

# RAYMOND R. HERRERA, PH.D.

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## Education

### Ph.D. Counseling Psychology

Washington State University, Pullman, Washington, May 2005  
APA Full Accreditation

Dissertation Topic: *Acculturation and Chicana/o College students' willingness to seek counseling: Alternative resources and shame as mediating variables.*

Chair: Tim Church, Ph.D.

### Ed.M. Counseling

Washington State University, Pullman, Washington, May 1999

### B.A. Social Studies

Washington State University, Pullman, Washington, August 1996

## Professional Experience

### Grant Writer, Principle Investigator, Director, McNair Achievement Program

The Graduate School, Washington State University, October 2009-Present

The Ronald E. McNair Post-baccalaureate Achievement Program, funded by the U.S. Department of Education (TRIO Programs), prepares low-income, first generation college students and students from underrepresented groups in graduate education for doctoral study. The long-range mission is to increase the diversity of college and university faculties across the country.

1. Responsible for ensuring the proper and efficient administration of the program and has full authority in managing the project through the Graduate School, including financial management of **recently awarded grant of 1.125 Million for five years.**
2. Ensures Federal legislation and regulations, and University policies are strictly adhered to, including Education Department Grants Administration Regulations (EDGAR), Office of Management and Budget-Circulars (OMB), among other federal and university directives are utilized when planning and executing all program operations.
3. Recruits, hires, trains all Staff on relevant and timely topics associated with effective administration of the program.
4. Supervise day-to-day management and implementation of program activities to achieve the goals and objectives of the program as stated in the grant. This includes providing opportunities

for Scholars to interact with university faculty to assure a comprehensive undergraduate education and research experience, which will prepare them for eventual Ph.D. attainment; the instructional component of the program; and, the retention component of the program.

5. Teaches INTERDISCIPLINARY 490: McNair Preparation for Graduate School. Main areas include the culture of graduate education, the craft of research, and the process of applying to graduate school.

6. Provides academic and career counseling for McNair Scholars as they progress through the program.

### **Interim Director, Student Support Services Program**

Office Student Affairs, Washington State University, December 2005-May 2007

The Student Support Services Program, funded by the U.S. Department of Education (TRIO Programs) is a college academic assistance program (TRIO Programs). The program assists 160 eligible students per year by providing the academic assistance each student needs to help meet their educational goals. Duties include:

1. Supervise the delivery and evaluation of program services to ensure compliance with federal regulations outlined in the SSS TRiO grant under the U.S. Department of Education in the area of student retention and graduation.
2. Recruit, hire, train and supervise all program staff.
3. Oversee a \$220,000.00 budget and monitor program expenditures.
4. Work collaboratively with campus units, departments, programs and personnel on campus.
5. Write yearly TRiO progress reports according to federal guidelines.

### **Program Coordinator, McNair Achievement Program**

Graduate School, Washington State University, August 2002-September 2005

Duties include the coordination of program's endeavors, day-to-day operations managements, staff management, and providing academic, personal, and career advising and counseling to program participants.

### **Graduate Assistant, McNair Achievement Program**

Graduate School, Washington State University, August 2001-July 2002

Provided academic, personal, and career advising and counseling to program participants. Assisted coordinator with day-to-day operations. Edited program newsletter.

### **Graduate Assistant Coordinator, Multicultural Student Mentor Program**

Multicultural Student Services, Washington State University August 1996-May 1999

Instrumental in the design and implementation of the program. Selected, trained, and evaluated Student Mentors. Compiled and edited Student Mentor Handbook. Analyzed data from Student Mentor contact documentation. Produced semester and annual program reports. Conducted

surveys of Mentee's perception of the program. Consultant to various mentoring entities on campus.

### **Orientation Counselor**

Student Affairs, Washington State University, Pullman, WA Summers 1994, 1995

Assisted in the orientation of first year students in a variety of capacities including class selection, introduction to college life, workshop presentations, theatrical presentations, individual consultation, and familiarization to institutional norms and physical surroundings.

