee of the National Council for the Social Studies (1981-1982).

Sponsor, National Coalition for Democracy in Education (1980).

Regional, State, and Local

Member, Executive Board, Alabama Association of Colleges for Teacher Education (2006-2008).

President, Faculty Senate, College of Education, The University of Georgia (2003-2004).

Member, Program Committee, Georgia Association for Counselor Education and Supervision (1998).

President, Georgia Association for Counselor Education and Supervision (1995-1996).

Member, Program Planning Committee, Southern Association for Counselor Education and Supervision (1995).

GACES Representative to the Delegate Assembly, Association for Counselor Education and Supervision (1990).

ICES Representative to the Futures Committee, Illinois Association for Counseling and Development (1985-1986).

President, Illinois Association for Specialists in Group Work (1984-1985).

Founder, Illinois Association for Specialists in Group Work (1984).

Treasurer, Illinois Association for Counselor Education and Supervision (1983-1984).

Co-Chair, Task Force on Mental Health Counseling, Illinois Association for Counseling and Development (1983-1984).

Program Chairperson, Association for Specialists in Group Work, American Association for Counseling and Development, Midwest Regional Branch Assembly Annual Convention (1983).

Member, Executive Board, Peoria Chapter of Parents Anonymous (1980-1982).

Program Coordinator, Counselors' Case Conference, Colgate University (1977-1980).

Director, Program for Teacher Training: Group and Moral Discussion Skills, Wellesley Public Schools (1975).

President, Faculty Senate, Wellesley High School (1973-1974).

Conferences Organized

International/National

Chairperson, Fifth National Conference, Association for Specialists in Group Work, Athens, GA (1996-1997).

Chairperson, Fourth National Conference, Association for Specialists in Group Work, Athens, GA (1995-1996).

Co-Chairperson, Third National Conference, Association for Specialists in Group Work, Athens, GA (1994-1995).

Co-Chairperson, Education for Democracy Conference, Moscow, Russia (1994).

Co-Chairperson, Association for Moral Education Annual Conference Committee, Tallahassee, FL (1992-1993).

Chairperson, Association for Moral Education Annual Conference Committee, Athens, GA (1991).

Co-Chairperson, First National Conference, Association for Specialists in Group Work, Athens, GA (1988-1990).

Regional/State/Local

Chairperson, *Transforming School Counseling Summit*, University of South Alabama and Mobile County Public School System, Mobile, AL (2005).

Chairperson, Conference Committee, Georgia Association for Specialists in Group Work, Athens, GA (1993).

Co-Chairperson, Conference Committee, Illinois Association for Specialists in Group Work, Chicago, IL (1987).

SCHOLARSHIP

Areas in Which Research is Conducted

My research interests lie at the intersection of a democratic philosophy of education as informed by the writings of John Dewey, group work as informed by the writings of George Herbert Mead and Kurt Lewin, and a constructivist developmental psychology as informed by the work of Jean Piaget, Lawrence Kohlberg, and Jane Loevinger. Over the past decade, I have been engaged centrally in answering questions related to the empowerment of teachers, the development of democratic practices in schools as social organizations, student development, the relationship between multicultural factors, group and individual development, and enhancing the developmental trajectories of professional counselors as part of a concerted effort to transform the preparation of school counselors. Currently, this work is being expanded to address professional development and educational interventions from multiple cultural perspectives internationally.

In carrying out this research, my colleagues and I have attempted to refine a model of action research that is derived from the original formulation set forth by Dewey (1910) in *How We Think* as an iterative process of reflection upon experience. Such an epistemology of practice rests upon the assumption, among others, that research must be based in the real world of practice if it is to be useful. Only through the productive interaction of theory and practice in a primarily practice-based approach to inquiry do we believe that can we understand fully what we regard as the knowledge of practice. Taking a collaborative action approach to research, therefore, we have expanded Dewey's original formulation of the problem solving model to account for the dual roles occupied by the researcher and the subject. Using a person-in-systems approach anticipated by Lewin (1946, 1947), we have emphasized solving specific problems while generating general knowledge.

Because we believe that research needs to be based in the reality of the school if it is to have practical utility, our attempt has been to formulate research problems within the real world of practice--in the present case, within the practice of school-based professionals. Such real world research arises from the lived experience of the participants, who share in the definition of questions for study, help to formulate alternatives, and are fully engaged in the analysis and interpretation of any findings. From such a perspective, our role as researchers has been as expert collaborators in stimulating the process of self-reflection upon professional practice.

Dissertation

Hayes, R. L. (1980, January). *The democratic classroom: A program in moral education for adolescents*. Unpublished doctoral dissertation, Boston University.

Books

- Kuhmerker, L., Gielen, U., & Hayes, R. L. (Eds.). (1996). *Lawrence Kohlberg -- Seine bedeutung fur die padagogische und psychologische praxis* [D. Garz, Trans.]. Munich, Germany: Verlag. (Original work published 1991)
- Kuhmerker, L., Gielen, U., & Hayes, R. L. (Eds.). (1993). *The Kohlberg legacy for the helping professions* [C. Miao, Trans.] [Chinese edition]. Birmingham, AL: Religious Education Press. (Original work published 1991)
- Kuhmerker, L., Gielen, U., & Hayes, R. L. (Eds.). (1991). *The Kohlberg legacy for the helping professions*. Birmingham, AL: Religious Education Press.
- Hayes, R. L., & Aubrey, R. (Eds.). (1988). *New directions in counseling and human development*. Denver, CO: Love Publishing.
- Goodhead, M., Hayes, B., & Hayes, R. L. (1987). *Utilization review in chemical dependency*. Springfield, IL: Illinois Addictions Counselor Certification Board.
- Lewis, M., Hayes, R. L., & Lewis, J. (Eds.). (1986). *An introduction to the counseling profession*. Itasca, IL: F. E. Peacock.

Chapters in Books

- Hayes, R. L. (in press). Collaborative consultation. In B. Erford (Ed.), *Encyclopedia of Counseling*. Alexandria, VA: American Counseling Association.
- Hayes, R. L., & Hayes, B. A. (in press). Teaming and collaboration. In P. Paisley (Ed.), *Becoming a school counselor: Preparation and practice*. Alexandria, VA: Association for Counselor Education and Supervision.
- Briddick, W. C., & Hayes, R. L. (2003). Roger Aubrey: A constructive, gentle critic. In D. L. Bubenzer, J. D. West, & C. Osborn (Eds.), *Leaders and legacies: Contributions to the profession of counseling* (pp. 119-128). New York: Brunner-Routledge/Taylor & Francis.
- Hayes, R. L. (2002). Why are we meeting like this? In J. Delucia-Waack, K. H. Bridbord, & J. S. Kleiner (Eds.), *Group work experts share their favorite activities: Guide to choosing, planning, conducting, and processing* (pp. 131-134). Alexandria, VA: Association for Specialists in Group Work.
- Hayes, R. L. (2001). Now everything is different: An American's perspective on efforts to democratize Russian schools. In I. Pervova (Ed.), *People, time, and society* (pp. 44-51). St. Petersburg, Russia: St. Petersburg State University Publications.

- Hayes, R. L. (2000). Making meaning in groups: A constructivist developmental approach. In K. Fall & J. Levitov (Eds.), *Modern applications to group work* (pp. 263-280). Huntington, NY: Nova Science.
- Paisley, P. O., & Hayes, R. L. (2000). Counselor under construction: Implications for constructivist-developmental program design. In G. McAuliff & K. Eriksen (Eds.) (pp. 77-98), *Preparing counselors and therapists: Creating constructivist and developmental programs*. Alexandria, VA: Association for Counselor Education and Supervision.
- Hayes, R. L., Blackman, L., & Brennan, C. (2000). Group supervision. In L. Bradley & N. Ladany (Eds.), *Counselor supervision: Principles, process, and practice* (3rd ed.) (pp. 183-206). Philadelphia, PA: Brunner-Routledge.
- Hayes, R. L., & Oppenheim, R. (1997). Constructivism: Reality is what you make it. In T. Sexton & B. Griffin (Eds.), *Constructivist thinking in counseling practice, research, and training* (pp. 19-40). New York: Columbia University Press.
- Paisley, P. O., & Hayes, R. L. (1997). Research in school counseling. In L. Loesch & N. Vacc (Eds.), *Research in counseling and therapy* (pp. 7-9). Greensboro, NC: ERIC/CASS.
- Hayes, R. L., Watson, R., & Bostrom, R. (1997). Groupware. In S. Gladding (Ed.), *New developments in group counseling* (pp. 81-83). Greensboro, NC: ERIC/CASS.
- Gillam, S. L., Hayes, R. L., Paisley, P. O. (1997). Group work as a method of supervision. In S. Gladding (Ed.), *New developments in group counseling* (pp. 133-135). Greensboro, NC: ERIC/CASS.
- Hayes, R., & Horne, A. (1996). Description of group work training at The University of Georgia. In R. K. Conyne, F. R. Wilson, & D. E. Ward (Eds.), *Comprehensive group work: What it means and how to teach it* (pp. 15-19). Alexandria, VA: American Counseling Association.
- Hayes, R. L. (1991). Counseling and clinical implications of Kohlberg's developmental psychology. In L. Kuhmerker, U. Gielen, & R. L. Hayes (Eds.). *The Kohlberg legacy for the helping professions* (pp. 173-187). Birmingham, AL: Religious Education Press.
- Hayes, R. L. (1991). Applications of interactionist developmental schemes to counseling theory and practice. In L. Kuhmerker, U. Gielen, & R. L. Hayes (Eds.). *The Kohlberg legacy for the helping professions* (pp. 188-200). Birmingham, AL: Religious Education Press.

- Hayes, R. L., & Hayes, B. (1991). Counseling remarriage families. In J. Carlson & J. Lewis (Eds.). *Family counseling: Strategies and issues* (pp. 175-188). Denver: Love Publishing.
- Hayes, R. L. (1989). Moral education. In J. Braun (Ed.), *Reforming teacher education: Issues and new directions* (pp. 209-232). New York: Garland.
- Hayes, R. L. (1989). Group supervision. In L. Bradley (Ed.), *Counselor supervision: Principles, process, and practice* (pp. 399-421). Muncie, IN: Accelerated Development.
- Hayes, R. L. (1986). Human growth and development. In M. Lewis, R. L. Hayes, & J. Lewis (Eds.). *An introduction to the counseling profession* (pp. 36-95). Itasca, IL: F. E. Peacock.
- Hayes, R. L. (1983). An alternative to rearranging our prejudice. In G. Walz & L. Benjamin (Eds.), *Shaping counselor education programs in the next five years: An experimental prototype for the counselor of tomorrow* (pp. 107-120). Ann Arbor, MI: ACES and ERIC/CAPS.

Monographs

- Paisley, P. O., & Hayes, R. L. (2002). Transformations in school counselor preparation and practice. *Counseling and Human Development*, 35(3), 1-10.
- Hayes, R. L. (1994). Counseling in the postmodern world: Origins and implications of a constructivist developmental approach. *Counseling and Human Development*, 26(6), 1-12.
- Kormanski, C., & Hayes, R. L. (1990). *Guide to organizing the mini-conference*. Alexandria, VA: Association for Specialists in Group Work.
- Hayes, R. L., & Cryer, N. (1987). When adolescents give birth to children: A developmental approach to the problem of teenage pregnancy. *Counseling and Human Development*, 20(1), 1-11. Reprinted in J. Carlson & J. Lewis (Eds.), 1988, *Counseling the adolescent: Individual, family, and school interventions* (pp. 21-39). Denver, CO: Love.
- Hayes, R. L., & Hayes, B. A. (1986). Remarriage families: Counseling parents, stepparents, and their children. *Counseling and Human Development*, 18(7), 1-8. Reprinted in J. Carlson & J. Lewis (Eds., 4th ed.), 2002, *Counseling the adolescent: Individual, family, and school interventions* (pp. 303-316). Denver, CO: Love. Reprinted in R. L. Hayes & R. F. Aubrey (Eds.), 1988, *New directions in counseling and human development* (Chapter 25). Denver, CO: Love.

- Evans, H., Benner, H., & Hayes, R. L. (1985). Understanding personality differences using the Myers-Briggs Type Indicator. *Counseling and Human Development*, 17(7), 1-16. Reprinted in R. L. Hayes & R. F. Aubrey (Eds.), 1988, *New directions in counseling and human development* (Chapter 10). Denver, CO: Love.
- Hayes, R. L. (1984). Coping with loss: A developmental approach to helping children and youth. *Counseling and Human Development*, 17(3), 1-12. Reprinted in J. Carlson & J. Lewis (Eds.), (1988) *Counseling the adolescent: Individual, family, and school interventions* (pp. 73-88). Denver, CO: Love. Reprinted in R. L. Hayes & R. F. Aubrey (Eds.), (1988) *New directions in counseling and human development* (Chapter 6). Denver, CO: Love.

Refereed Articles

- Hayes, R. L., & Kameguchi, K. (2005). Psycho-education for Japanese youth. *International Journal for the Advancement of Counselling*, 27(1), 1-16.
- Hayes, R. L., & Kameguchi, K. (2005). Expanding opportunities for family counseling in Japan. *The Family Journal*, 13 (3), 291-299.
- Hayes, R. L., Nelson, J., Lusky, M., Pearson, G., & Worthy, C. (2002). Using school-wide data to advocate for student success: Charting the academic trajectory of every student. *Professional School Counseling*, 6, 86-94.
- Hayes, R. L., & Paisley, P. O. (2002). Structuring the transformed school counselor preparation program. *Teaching Into Practice*, 41(3), 169-176.
- Blackman, L., Hayes, R. L., Reeves, P., & Paisley, P. (2002). Building a bridge: Counselor educator -- school counselor collaboration. *Counselor Education and Supervision*, 41, 243-255.
- House, R., & Hayes, R. L. (2002). School counselors: Becoming key players in education reform. *Professional School Counseling*, 5, 249-256.
- Kameguchi, K., & Hayes, R. L. (2002). Comprehensive psycho-educational programs for school empowerment. *The Annual Report of Educational Psychology in Japan*, 41, 235-244.
- Lusky, M., & Hayes, R. L. (2001). Collaborative consultation and program evaluation. *Journal of Counseling & Development*, 79, 26-38.
- Paisley, P. O., Hayes, R. L., & Bailey, D. F. (1999). School counselor practice and preparation: A local partnership for change. *Georgia School Counselors Association Journal*, 1(6), pp. 52-57.

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- Hayes, R. L., Paisley, P. O., Phelps, R. E., Pearson, G., & Salter, R. (1997). Integrating theory and practice: Counselor educator – school counselor collaborative. *Professional School Counseling*, 1, pp. 9-12.
- Hayes, R. L., Dagley, J., & Horne, A. M. (1996). Restructuring school counselor education: *Work in progress*. *Journal for Counseling and Development*, 74, 378-384.
- Hayes, R. L. (1995). A postmodern perspective on Maslow's fourth force psychology: A constructivist alternative for realizing an Eupsychian workplace. *International Journal of Transpersonal Studies*, 13(2), 28-43.
- Hayes, R. L. (1995). Continuing to give psychology away. *Elementary School Guidance and Counseling*, 30, 155-159.
- Hayes, R. L., & Potter, C. (1995). Counseling the client on wheels: A primer for Mental Health Counselors new to spinal cord injury. *Journal of Mental Health Counseling*, 17, 18-30.
- Hayes, R. L. (1994). The legacy of Lawrence Kohlberg: Implications for counseling and human development. *Journal of Counseling and Development*, 72, 261-267.
- Hayes, R. L., & Lunsford, B. (1994). Elements of empowerment: Enhancing efforts for school renewal. *People and Education*, 2(1), pp. 83-100.
- Hayes, R. L., & Lin, H. (1994). Coming to America: Developing social support systems for international students. *Journal of Multicultural Counseling and Development*, 22, 7-16.
- Hayes, R. L. Life, death, and the reconstructive self. (1993). *Journal of Humanistic Education and Development*, 32, 85-88.
- Hayes, R. L., Kormanski, C., Kormanski, L., & Hayes, B. (1993). The school counselor and strategic planning: A skills development approach. *New York State Journal for Counseling and Development*, 8, 71-76.
- Hayes, R. L. (1993). A facilitative role for counselors in restructuring schools. *Journal of Humanistic Education and Development*, 31, 156-162.
- Hayes, B., & Hayes, R. L. (1992). Gender issues in counseling remarriage families. *Topics in Family Psychology and Counseling*, 1(4), pp. 43-54.

- Glickman, C., Hayes, R. L., & Hensley, F. (1992). Site-based facilitation of empowered schools: Complexities and issues for staff developers. *Journal of Staff Development, 13*(2), 22-27.
- Hayes, R. L. (1991). Group work and the teaching of ethics. *Journal for Specialists in Group Work, 16*, 24-31.
- Hayes, R. L. (1990). Developmental group supervision. *Journal for Specialists in Group Work, 15*, 225-228.
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- Burke, M., & Hayes, R. L. (1986). Peer counseling for elderly victims of crime and violence. *Journal for Specialists in Group Work, 11*, 107-113.
- Hayes, R. L. (1985). A primer of human development for counselors. *Journal of Humanistic Education and Development, 24*, 5-15.
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- Hayes, R. L., & Kenney, J. (1983). Search for a system: Developmental paradigms, counseling research, and the *Journal of Counseling Psychology*. *Journal of Counseling Psychology, 30*, 438-442.
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Invited Articles

- Paisley, P. O., & Hayes, R. L. (2003). School counseling in the academic domain: Transformations in preparation and practice. *Professional School Counseling, 6*, 198-204.
- Hayes, R. L. (2002). Ethical standards for professionals in the 21st Century: Looking back from the future. *Japanese Journal of Family Psychology, 16*(1), 45-53.
- Kameguchi, K., Hayes, R. L., Takahashi, H., Hasegawa, E., & Takaoka, A. (2002). Curriculum development in a comprehensive psycho-educational program. *Tokyo Daigaku Daigakuin Kyoikugaku: Kenkyuka Kiyō* [Research Bulletin: Graduate School of Education, The University of Tokyo], *41*, pp. 1-12.
- Hayes, R. L. (2001). Counseling in the 21st century: One American's view on the future for Japan. *Proceedings of Special Lectures for Japan Family Counseling Association, 4*, pp. 17-30.
- Hayes, R. L., Takaoka, A., & Blackman, L. (2001). Making sense of collaboration: School-university partnership for change. *Gendai no espuri: Gakkoshinrinrinsho to kazokushien* [special issue on school clinical practice and family support], *407*, pp. 99-112.
- Kameguchi, K., Hayes, R. L., & Ichihashi, N. (2000). Comprehensive psycho-educational programs for school empowerment. *Tokyo Daigaku Daigakuin Kyoikugaku: Kenkyuka Kiyō* [Research Bulletin: Graduate School of Education, The University of Tokyo], *39*, pp. 1-12.
- Paisley, P. O., & Hayes, R. L. (1997). A cohort preparation program at UGA. *The Beacon*. Atlanta, GA: Georgia School Counselors' Association.
- Hayes, R. L. (1995). Transcending obsolescence. *Chi Sigma Iota Newsletter, 10*(2), pp. 17, 19.
- Hayes, R. L. (1995). Forecasting the future for research in moral education. *The Moral Education Forum, 20*(4), pp. 16-25.
- Hayes, R. L., Glickman, C., & Lunsford, B. (1993). Restructuring schools through teacher empowerment. *Moral Education Forum, 18*(2), pp. 7-27.
- Hayes, R. L. (1984). Community counseling. *ACES Newsletter, 44*, p. 15.
- Hoffman, A., Hayes, R. L., Langan, T., Wilson, V., & Wilson, G. (1982). Growing up a citizen. *Instructor*, February, pp. 44-46.

Non-refereed Articles

Hayes, R. L. (1987). The reconstruction of educational experience: The parent conference. *Education*, 107, 305-309.

Hayes, R. L., & Hayes, B. A. (1987). Burnout: A mismatch of models. *NFEAS Journal*, 4, 80-92.

Hayes, R. L. (1982). A re-view of adolescent identity development: Implications for education. *Adolescence*, 17(65), 153-165.

Book Reviews

Hayes, R. L., & Paisley, P. O. (1995). [Review of] Ethics in school counseling. *The Moral Education Forum*, 20(4), pp. 45-46.