### **Corporal, United States Marine Corps**

1<sup>st</sup> Battalion, 4<sup>th</sup> Marines, Camp Pendleton, CA 1987-1991

Served as subsistence supply clerk for deploying unit. Supervised junior enlisted personnel in various duties associated with subsistence inventory management. Deployed to Pacific theatre on two separate occasions. Served in Operations Desert Shield and Desert Storm. Recipient of numerous decorations, medals, and accommodations. Honorable Discharge awarded October 18, 1991.

## **National Committee**

**Member**, National Joint Committee on McNair Programs, Council of Graduate Schools, Council for Opportunity in Education, 2010-2012

Appointed as the representative for the Council for Opportunity in Education for this national body which advocates for the advancement of McNair Scholars in graduate education among CGS member institutions. Collaborative projects include the National McNair Scholars Directory-Database, admissions application fee waiver program for McNair Scholars, McNair GRE fee waivers, McNair-designated fellowships at many institutions nation-wide.

## **Teaching Experience**

**Instructor**, INTERDISCIPLINARY 490, McNair Preparation for Graduate School  
Graduate School, Washington State University, August 2001 - Present

INTERDIS 490 prepares McNair Scholars for the process of admission into graduate programs, as well as provide key strategies for thriving at the graduate level and as a professional academic. This course also provides in introduction to the craft of research, research planning and design.

**Instructor**, Multicultural Immersion Program (MIP) Intern Training Course  
Counseling Center, UC Davis, Davis, CA September 2000 - August 2001

The MIP Internship is a three quarter-long paid internship designed to provide students with the necessary skills and abilities to work in racially mixed work-groups to develop, coordinate and

implement programs that promote positive intercultural relations on campus. Students selected for the internship are expected to go through a non-paid quarter of facilitator training before the start of the employment year. During the internship year, MIP interns will provide race relations training workshops on and off campus.

**Instructor**, University 100, College Majors and Career Choices

Career Services, Washington State University, Pullman, WA August 1999 – May 2000

Course utilized career development theoretical perspectives, which focus on integrating self-assessment with increasing knowledge of work and occupational information. Prepared class material and facilitate discussions on topics (interests, skills, values, and decision-making) designed to assist students in developing individualized plans for choosing a major and/or a career. Provided group interpretations and feedback on assessment instruments utilized throughout the semester (Myers Briggs Type Indicator, Strong Interest Inventory, Work Values Inventory, SIGI Plus). Conducted individual consultations with students as requested. Demonstrated how to effectively use Career Services resources. Attended and participated in weekly planning meetings.

**Instructor**, EdPsy 499, Multicultural Student Mentoring

Student Affairs, Washington State University, Pullman, WA August 1996- May 1999

Developed and implemented course which focused on assisting first year and new transfer students of color in their transition to the university via mentoring from juniors and seniors. Course was an integral part of the Multicultural Student Mentor Program. Material covered included: college student psychological development, models of ethnic identity development, and cross-cultural communication. Provided individual consultation to Mentors, Multicultural student centers' counselors, and various entities across campus.

## Clinical Experience

### Doctoral Psychology Intern

Counseling Center, University of California, Davis, 2000-2001

APA Full Accreditation

Provided short-term, individual and couples counseling, and on-going group counseling to university population. Performed initial assessments and crisis intervention by identifying client concerns, assessed level of functioning, diagnosed disorders, and determined the appropriateness of agency services. Administered and interpreted psychological tests, including MMPI-2, Personality Assessment Inventory, Leary Interpersonal Checklist, and Strong Interest Inventory. Supervised doctoral level practicum counselors. Provided psychological consultation and programming services to academic departments, student services programs, and student organizations. Facilitated group discussions for students enrolled in Multicultural Immersion Program (MIP) social-psychological courses exposing students to cultural and racially diverse perspectives and enhancing students' self-awareness and sensitivity to racism and cross-cultural

issues. Developed and implemented a team research project with the Director of Training, which was accepted for presentation at the APA annual meeting.