Hayes, R. L. (1989). Edward A. Wynne's Character policy: An emerging issue. [Review of Character policy: An emerging issue]. *Counseling and Values*, 33, 152.

Hayes, R. L. (1986). Robert Carter's *Dimensions of moral education* [Review of *Dimensions of moral education*]. *Counseling and Values*, 30, 189-190.

Hayes, R. L. (1982). *Essays on moral development* by Lawrence Kohlberg [Review of *Essays on moral development*]. *Moral Education Forum*, 7(1), 32-35.

Hayes, R. L. (1981). *New rules: Searching for self-fulfillment in a world turned upside down* by Daniel Yankelovich [Review of *New rules: Searching for self-fulfillment in a world turned upside down*]. *Central Illinois Psychologists' Association Newsletter*, A(1), pp. 6-7.

Editorials

Hayes, R. L. (1987). Research in humanistic education [Editorial]. *Journal of Humanistic Education and Development*, 25, 90-91.

Hayes, R. L. (1985). "... and Development:" Looking AHEAD [Editorial]. *Journal of Humanistic Education and Development*, 24, 2-4.

ERIC Documents

Hayes, R. L., & Kameguchi, K. (2002). *Developing psycho-educational groups for Japanese high schools*. Athens, GA: The University of Georgia (ERIC Document Reproduction Service No. ED 450 294).

Reports/Creative Contributions Other Than Formal Publications

Hayes, R. L., Dodge, H., Taylor, L., Akers, C., Newell, J., & Feldman, P. *The Mayor's action plan for high school reform*. Mobile, AL: University of South Alabama.

deMarrais, K., Hayes, R. L., Gale, J., Grant, L., Harris, T., Kreshel, P., Kurtz, D., Preissle, J., & Reeves, P. (1999, November). *Center for Interdisciplinary Qualitative Studies*. Athens, GA: The University of Georgia.

Carr, M., Foster, S., Hayes, R. L., Pate, E., Tallman, J., Schell, J. W., & Warren, C. (1999, February). *Framework: Contextual teaching and learning project*. Athens, GA: College of Education, The University of Georgia.

Hayes, R. L., Blackman, L., Nelson, J., Bell, M., Brennan, C., Reeves, T., & Paisley, P. (1999). *Summit on the preparation of tomorrow's school counselor: Summary report*. Atlanta, GA: Board of Regents, University System of Georgia.

Paisley, P. O., & Hayes, R. L. (1998, June). *Summary report: Transforming school counseling*. Washington, DC: The Education Trust.

Yeany, R., & Hayes, R. L. (1994, December). *Strategic plan: 1995-1998*. Athens, GA: College of Education, The University of Georgia.

Buccino, A., & Hayes, R. L. (1988, December). *Strategic plan: 1989-1992*. Athens, GA: College of Education, The University of Georgia.

Bent, A., & Hayes, R. L. (1972). *Who says I'm a dumb kid!* Wellesley, MA: Wellesley Public Schools.

Hayes, R. L., & Lewis, B. (1972). *Human growth and development curriculum*. Wellesley, MA: Wellesley Public Schools.

Editorial Service

Editor

Journal of Humanistic Education and Development (1985-1988).

Member

Editorial Board, *Journal of Technology in Counseling* (1999-2002).

Media Committee, International Association for Marriage and Family Counseling (1997-2000).

Editorial Board, *Moral Education Forum* (1991-1995).

Media Resources Committee, Southern Region Branch Assembly, American Counseling Association (1992-1993).

Editorial Board, *Journal of Mental Health Counseling* (1990-1993).

Media Committee, American Association for Counseling and Development (1989-1992).

Chairperson, Media Committee, American Association for Counseling and Development (1990-1991).

Council of Journal Editors, American Association for Counseling and Development (1990-1991).

Editorial Board, *Journal of Counseling and Development* (1988-1991).

Council of Journal Editors, American Association for Counseling and Development (1985-1988).

Editorial Board, *Counseling and Human Development* (1984-1987).

Publications Committee, Association for Counselor Education and Supervision (1982-1985).

Editorial Board, *Journal of Humanistic Education and Development* (1981-1985).

Reviewer

Journal of Moral Education (2003-2007).

International Journal for the Advancement of Counselling (2003).

Japanese Journal of Family Psychology (2001).

Gordon and Breach Science Publishers (1998).

Love Publishing (1995-1997).

Jossey-Bass Inc. (1988, 1989, 1993, 1994, 1997).

Brooks/Cole Publishing Company (1987, 1995).

Elementary School Guidance and Counseling (1995).

Corwin Press (1994).

Greenwood Publications (1994).

Contracts/Grants Awarded

Ingram, S., & Hayes, R. L. (2006). *Mayor's Action Plan for High School Reform* (Mayor's High School Reform Initiative Planning Grant awarded to City of Mobile, Honorable Samuel L. Jones, Mayor). United States Conference of Mayors/Carnegie Corporation (\$40,000).

Kameguchi, K., Hasegawa, E, & Hayes, R. L. (2002). *Comprehensive psycho-educational program for adolescent development*. Ministry of Education, Science, and Culture of Japan (\$48,800).

Hayes, R. L., & Paisley, P. O. (2002). *Transforming School Counseling Initiative outcomes sub-study*. The Education Trust. (\$12,000).

Hayes, R. L., & Paisley, P. (2001). *Website development: Transforming School Counseling*. Washington, DC: The Education Trust (\$15,000).

Hayes, R. L., & Reeves, P. (1999). *Evaluating the Eagle Ranch experience*. Chestnut Mountain, GA: Eagle Ranch Foundation (\$15,000).

Hayes, R. L., Calhoun, G., Horne, A., & Page, R. (1999). *Study abroad program*. Athens, GA: Maymester mini-grant, VPAA, The University of Georgia (\$2,000).

Hayes, R. L., Blackman, L., & Brennan, C. (1998). *Preparation of tomorrow's school counselors*. Atlanta, GA: Board of Regents of the University System of Georgia (\$10,000).

Paisley, P. O., & Hayes, R. L. (1998). *Transforming school counseling*. Washington, DC: DeWitt Wallace-Reader's Digest Foundation (\$450,000).

Hayes, R. L. (1997). *High school retention study*. Athens, GA: College of Education Graduate Assistant Outreach Grant, The University of Georgia (\$8,900).

Hayes, R. L. (1997). *Clarke County Counselors' Collaborative*. Athens, GA: College of Education Graduate Assistant Outreach Grant, The University of Georgia (\$8,400).

- Paisley, P. O., & Hayes, R. L. (1997). *Clarke County Counselors' Collaborative*. Athens, GA: College of Education P-16 Grant, The University of Georgia (\$2,000).
- Hayes, R. L., & Paisley, P. O. (1996). *Developmental model for school counselor supervision*. Athens, GA: College of Education, The University of Georgia (\$10,000).
- Hayes, R. L. (1996). *Guidance program evaluation*. Lake Forest, IL: Lake Forest Public Schools (\$15,000).
- Hayes, R. L. (1996). *Supervision of action-oriented research in school counseling*. Athens, GA: College of Education, The University of Georgia (\$5,000).
- Hayes, R. L., & Paisley, P. O. (1996). *Post-Secondary Readiness Enrichment Program*. Athens, GA: College of Education. The University of Georgia (\$2,750).
- Hayes, R. L. (1995). *Computer-based group strategic planning*. College of Education Outreach Grant, The University of Georgia (\$5,000).
- Hayes, R. L. (1995). *Computer-assisted support for strategic planning*. Athens, GA: College of Education, The University of Georgia (\$5,000).
- Winston, R., Campbell, L., Dagley, J., & Hayes, R. L. (1994). *The College Experiences Program*. Washington, DC: Spencer Foundation (\$8,100).
- Hayes, R. L. (1991). *SACS School Renewal Project*. Athens, GA: Clarke County School District (\$9,000).
- Hayes, R. L. (1988). *School empowerment project*. Athens, GA: Clarke County School District (\$21,000).
- Bell, S., & Hayes, R. L. (1981). *Prominent scholar in education: Fall symposium on educational research and writing*. Peoria, IL: Instructional Improvement Committee, Bradley University (\$1,100).
- Thomson, R., Hayes, R. L., & Bell, S. (1981). *Microprocessor analysis of teaching behaviors*. Peoria, IL: Board for Research and Creativity, Bradley University (\$850).
- Hayes, R. L., & Burke, M. (1981). *Counseling skills evaluation*. Peoria, IL: Board for Research and Creativity, Bradley University (\$1,000).
- Hayes, R. L. (1978). *Longitudinal effects of a moral education intervention*. Hamilton, NY: Research Council, Colgate University (\$500).

- Hayes, R. L. (1977). *Five year evaluation: Graduate program in counseling*. Hamilton, NY: Department of Education, Colgate University (\$500).
- Hayes, R. L. (1975). *Program for teacher training: Group and moral discussion skills*. Wellesley, MA: Wellesley Public Schools (\$2,500).
- Hayes, R. L., Murphy, G., McCormick, D., & Fisher, L. (1973). *Human growth and development curriculum*. Wellesley, MA: Wellesley Public Schools (\$1,500).
- Hayes, R. L., & Lewis, B. (1972). *Psychology in the secondary school curriculum*. Wellesley, MA: Wellesley Public Schools (\$900).

DIRECTION OF STUDENT RESEARCH

Doctoral Dissertations

- Tabony, R. S. (2003, May). *Measuring the influence of self-efficacy, fear of stigma, prior counseling experience, and encouragement on college students' attitudes toward psychological counseling*. Unpublished doctoral dissertation, The University of Georgia, Athens.
- Lusky, Melissa B. (2002, August). *Assessing change in school climate: High school students' feedback on school-wide reform*. Unpublished doctoral dissertation, The University of Georgia, Athens.
- Nelson, J. (2001, August). *A cross-cultural comparison of body image satisfaction among female college students*. Unpublished doctoral dissertation, The University of Georgia, Athens.
- Panici, R. M. (2001, February). *Ego development, personal and educational experience, and multicultural counseling competence among counseling students*. Unpublished doctoral dissertation, The University of Georgia, Athens.
- Rosenthal, R. F. (2000, April). *Communal behavior and quality of care: Differences between European American and African American caregivers*. Unpublished doctoral dissertation, The University of Georgia, Athens.
- Osvold, L. (1999, April). *Measuring collectivism and ego development in a West African country: Are collectivists necessarily conformists?* Unpublished doctoral dissertation, The University of Georgia, Athens.
- Gerard, P. (1998, May). *Socialization to the counseling profession: A case study of a culturally diverse cohort of school counseling master's students*. Unpublished doctoral dissertation, The University of Georgia, Athens.

- Gillam, S. L. (1998, March). *Supervisors' and supervisees' expectations as pre-internship factors contributing to a successful working alliance*. Unpublished doctoral dissertation, The University of Georgia, Athens.
- Tobias, B. A. Q. (1997, December). *Womanist identity development, marital satisfaction, marital congruence, and racial identity development among career-oriented, African-American women and their male marital partners*. Unpublished doctoral dissertation, The University, of Georgia, Athens.
- Jones, M. E. B. (1997, May). *A strategic planning approach to improve school climate: A case study in school restructuring*. Unpublished doctoral dissertation, The University of Georgia, Athens.
- Fisher, R. P. (1995, August). *Assessment of clinical depression in public school teachers experiencing career burnout*. Unpublished doctoral dissertation, The University of Georgia, Athens.
- Weitzman-Swain, A. C. (1995, July). *The influence of interactive journal writing on the self-development, self-reflective ability, and empathy ratings of counselors in training*. Unpublished doctoral dissertation, The University of Georgia, Athens.
- Pieretti, T. A. (1994, September). *The influence of ego development on attitudes toward work and evaluation of a career guidance computer program*. Unpublished doctoral dissertation, The University of Georgia, Athens.
- Cummings, R. L. (1994, March). *The phenomenology of meditation experience: A developmental perspective*. Unpublished doctoral dissertation, The University of Georgia, Athens.

Master's Theses

- Scott, D. R. (1991, November). *A support group for interracial couples: Individual self-perception and relationship satisfaction*. Unpublished master's thesis, The University of Georgia, Athens.
- Kenney, J. P. (1980, May). *Developmental trends in counseling research: A trend analysis of the Journal of Counseling Psychology 1954 through 1979*. Unpublished master's thesis, Colgate University, Hamilton, NY.
- Newell, D. H. (1980, May). *Loneliness, ego-identity status, and self-concept in college students*. Unpublished master's thesis, Colgate University, Hamilton, NY.
- Dingman, M. L. (1980, February). *The identification of natural support systems in rural communities*. Unpublished master's thesis, Colgate University, Hamilton, NY.

D'Agostino, R. (1979, August). *Frequency of illness and environmental satisfaction in women attending single-sex and co-educational colleges*. Unpublished master's thesis, Colgate University, Hamilton, NY.

Fisher, J. P. (1979, August). *The effects of participation in prepared childbirth on the husband's self-esteem*. Unpublished master's thesis, Colgate University, Hamilton, NY.

Hester, D. G. (1979, July). *An integrated approach to admissions procedures: A proposed scheme*. Unpublished master's thesis, Colgate University, Hamilton, NY.

Student-Faculty Research Teams

Co-Coordinator, School Research Group, The University of Georgia (1996-2004).

PRESENTATIONS (refereed*/invited**)

International

**Hayes, R. L. (2006, May). *Group work, meaning making, and culture: A constructivist perspective*. Paper presented at the IX Encuentro de Antiguos Alumnos, University of Salamanca, Spain.

**Hayes, R. L. (2004, November). *Practical psychology and collaboration in international perspective*. Inaugural address at the Memorial Symposium for the Department of Clinical Psychology, The University of Tokyo, Japan.

*Hayes, R. L., Kameguchi, K., & Bailey, D. F. (2003, December). *Strengthening school-family relations in the US and Japan: A cross-cultural comparison*. Paper presented at the conference on Family and Community Strengths, Sydney, Australia.

**Hayes, R. L. (2003, October). *Researching the real world of practice*. Paper presented to the Psychology Faculty, Jyväskylä University, Finland.

**Hayes, R. L. (2003, September). *Making meaning of change: Constructing and deconstructing the interpersonal self*. Paper presented at the conference on Change in Psychotherapy, University of Salamanca, Spain.

**Hayes, R. L., & Paisley, P. O. (2002, October). *Transforming the preparation and practice of American school counseling*. Paper presented to the Graduate Faculty, Graduate School of Education, The University of Tokyo, Japan.

- **Hayes, R. L. (2002, September). *Researching the real world of the public schools: A constructivist approach to collaborative action research*. Paper presented at the conference on Research Methods in Psychotherapy: Discursive and Narrative Approaches, Jyvaskyla University, Finland.
- **Hayes, R. L. (2002, January). *Ethical standards for professionals in the 21st century: Looking back from the future*. Keynote address at the meeting of the Japanese Society for Family Psychologists and Family Counselors, Tokyo.
- **Hayes, R. L. (2001, June). *Current practices for the professional development of teachers in U.S. schools*. Paper presented at the video conference between The University of Tokyo and Todai Fuzoku, Tokyo, Japan.
- **Hayes, R. L. (2001, May). *School counseling American style*. Keynote address at the meeting of the Japanese Institute of Psychotherapy, Tokyo, Japan.
- **Hayes, R. L. (2000, December). *The school counselor's role in enhancing academic achievement*. Paper presented at the meeting of the Center for Clinical Research on School Development, The University of Tokyo, Japan.
- **Hayes, R. L. (2000, November). *University-School partnership for change: A case study in collaboration*. Keynote address at the annual conference of the Psychological Counseling Faculty and Staff, The University of Tokyo, Japan.
- **Hayes, R. L. (2000, November). *Counseling in the 21st Century in Japan*. Keynote address at the meeting of the Japanese Society for Family Counseling, Tokyo, Japan.
- **Hayes, R. L. (2000, October). *Fostering empowerment in schools*. Paper presented at the conference on International Perspectives on School Practices, Todai Fuzoku, Tokyo, Japan.
- *Hayes, R. L., Paisley, P. O., & Bailey, D. F. (2000, July). *Transforming the preparation of school counselors: Advocates for social change*. Paper presented at the meeting of the Association of Moral Education, Glasgow, Scotland.
- *Hayes, R. L. (1999, November). *Deliberately giving psychology away: The legacy of Ralph Mosher*. Paper presented at the meeting of the Association for Moral Education, Minneapolis, MN.
- **Hayes, R. L. (1999, July). *Researching the real world of the public schools: A constructivist approach*. Paper presented at the VI European Congress of Psychology, Rome, Italy.

- **Hayes, R. L. (1999, May). *Real-world research on group and organizational development*. Symposium on Research Themes in Counseling and Clinical Psychology, Jyvaskyla University, Finland.
- **Hayes, R. L. (1999, February). *Researching violence in America's schools: Problems, promises, and a program for change*. Paper presented at the Japan-United States Conference on Juvenile Problems and Violence in a Changing Society, Tokyo, Japan.
- **Hayes, R. L. (1998, November). *Moral education through science and engineering*. Symposium conducted at the meeting of the Association for Moral Education, Hanover, NH.
- **Snarey, J., Wasserman, E., Hayes, R. L., Bebeau, M., Higgins, A., Power, C., Boyd, D., & Walker, L. (1998, November). *The history of the Association for Moral Education*. Symposium conducted at the meeting of the Association for Moral Education, Hanover, NH.
- **Hayes, R. L. (1998, September). *Constructivism and counseling*. Address to the Psychology Faculty of the Jyvaskyla University, Finland.
- **Hayes, R. L. (1998, August). *Research on the circumplex model*. Symposium conducted at the meeting of the International Academy of Family Psychology, Athens, GA.
- *Hayes, R. L., & Paisley, P. O. (1997, November). *Re-gendering the academic department*. Paper presented at the meeting of the Association for Moral Education, Atlanta, GA.
- **Hayes, R. L., & Paisley, P. O. (1997, November). *Applying what we know about moral development to professional preparation programs: Do we care?; Is it fair?* Symposium conducted at the meeting of the Association for Moral Education, Atlanta, GA.
- *Hayes, R. L. (1997, November). *Working with existent groups: Critical issues*. Paper presented at the meeting of the Psychological Society of Ireland, Innis, Ireland.
- *Hayes, R. L., & Paisley, P. O. (1996, November). *Democratic inquiry and real world research*. Paper presented at the meeting of the Association for Moral Education, Ottawa, Ontario, Canada.
- *Hayes, R. L. (1994, November). *Creating community/reflecting upon practice: A developmental model for restructuring professional education*. Paper presented at the meeting of the Association for Moral Education, Banff, Alberta, Canada.

- **Hayes, R. L., & Hayes, B. A. (1994, September). *Partners in education: Building collaborative relationships between business, industry, and schools*. Keynote address at the Education for Citizenship Conference, Moscow, Russia.
- **Hayes, R. L. (1993, December). *Making meaning of empowerment*. Address to the faculty of the Ecole de Psycho-Education, Universite de Montreal, Montreal, Quebec, Canada.
- *Hayes, R. L., Dagley, J., & Horne, A. (1993, August). *Restructuring school counselor education: Implications for counseling psychologists in schools of education*. Paper presented at the meeting of the American Psychological Association, Toronto, Canada.
- **Hayes, R. L. (1993, April). *Restructuring schools through teacher empowerment*. Paper presented at the Russian-American Conference on the Contemporary School, Moscow, Russia.
- *Hensley, F., Hayes, R. L., Allen, J. B., Lunsford, B., & McLaughlin, J. (1993, April). *Context, conditions, and impact of action research*. Symposium conducted at the International Conference on Teacher Education, Athens, GA.
- *Hayes, R. L. (1992, November). *Elements of empowerment: Developing unity through diversity*. Paper presented at the meeting of the Association for Moral Education, Toronto, Ontario, Canada.
- **Hayes, R. L. (1992, November). *Empowering visions: A mission statement for the 21st century*. Symposium conducted at the meeting of the Association for Moral Education, Toronto, Ontario, Canada.
- *Winston, R., Campbell, L., Dagley, J., & Hayes, R. L. (1991, November). *The College Experiences Project*. Paper presented at the meeting of the Association for Moral Education, Athens, GA.

National

- *Hayes, R. L., Dodge, H., Millner, V., & Waltman, R. (2006, August). *Responding to large-scale natural disasters: University-school collaboration model*. Paper presented at the meeting of the American Psychological Association, New Orleans, LA.
- * Hayes, R. L. (2006, January). *Prospects for reform of counselor education: The South Alabama experience*. In C. Stone (Chair), *No school counselor left behind: Building school counseling preparation programs in response to educational reform agendas*. Symposium conducted at the meeting of the Association of Colleges for Teacher Education. San Diego, CA.

- *Hayes, R. L., & Hayes, B. A. (2006, January). *Working with existent groups in organizations*. Paper presented at the meeting of the Association for Specialists in Group Work, Mobile, AL.
- *Hayes, R. L., Dodge, H., Millner, V., & Waltman, R. (2005, November). *Transcending Katrina: School-university collaboration model for responding to large-scale natural disasters*. Paper presented at the conference of The Education Trust, Washington, DC.
- *Jencius, M., Hayes, R. L., Malinajdovska, L., Reno, J., Kelly, B., & Millner, V. (2005, October). *Counselor educators making global connections*. Paper presented at the meeting of the Association for Counselor Education and Supervision, Pittsburgh, PA.
- * Paisley, P. O., McMahon, H. G., & Hayes, R. L. (2005, June). *From preparation to practice: A case study in transformation*. Paper presented at the Sixth Annual School Counseling Summer Academy, Houston, TX.
- *Cheek, J., Bailey, D.F., Hayes, R. L., Hines, P., House, R., & Igelman, C. (2004, April). *Closing achievement and opportunity gaps through transformative school counseling*. Paper presented at the meeting of the American Counseling Association, Kansas City, MO.
- *Hayes, R. L., & Kettlewell, J. (2003, November). *Georgia's new principles for the preparation of school counselors: From performance to outcomes*. Paper presented at the conference of The Education Trust, Washington, DC.
- *Paisley, P. O., & Hayes, R. L. (2003, June). *Graduate students, faculty, and counselors: Partners in school counselor preparation and practice*. Paper presented at the meeting of the American School Counselors Association, St. Louis, MO.
- *Hayes, R. L., Paisley, P. O., Stanizewski, D., Bailey, D. F., & Getch, Y. (2002, November). *Transforming school counseling P-16: What can every student expect?* Paper presented at the meeting of The Education Trust, Washington, DC.
- **Paisley, P. O., & Hayes, R. L. (2002, October). *Transforming school counseling: Preparing advocates for systemic change*. Paper presented at the meeting of the Association for Counselor Education and Supervision, Park City, UT.
- *Paisley, P.O., Hayes, R. L., Bailey, D. F., McMahon, H. G., Van Overbeke, J., & Buchheit, J. (2002, October). *A transformed school counseling preparation program: What do we know about the graduate?* Paper presented at the meeting of the Association for Counselor Education and Supervision, Park City, UT.

- *Paisley, P. O., Hayes, R. L., Bailey, D. F., McMahon, H. G., Katz, L., & Uwah, C. (2002, June). *Designing and implementing a university-school district partnership*. Paper presented at the Third Summer Counseling Academy, The Education Trust, Chicago, IL.
- *McMahon, H. G., Katz, L., Uwah, C., Paisley, P. O., Hayes, R. L., & Bailey, D. F. (2002, June). *The transformation of a high school counseling program: A qualitative study*. Paper presented at the Third Summer Counseling Academy, The Education Trust, Chicago, IL.
- *Paisley, P. O., Hayes, R. L., Bailey, D. F., Grimmett, M. A. McMahon, H. G., Van Overbeke, J. L., Getch, Y., & Staniszewski, D. (2002, March). *A cohort model for school counselor preparation*. Paper presented at the meeting of the American Counseling Association, New Orleans, LA.
- *Hayes, R. L., Paisley, P. O., Jencius, M., Ballard, C., Buchheit, J., & McMahon, H. G. (2001, November). *Enhancing school counselor accountability through technology*. Paper presented at the meeting of The Education Trust, Washington, DC.
- *Hayes, R. L., & Kameguchi, K. (2001, August). *Developing psycho-educational groups for Japanese high schools*. Paper presented at the meeting of the American Psychological Association, San Francisco, CA.
- *Paisley, P. O., Hayes, R. L., & Bailey, D. F. (2000). *The Clarke County counselors' collaborative: A university - public school partnership to promote development for all students*. Paper presented at the meeting of the American School Counselors Association, Cherry Hill, NJ.
- *Hayes, R. L., Paisley, P. O., & Hayes, B. A. (2000, March). *Preparing tomorrow's school counselor: Counselor, dean, and educator*. Paper presented at the meeting of the American Counseling Association, Washington, DC.
- *Hayes, R. L., Paisley, P., & McNair, N. (1999, November). *Measuring high school retention: Counselor advocacy for closing the gap*. Paper presented at the meeting of The Education Trust, Washington, DC.
- * Nelson, J., Hayes, R. L., Paisley, P., Bell, M., Brennan, C., & Blackman, L. (1999, October). *Student retention study: A university-school collaboration*. Paper presented at the meeting of the Association for Counselor Education and Supervision, New Orleans, LA.

- *Bell, M., Paisley, P., Hayes, R. L., Campbell-Burden, B., Blackman, L., Nelson, J., & Brennan, C. (1999, October). *Transforming school counseling: Recruitment and retention strategies*. Poster presented at the meeting of the Association for Counselor Education and Supervision, New Orleans, LA.
- *Hayes, R. L., & Blackman, L. (1999, July). *Team building in group work*. Paper presented at the meeting of the American Psychological Association, Boston, MA.
- *Blackman, L., Hayes, R. L., Paisley, P., & Campbell-Burden, B. (1999, April). *University-school counselor collaborative: Support, training, and action-research*. Poster presented at the meeting of the American Counseling Association, San Diego, CA.
- *Hayes, R. L., Paisley, P. O., Brennan, C., Campbell-Burden, B., Lusky, M., Bell, M., Blackman, L., & Nelson, J. (1999, April). *School-university collaboration to improve school practices*. Paper presented at the meeting of the American Counseling Association, San Diego, CA.
- **Hayes, R. L. (1999, April). *International initiatives in collaborative research: Japan, Russia, and Europe*. Address to the ACES International Counseling Network at the meeting of the American Counseling Association, San Diego, CA.
- *Gillam, L., & Hayes, R. L. (1999, April). *Factors contributing to a successful working alliance in supervision*. Poster presented at the meeting of the American Counseling Association, San Diego, CA.
- *Blackman, L., Hayes, R. L., Paisley, P., Campbell-Burden, B., Bell, M., Nelson, J., & Brennan, C. (1999, April). *University-school counselor collaboration: Connection, professional development, and renewal*. Poster presented at the meeting of the American Counseling Association, San Diego, CA.
- **Hayes, R. (1998, October). *Engaging stakeholders in K-12 districts and the community in the change process*. Address at the Transforming School Counseling Initiative: The Education Trust, Atlanta, GA.
- **Wilson, T., Bryant, P., Bebeau, M., & Hayes, R. L. (1998, April). Consultation in moral and ethical leadership. Symposium conducted at the meeting of the American Educational Research Association, San Diego, CA.
- *Paisley, P. O., Hayes, R. L., Lusky, M., Campbell-Burden, B., Blackman, L., & Brennan, C. (1998, April). *Promoting social action through research and service in graduate education*. Paper presented at the meeting of the American Counseling Association, Indianapolis, IN.

- **Horne, A., & Hayes, R. L. (1998, January). *ACTEarly: Using groups for school consultation with at-risk children in elementary schools*. Paper presented at the Sixth National Conference of the Association for Specialists in Group Work, Tucson, AZ.
- *Horne, A., & Hayes, R. L. (1998, January). *Technology applications to group work*. Paper presented at the Sixth National Conference of the Association for Specialists in Group Work, Tucson, AZ.
- *Hayes, R. L. (1998, January). *Making meaning in groups: A constructivist approach*. Paper presented at the Sixth National Conference of the Association for Specialists in Group Work, Tucson, AZ.
- *Hayes, R., & Paisley, P. (1998, January). *A cohort model for counselor preparation*. Paper presented at the Sixth National Conference of the Association for Specialists in Group Work, Tucson, AZ.
- *Braun, J. A., Glenn, A. D., Risinger, C. F., & Hayes, R. L. (1997, February). *The Internet and democratic education: What do teachers need to know*. Symposium conducted at the meeting of the Association of Teacher Educators, Washington, DC.
- **Hayes, R. L. (1997, January). *Improving the lives of children: Group work with childhood issues across the lifespan*. Opening address at the Fifth National Conference of the Association for Specialists in Group Work, Athens, GA.
- *Baker, J., Hayes, R.L., Horne, A., & Kamphaus, R. (1997, January). *Group work and technology: Using group support systems*. Symposium conducted at the Fifth National Conference of the Association for Specialists in Group Work, Athens, GA.
- *Hayes, R. L., Paisley, P., Gerard, P., & Gillam, P. (1996, October). *Integrating theory and practice in real world research*. Paper presented at the meeting of the Association for Counselor Education and Supervision, Portland, OR.
- *Hayes, R. L., Paisley, P., Lusky, M., & Tabony, R. (1996, April). *New directions in school counseling research*. Paper presented at the meeting of the American Counseling Association, Pittsburgh, PA.
- *D'Andrea, M., Locke, D. C., Hayes, R. L., & Parker, M. (1996, April). *Multicultural group work*. Symposium conducted at the meeting of the American Counseling Association, Pittsburgh, PA.
- **Hayes, R. L., & D'Andrea, M. (1996, January). *Multicultural group supervision: A constructivist developmental approach*. Paper presented at the Fourth National Conference of the Association for Specialists in Group Work, Athens, GA.

- **Hayes, R. L. (1996, January). *Collaborating across cultures: Group work for a changing society*. Opening address at the Fourth National Conference of the Association for Specialists in Group Work, Athens, GA.
- *Paisley, P., & Hayes, R. L. (1995, June). *Team-building strategies for school counselors*. Paper presented at the meeting of the American School Counselor Association, New Orleans, LA.
- *Jolliff, D., Lee, C., Kiselica, M., Beymer, L., Horne, A., & Hayes, R. L. (1995, April). *Working with boys and adolescent males: Issues and intervention processes*. Symposium conducted at the meeting of the American Counseling Association, Denver, CO.
- *Hayes, R. L., Paisley, P., Dagley, J., Horne, A., & Watts, V. (1995, April). *A community building approach to restructuring school counselor education*. Symposium conducted at the meeting of the American Counseling Association, Denver, CO.
- *Hayes, R. L., & Paisley, P. (1995, April). *A collaborative model for restructuring school counselor education*. Paper presented at the meeting of the American Educational Research Association, San Francisco, CA.
- **Hayes, R. L. (1994, August). *Becoming a teacher: Assisting transitioning military personnel in career decision-making*. Paper presented at the Armed Services Transition to Education Program Planning Conference, Washington, DC.
- *Hayes, R. L., & Horne, A. (1994, August). *Collaborative action research: Re-newed roles for counseling psychologists in schools*. Paper presented at the meeting of the American Psychological Association, Los Angeles, CA.
- *Hayes, R. L., Dagley, J., & Horne, A. (1994, April). *Restructuring school counselor education: Work in progress*. Paper presented at the meeting of the American Counseling Association, Minneapolis, MN.
- **Hayes, R. L. (1994, April). *A postmodern perspective on Maslow's fourth force psychology: A constructivist alternative for realizing an Eupsychian workplace*. Paper presented at the meeting of the Association of Teacher Educators, Atlanta, GA.
- *Hayes, R. L., & Hayes, B. (1994, January). *Conducting groups in business and industry*. Paper presented at the Second National Conference of the Association for Specialists in Group Work, St. Petersburg Beach, FL.

- *Hayes, R. L. (1994, January). *Group work in the postmodern world: The cutting edge of group work*. Paper presented at the Second National Conference of the Association for Specialists in Group, St. Petersburg Beach, FL.
- *Hayes, R. L. (1993, November). *Now everything is different: An American's perspective on efforts to democratize Russian schools*. Paper presented at the meeting of the Association for Moral Education, Tallahassee, FL.
- **Gelatt, H. B., & Hayes, R. L. (1993, May). *Rethinking student development services*. Paper presented at the American Counseling Association Think Tank on the Crisis in School Counseling, Alexandria, VA.
- *Hayes, R. L., & Hill, C. (1993, April). *A new dog or a new trick?: Teachers empowering the principal*. Paper presented at the meeting of the American Educational Research Association, Atlanta, GA.
- **Hayes, R. L., & Hayes, B. (1993, April). *Group work with organizations: Consultation and training with existent groups*. Symposium conducted at the meeting of the American Counseling Association, Atlanta, GA.
- **Hayes, R. L., Hobson, T., & Jones, M. (1993, February). *A human problem-solving approach to the conduct of action research*. Paper presented at the meeting of the League of Professional Schools, Macon, GA.
- **Hayes, R. L. (1993, January). *Prospects for democratic group work in American schools*. Opening address at the meeting of the Association for Specialists in Group Work, Athens, GA.
- **Hayes, R. L. (1992, March). *Group work as a means to building societal excellence*. Symposium conducted at the meeting of the American Association for Counseling and Development, Baltimore, MD.
- **Hayes, R. L. (1991, April). *Future visions for research in group work*. Symposium conducted at the meeting of the American Association for Counseling and Development, Reno, NV.
- **Hayes, R. L., & Hamilton, M. (1991, April). *How to publish in AACD media*. Symposium conducted at the meeting of the American Association for Counseling and Development, Reno, NV.
- *Hayes, R. L. (1991, April). *An introduction to strategic planning*. Paper presented at the meeting of the American Association for Counseling and Development, Reno, NV.

- *Hayes, R. L., Ivey, A., Noam, G., & Sprinthall, N. (1990, August). *Developmental theory and counseling*. Symposium conducted at the meeting of the American Psychological Association, Boston, MA.
- *Hayes, R. L., Anderson, K., Cummings, R., & Franklin, A. (1990, March). *The use of the personal journal as a constructivist intervention in group work*. Paper presented at the meeting of the American Association for Counseling and Development, Cincinnati, OH.
- **McFadden, J., Hayes, R. L., & Hamilton, M. (1990, March). *Visions for enhancing diversity through AACD media*. Symposium conducted at the meeting of the American Association for Counseling and Development, Cincinnati, OH.
- *Williams, G., Corey, G., Gazda, G., & Hayes, R. L. (1990, March). *Applications of the newly revised ASGW Ethical Guidelines for Group Counselors*. Symposium conducted at the meeting of the American Association for Counseling and Development, Cincinnati, OH.
- **McFadden, J., Hayes, R. L., & Hamilton, M. (1990, March). *How to publish in AACD journals*. Symposium conducted at the meeting of the American Association for Counseling and Development, Cincinnati, OH.
- **Hayes, R. L. (1990, January). *Empowering people through group work*. Opening address at the First National Conference of the Association for Specialists in Group Work, St. Petersburg Beach, FL.
- *Hayes, R. L., Cummings, A., Mitchell, A., & Anderson, K. (1990, January). *Interpersonal negotiation in groups: Making meaning of self and others*. Paper presented at the Qualitative Research in Education Conference, Athens, GA.
- *Hayes, R. L. (1989, November). *Fostering collaboration in groups: A structural developmental approach*. Paper presented at the meeting of the Association for Moral Education, Irvine, CA.
- *Hayes, R. L. (1988, November). *School and family applications of moral development theory*. Paper presented at the meeting of the Association for Moral Education, Pittsburgh, PA.
- *Hayes, R. L. (1988, October). *Developmental group supervision*. Paper presented at the meeting of the Association for Counselor Education and Supervision, St. Louis, MO.
- *Hayes, R. L. (1988, October). *Future transformation: Integrating change and practice*. Symposium conducted at the meeting of the Association for Counselor Education and Supervision, St. Louis, MO.

- *Hayes, R. L. (1988, October). *ASGW revised ethical guidelines for group workers: Historical perspective*. Paper presented at the meeting of the Association for Counselor Education and Supervision, St. Louis, MO.
- **Hayes, R. L. (1988, September). *Integrating the role of the professional and grief*. Keynote address at the Sixth National Conference on Miscarriage, Stillbirth, and Newborn Death, Redwood City, CA.
- **Hayes, R. L. (1988, September). *Care for the caregiver*. Paper presented at the Sixth National Conference on Miscarriage, Stillbirth, and Newborn Death, Redwood City, CA.
- *Hayes, R. L. (1988, August). *Developmental group supervision*. Paper presented at the meeting of the American Psychological Association, Atlanta, GA.
- *Hazler, R., Christensen, C., & Hayes, R. L. (1988, March). *Personal prejudices: Dealing with your and those of others (Parts I and II)*. Symposium conducted at the meeting of the American Association for Counseling and Development, Chicago, IL.
- *Hayes, R. L., Gazda, G., Ohlsen, M., Lifton, W., & Cooley, F. (1988, March). *Group work: The state of the art*. Symposium conducted at the meeting of the American Association for Counseling and Development, Chicago, IL.
- **Hayes, R. L. (1987, November). *Peace and justice studies at two universities: A response*. Symposium conducted at the meeting of the Association for Moral Education, Cambridge, MA.
- *Hayes, R. L. (1987, April). *Coping with loss: A developmental approach*. Paper presented at the meeting of the American Association for Counseling and Development, New Orleans, LA.
- *Hayes, R. L., & Meyering, R. (1985, April). *Decision-making in extramarital relations: A cognitive-developmental approach*. Paper presented at the meeting of the American Association for Counseling and Development, New York, NY.
- **Hayes, R. L. (1984, November). *Implications of the institution as a moral agent for research, theory, and practice: A counseling psychologist's perspective*. Paper presented at the meeting of the Association for Moral Education, Columbus, OH.
- *Hayes, R. L. (1983, April). *An alternative to rearranging our prejudice*. Paper presented at the Association for Counselor Education and Supervision Flagship Conference, Orlando, FL.

**Hayes, R. L. (1981, November). *Individualism and commitment*. Address at the meeting of the Association for Moral Education, New York, NY.

*Hayes, R. L., & Hayes, B. (1981, April). *Theory into practice: When grass roots meet ivy-covered walls*. Paper presented at the meeting of the American Personnel and Guidance Association, St. Louis, MO.

Regional, State, and Local (selected)

* Millner, V., Hayes, R. L., & Guest, C. (2006, September). *Counselor educators responding to natural disaster: Lessons learned from Hurricane Katrina*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, Orlando, FL.

* Hayes, R. L., Paisley, P. O., Blaum, S., Klebek, J., Packer, C. (2004, September). *Operationalizing state standards for the preparation of school counselors: Work in progress*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, Athens, GA.

* Hayes, R. L. (2004, September). *Fostering empowerment in organizations: A constructivist developmental systems analysis*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, Athens, GA.

* Hayes, R. L., & Paisley, P. O. (2003, September). *Transforming the preparation of school counselors: Georgia's new state standards*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, Chattanooga, TN.

**Hayes, R. L., Bailey, D. F., Getch, Y. Q., Grimmert, M., McMahon, G., Van Overbeke, J., & Staniszewski, D. (2001, October). *Transforming your school counseling program: Implications for teachers and administrators*. Paper presented at the meeting of the Georgia League of Professional Schools, Savannah.

*Hayes, R. L., Paisley, P. O., Bailey, D. F., Grimmert, M., McMahon, H. G., & Van Overbeke, J. (2001, October). *A faculty-doctoral student research group: Relationships, processes, and projects*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, Athens, GA.

*Paisley, P. O., Hayes, R. L., Arnold-Smith, S., Arthur, T., Ballard, C., Grimmert, M., Katz, L., McMahon, G., Uwah, C., & Van Overbeke, J. (October, 2001). *Building a bridge from past to future: A university—public school collaboration*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, Athens, GA.

- **Hayes, R. L., & Paisley, P. O. (1999, June). *A team-building approach to transforming school counseling*. Workshop presented at the First Annual Counselor Academy, The University of Georgia, Athens,
- **Hayes, R. L. (1999, April). *The future for school counselor preparation in Georgia*. Paper presented at the spring conference of the Georgia Association for Counselor Education and Supervision, Columbus, GA.
- **Hayes, R. L., Blackman, L., Nelson, J., Bell, M., Brennan, C., Reeves, P., & Paisley, P. O. (1999, February). *Summit on the preparation of tomorrow's school counselor*. Paper presented at the Invitational Forum on the Preparation of Tomorrow's School Leaders, Board of Regents of the University System of Georgia, Atlanta, GA.
- *Paisley, P. O., Hayes, R. L., Bell, M., Blackman, L., Brennan, C., Campbell-Burden, B., & Nelson, J. (1998, October). *Collaborations to enhance school counselor practice and preparation*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, Montgomery, AL.
- *McAuliffe, G., Hayes, R. L., Monk, G., & Robertson, P. (1998, October). *Transformative teaching strategies in counselor education*. Symposium conducted at the meeting of the Southern Association for Counselor Education and Supervision, Montgomery, AL.
- **Hayes, R. L. (1998, September). *Transforming school counseling at The University of Georgia*. Address at the Invitational Forum on the Preparation of Tomorrow's School Leaders, Board of Regents of the University System of Georgia, Atlanta.
- **Snow, B., Paisley, P. O., Hayes, R. L., & Rolle G. (1998, April). *School counseling: A national agenda*. Symposium conducted at the meeting of the Georgia Association for Counselor Education and Supervision, Columbus, GA.
- *Paisley, P. O., & Hayes, R. L. (1997, November). *A cohort model for school counselor preparation*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, Louisville, KY.
- **Hayes, R. L. (1997, September). *Empowering people through group work: Enhancing group leadership skills*. Workshop conducted at the meeting of the Michigan Association of Counselor Educators, Bloomfield Hills, MI.
- **Hayes, R. L. (1996, November). *Educational reform: The role of the school counselor in the 21st century*. Keynote address at the Distinguished Lecture Series, University of Nebraska, Omaha.
- **Hayes, R. L. (1995, December). *Loss and bereavement counseling*. Paper presented at the meeting of the Gwinnett County Middle School Counselors, Atlanta, GA.

- *Paisley, P., & Hayes, R. L. (1995, November). *Professional counselors: A resource for self-renewal*. Paper presented at the meeting of the Georgia School Counselors Association, Savannah, GA.
- *Hayes, R. L., & Paisley, P. (1995, November). *Professional development needs of school counselors*. Paper presented at the meeting of the Georgia School Counselors Association, Savannah, GA.
- *Hayes, R. L., Paisley, P., Draper, K., Gillam, S. L., Leitner, D., & Rosenthal, R. (1995, November). *School counseling research group*. Paper presented at the meeting of the Southern Association of Counselor Education and Supervision, Knoxville, TN.
- **Elmore, T., Lee, C., Thomas, D., Hayes, R. L., Rotter, J., & Vacc, N. (1995, November). *International roundtable on counselor education*. Symposium conducted at the meeting of the Southern Association of Counselor Education and Supervision, Knoxville, TN.
- **Hayes, R. L. (1995, October). *Assessing team development*. Address at the meeting of the Program for School Improvement, Savannah, GA.
- *McAuliffe, G., Lovell, C., Hayes, R. L., Paisley, P., & Peace, S. (1994, October). *How do they know?: Applying adult development to counselor training*. Symposium conducted at the meeting of the Southern Association for Counselor Education, Charlotte, NC.
- **Hayes, R. L. (1994, October). *Brief, solution-focused group work*. Workshop conducted at the meeting of the Association for Specialists in Group Professional Development Institute, Nashville, TN.
- **Hayes, R. L., & Hayes, B. A. (1994, September). *Finding self through service to others: A group work approach to counselor renewal*. Workshop conducted at the meeting of the West Virginia Counseling Association, Canaan Valley, WV.
- **Hayes, R. L. (1994, September). *Making meaning of loss: A constructivist developmental group work approach*. Address at the meeting of the West Virginia Counseling Association, Canaan Valley, WV.
- **Hayes, R. L. (1994, July). *Teaming: Maintaining effective teams*. Workshop conducted at the North Carolina Department of Public Instruction Site-Based Management conference, Greensboro, NC.
- **Hayes, R. L. (1994, June). *Team development: Finding your way*. Address at the Gwinnett County Summer Leadership Conference, Athens, GA.

- **Hayes, R. L. (1994, June). *Group dynamics*. Workshop conducted at the meeting of the League of Professional Schools Summer Institute, Helen, GA.
- **Hayes, R. L., & Dagley, J. (1994, April). *School counselor education in Georgia: Finding common ground*. Symposium conducted at the meeting of the Georgia Association for Counselor Education and Supervision, Macon, GA.
- **Hayes, R. L. (1994, February). *Encouraging involvement and support*. Address at the League of Professional Schools Regional Conference, Atlanta, GA.
- **Hayes, R. L., & Horne, A. (1994, February). *Group dynamics and team development*. Paper presented at the meeting of the League of Professional Schools regional conference, Atlanta, GA.
- **Hayes, R. L. (1994, February). *Making meaning of loss: A developmental approach*. Workshop conducted at the meeting of the Oklahoma Counselors' Association, Oklahoma City, OK.
- **Hayes, R. L. (1993, October). *Conflict and crisis: A constructivist developmental alternative*. Address at the meeting of the League of Professional Schools, Savannah, GA.
- **Hayes, R. L. (1993, June). *Group dynamics*. Workshop conducted at the League of Professional Schools Summer Institute, Helen, GA.
- **Hayes, R. L. (1993, January). *Developing effective democratic classroom groups*. Paper presented at the meeting of the Georgia Association for Specialists in Group Work, Athens, GA.
- **Hayes, R. L. (1992, October). *What does it mean to be empowered?* Paper presented at the meeting of the League of Professional Schools, Savannah, GA.
- **Hayes, R. L., & Hobson, T. (1992, October). *Conducting qualitative assessment: A matter of vision*. Paper presented at the meeting of the League of Professional Schools, Savannah, GA.
- **Hayes, R. L., & Hayes, B. A. (1991, November). *Ethical issues for group work in schools*. Paper presented at the meeting of the Georgia School Counselors' Association, Jekyll Island, GA.
- **Hayes, R. L. (1991, October). *A team building approach to group work in schools*. Paper presented at the meeting of the League of Professional Schools, St. Simon's Island, GA.

- **Hayes, R. L., & Kormanski, C. (1991, September). *A group work approach to strategic planning*. Paper presented at the meeting of the Indiana Association for Specialists in Group Work, New Albany, IN.
- **Hayes, R. L. (1991, July). *A strategic planning approach to envisioning our future*. Workshop conducted at the meeting of the Tennessee Association for Counseling and Development, Center Hill Lake, TN.
- **Hayes, R. L. (1991, March). *Group work with adolescents: A constructivist developmental approach*. Paper presented at the meeting of the Illinois Association for Specialists in Group Work, University Park, IL.
- **Hayes, R. L., & Hayes, B. (1990, November). *Ethics in group work*. Paper presented at the meeting of the Georgia School Counselors' Association, Atlanta, GA.
- **Hayes, R. L., & Hayes, B. (1990, November). *Facing the future together: Group work with adolescents in schools*. Workshop conducted at the meeting of the Georgia School Counselors' Association, Atlanta, GA.
- **Hayes, R. L. (1990, October). *Group facilitation and conflict resolution*. Address at the meeting of League of Professional Schools, St. Simon's Island, GA.
- **Hayes, R. L. (1990, April). *Small group counseling techniques*. Workshop conducted at the meeting of the Keystone Area Education Association, Elkader, IA.
- **Hayes, R. L., & Hayes, B. A. (1989, November). *Value-driven strategic planning*. Workshop conducted at the meeting of the Georgia School Counselors' Association, Jekyll Island, GA.
- *Hayes, R. L. (1989, October). *Coping with stress: A developmental change-loss model*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, Orlando, FL.
- **Hayes, R. L. (1989, September). *Developing effective classroom groups*. Paper presented at the meeting of the Alabama Association for Specialists in Group Work conference, Tuskegee, AL.
- **Hayes, R. L., & Hayes, B. (1989, August). *Critical incidents in groups in schools*. Address at the meeting of the DeKalb County School System, Decatur, GA.
- **Hayes, R. L., Kormanski, C., Kormanski, L., & Hayes, B. (1989, July). *Rational planning in non-rational systems: A strategic approach*. Workshop conducted at the Georgia State Counselors' Institute, Helen, GA.

- **Hayes, R. L. (1989, May). *Counseling the at-risk student: What works*. Address at the Fulton County Counselors' Conference, Atlanta, GA.
- **Hayes, R. L. (1989, May). *Group work from a constructivist approach*. Paper presented at the Harvard Institute on Clinical Developmental Psychopathology, Cambridge, MA.
- **Hayes, R. L. (1989, February). *Improving home-school relations: A collaborative role for counselors*. Paper presented at the meeting of the Georgia Association for Specialists in Group Work, Athens, GA.
- **Hayes, R. L. (1988, November). *Working with adolescents in groups: Developmental interventions*. Workshop conducted at the meeting of the Iowa Association for Counseling and Development, Des Moines, IA.
- *Hayes, R. L. (1988, October). *Enhancing group leadership skills*. Paper presented at the meeting of the AACD Midwest Region Branch Assembly, Milwaukee, WI.
- **Hayes, R. L. (1988, September). *A developmental group approach to helping clients cope with loss*. Paper presented at the meeting of the New England Association for Specialists in Group Work, Orono, ME.
- **Hayes, R. L. (1988, September). *Conducting effective search committee meetings*. Paper presented at the meeting of the New England Association for Specialists in Group Work, Orono, ME.
- **Hayes, R. L., & Hayes, B. A. (1988, August). *Advanced peer facilitation*. Paper presented at the meeting of the Helping Professionals, University of Iowa, Iowa City, IA.
- **Hayes, R. L. (1988, May). *Integration and disintegration: Resistance revisited*. Keynote address at the Clinical Issues Conference, North Carolina Mental Health Counselors Association and the North Carolina Association for Specialists in Group Work, Charlotte, NC.
- **Hayes, R. L. (1988, May). *Working through resistance: Developmental interventions in group work*. Paper presented at the Clinical Issues Conference, North Carolina Mental Health Counselors Association and the North Carolina Association for Specialists in Group Work, Charlotte, NC.
- **Hayes, R. L. (1988, April). *Collaboration and education: A developmental hypothesis*. Address at the Faculty Education Colloquium, University of Rochester, Rochester, NY.

- **Hayes, R. L., & Hayes, B. (1988, April). *Group approaches to coping with loss in families*. Workshop conducted at the meeting of the Pennsylvania Association for Specialists in Group Work, Carlisle, PA.
- **Hayes, R. L. (1988, March). *Group counseling approaches for dealing with client loss*. Paper presented at the meeting of the Iowa Association for Counseling and Development, Des Moines, IA.
- **Hayes, R. L. (1988, February). *Group work in organizations: Overcoming your worst fears*. Address at the meeting of the Central Illinois Chapter American Society for Training and Development, Peoria, IL.
- *Hayes, B., & Hayes, R. L. (1987, November). *A comprehensive approach to outplacement services: Group work and job loss*. Paper presented at the meeting of the North Central Association for Counselor Education and Supervision, St. Louis, MO.
- **Hayes, R. L. (1987, November). *Communicating with non-supportive parents*. Address at the meeting of the Woodford County Special Education Association, Germantown Hills, IL.
- *Bradley, L., Lewis, J., & Hayes, R. L. (1987, November). *Career employment trends and high technology: How do counselors consult with youth*. Symposium conducted at the meeting of the Southern Association for Counselor Education and Supervision, Charleston, SC.
- **Hayes, R. L. (1987, October). *Planning effective meetings*. Address at the meeting of the AACD Southern Region Branch Assembly, Charleston, SC.
- *Hayes, R. L. (1987, October). *Developing group leadership skills: Community building*. Paper presented at the meeting of the AACD Midwest Region Branch Assembly, Toledo, OH.
- *Hayes, R. L. (1987, October). *Planning effective meetings*. Paper presented at the meeting of the AACD Midwest Region Branch Assembly, Toledo, OH.
- **Hayes, R. L. (1987, October). *Developmental approaches to counseling for loss*. Paper presented at the meeting of the AACD North Atlantic Region Branch Assembly, Portland, ME.
- **Hayes, R. L. (1987, September). *Groups, development, and loss: Helping students cope*. Paper presented at the meeting of the Illinois Association for Specialists in Group Work, Chicago, IL.

- **Hayes, R. L. (1987, July). *Advanced strategic planning*. Address at the meeting of the Central Illinois Education Service Center, Springfield, IL.
- **Hayes, R. L. (1987, March). *Strategic planning*. Address at the meeting of the Adult Education Administrators, Peoria, IL.
- **Hayes, R. L. (1986, December). *Strategic planning*. Address at the meeting of the Adult Education Area Planning Councils, Illinois State Board of Education, Springfield, IL.
- **Hayes, R. L. (1986, November). *Coping with loss: A developmental approach to counseling children and adolescents*. Address at the meeting of the AACD Western Region Branch Assembly, Honolulu, HI.
- **Hayes, R. L. (1986, November). *Writing for professional publication*. Address at the meeting of the AACD Western Region Branch Assembly, Honolulu, HI.
- **Hayes, R. L. (1986, November). *A model for developmental group work*. Paper presented at the meeting of the Illinois Association for Counseling and Development, Chicago, IL.
- *Hayes, B., & Hayes, R. L. (1986, November). *Counselors in business and industry: Management training*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, New Orleans, LA.
- *Hayes, R. L. (1986, November). *Developmental counseling supervision*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, New Orleans, LA.
- **Hayes, R. L. (1986, September). *Developmental interventions in group work*. Paper presented at the meeting of the Ohio Association for Specialists in Group Work, Columbus, OH.
- **Hayes, R. L. (1985, October). *Better communication with non-supportive parents*. Address at the meeting of the Marshall-Putnam-Woodford County Teachers' Institute, Metamora, IL.
- **Hayes, R. L. (1985, September). *Improving employee performance through positive expectations*. Address at the meeting of the Illinois Association of Nursing Home Administrators, Peoria, IL.
- **Hayes, R. L. (1985, September). *Time management for health care professionals*. Address at the meeting of the Illinois Health Care Association, Peoria, IL.

- *Hayes, R. L. (1985, June). *Group development and loss*. Keynote address at the Midwestern SHAREing conference, Galesburg, IL.
- *Hayes, R. L. (1984, November). *Developmental intervention in groups*. Paper presented at the meeting of the Illinois Association for Counseling and Development, Chicago, IL.
- *Hayes, R. L. (1984, November). *Introduction to group development*. Paper presented at the meeting of the Illinois Association for Counseling and Development, Chicago, IL.
- **Hayes, R. L. (1984, October). *Developing responsible behavior in groups*. Paper presented at the meeting of the Indiana Specialists in Group Work, Fort Wayne, IN.
- **Hayes, R. L. (1984, May). *National counselor certification*. Address at the meeting of the Tri-County Counselors' Association, Sunnyland, IL.
- **Hayes, R. L. (1984, March). *Counselors and teachers make friends with the future: Your role in industry*. Paper presented at the Spring Counselors' Conference, Eastern Illinois University, Charleston, IL.
- *Hayes, R. L. (1983, November). *Counselor education for a new era of human services*. Paper presented at the meeting of the North Central Association for Counselor Education and Supervision, Chicago, IL.
- *Hayes, R. L. (1983, November). *Democratic leadership: A re-examination*. Paper presented at the meeting of the Midwest Region of the Association for Specialists in Group Work, Chicago, IL.
- **Hayes, R. L. (1983, February). *Democracy in the classroom*. Address at the Peoria County Teachers' Institute, Peoria, IL.
- *Hayes, R. L. (1982, November). *Developmental counseling: A three dimensional model for crisis intervention*. Paper presented at the meeting of the Illinois Guidance and Personnel Association, Chicago, IL.
- **Hayes, R. L. (1982, October). *Moral education in the secondary school science curriculum*. Paper presented at the Midwest Regional Environmental Education Conference, DeKalb, IL.
- *Hayes, R. L. (1982, August). *Writer's workshop*. Workshop conducted at the Association for Humanistic Education and Development regional leadership conference, Raleigh, NC.

- **Hayes, R. L., & Hayes, B. (1982, May). *Blended families*. Address at the meeting of the Illinois Valley Mental Health Association, Peoria, IL.
- **Hayes, R. L. (1981, October). *Why children fail in school*. Keynote address at the meeting of the Central Illinois Chapter of Pi Lambda Theta, Peoria, IL.
- **Hayes, R. L. (1981, February). *Male midlife crisis: A three-dimensional view*. Address at the meeting of the Central Illinois Psychologists' Association, Peoria, IL.
- **Hayes, R. L. (1980, October). *Goal-setting behavior for parents*. Paper presented at the meeting of Illinois Head Start, Peoria, IL.
- **Hayes, R. L. (1977, March). *Counselors as moral educators*. Address at the meeting of the Middlesex County Counselors' Association, Dedham, MA.

RESIDENT INSTRUCTION (*new/**substantially revised)

Teaching: Graduate

The University of Georgia

Advanced Cross-Cultural Counseling**
Advanced Individual Counseling Practicum
Advanced Group Work Practicum
Constructivist Approaches in Counseling Theory*
Counseling**
Consultation in Human Systems*
Developmental Counseling**
Introduction to Group Counseling*
Human Development Services Interventions**
Internship in School Counseling
Loss and Grief Counseling **
Principles of Group Process**
Systemic Interventions in Counseling Psychology*

Bradley University

Community Counseling*
Counseling and Adult Development*
Foundations of Elementary and Secondary School Guidance**
Human Development Counseling*
Interpersonal and Organizational Behavior in Education**
Moral Education*
Practicum in Counseling (Individual and Group)
Principles of Group Process**
Theories and Techniques of Counseling**
Theories and Procedures of Group Counseling*

Colgate University

Human Development
 Practicum in Counseling (Individual and Group)
 Theories and Techniques of Counseling**
 Internship in Counseling

Teaching: Undergraduate

Bradley University

Adolescent Development**
 Educational Psychology
 Family Relations**
 Human Relations Development**
 Interpersonal Relations and Communication in Education
 Moral Education*
 Multicultural Education*
 Values and Human Development*
 Western Civilization**

Colgate University

Human Development
 The American School System**

Course Evaluations at The University of Georgia

Based on data compiled using the College of Education's standard form for the evaluation of teaching, the mean student evaluation on a five-point scale of the overall value of courses (item #35) between Fall 1994 and Spring 2004 was 4.2 and the mean for teaching ability (item #36) was 4.6, where 1=poor, 2=fair, 3=good, 4=very good, 5=superior).

Completed Doctoral Committees (The University of Georgia)

Chairperson/Major Advisor

Cummings, Ron
 Fisher, Ronald
 Gerard, Phyllis
 Gillam, S. Lenoir
 Jones, Mary Emma Brown
 Lusky, Melissa
 Nelson, Judi-Lee
 Osvold, Lise
 Panici, Ramona
 Pieretti, Timothy
 Rosenthal, Robin

Member

Blackman, Lorie
 Brennan, Carolyn
 Campbell-Burden, Bernadine
 Eigel, Keith
 Grimmett, Marc
 Jeong, Changwoo
 Kim, Hang-In
 Leitner, Donna
 Manley, Nancy
 Randall, Donald
 Roth, Eric

Tabony, Rebecca
Tobias, Barbara Anne
Weitzman-Swain, Ann

Wheeler, Inese

Supervision

Doctoral candidates in Counseling/Clinical Psychology: The University of Georgia and The University of Tokyo.

Master's candidates in Counseling/Clinical Psychology: Boston University, Bradley University, Colgate University, The University of Georgia, and The University of Tokyo.

Clinical supervisor: Center for Counseling and Personal Evaluation, The University of Georgia, Athens; Family Interventions, Peoria, IL; Resource Management Services, Peoria Heights, IL.

Student teachers: Boston University, Bradley University, Colgate University, and Framingham (MA) State College.

Peer counselors: Wellesley/Weston (MA) Hot-Line, Newton (MA) Mental Health Association, Medfield (MA) State Hospital, Operation Victim Support (IL).