### **Doctoral Practicum Counselor**

Counseling and Testing Services, Washington State University 1997-2000  
APA Full-Accreditation

Provided individual, couples, group, and crisis counseling for the university population. Clients' presenting concerns included anxiety, mood, identity/orientation (racial/ethnic & sexual orientation) eating disorders, body image concerns, grief and loss issues, adjustment, and relationship concerns. Additional issues included academic concerns, anger management, self-esteem, test-anxiety, and personality disorders. Conducted psychological and alcohol assessments and intake interviews. Provided crisis intervention (daytime on-call, weekends). Made appropriate referrals for testing and medication consultations. Provided consultations for practicum students and peers. Developed and provided campus outreach presentations. Prepared written reports and maintained weekly client case notes. Received weekly group and individual supervision. Assessments utilized and interpreted: MMPI-2, CPI, House Tree Person, and MAST.

#### **Group Facilitator, Test Anxiety Group**

Co-facilitated psycho-educational workshops designed to assist students in understanding and coping with test anxiety. Designed and distributed promotional information. Attended weekly group supervision. Periodically consulted with testing coordinator.

### **Counseling Assistant**

Career Services, Washington State University 1999-2000

Provided individual career counseling for university population. Assisted students with career development process including assessment, decision making and career/life planning while incorporating interests, skills, and values. Involved appropriate use and interpretation of testing materials (Strong Interest Inventory). Facilitated students' utilization of career resources such as SIGI Plus software career program, the Career Resource Center, the Internet, and printed materials. Supervised beginning master's level counselor. Provided drop-in office hours for brief counseling questions and resume/cover letter reviews. Conducted outreaches and requested presentations. Instructor for *University 100*, a credit bearing course designed to assist students in their career development and decision-making processes. Received weekly individual and group supervision, and give case presentations. Attended weekly case management meetings and participate in topical discussions. Assessments utilized and interpreted: Myers Briggs Type Indicator, Strong Interest Inventory, SIGI Plus, Work Values Inventory, and Skills Assessment.

## **Presentations and Publications**

Herrera, R.R. (2009, December). *From ETS to PhD: A strategic approach to promoting graduate education throughout the TRIO pipeline*. Presented at the Northwest Association of Special Programs Annual Conference, Seattle.

Lin, E., Herrera, R.R., Sivertsen, W., Thrasher, S. (2005, August). *Living your examined values while contributing toward a peaceful society*. Presented at the American Psychological Association 2005 Convention, Washington, D. C.

Herrera, R.R. (2001). *Notes from a Latino graduate student at a Predominantly White University*. In L. Jones & J. Castellanos (Eds.), *The majority in the minority: Expanding the representation of Latina/o faculty, administrators, and students in higher education*. Sterling, VA: Stylus Publications.

Petersen, L., Ko, S., Flowers, R., Grant, A., Herrera, R.R., Lopez, R., Ratanasiripong, P., & Rodolfa, E. (2001, August). *Psychology practice competencies: When are psychologists ready for independent practice?* Poster Presentation at the American Psychological Association 2002 Convention, Chicago.

Acevedo, J.M., Herrera, R.R., Choy, E. (1999, June). *Building a successful multicultural student mentor program: Foundation, design, implementation, and evaluation*. Presented at the 13<sup>th</sup> Annual National Conference on Student Retention, San Francisco, CA.

Herrera, R.R., Acevedo, J.M., Ramirez, J. (1999, February). *Peer Mentoring: Engaging Upper-class undergraduates in the institutional effort to retain First Year Multicultural Students*. Presented at the 18<sup>th</sup> Annual National Conference for the First-Year Experience, Columbia, SC.

## University and Community Service

**Judge**, Showcase for Undergraduate Research and Creative Activities (SURCA), 2013  
Evaluation and critique of research posters, Social Sciences Division

**Judge**, Dr. William R. Wiley Research Exposition, Washington State University, 2013  
Evaluation and critique of research posters, Social Sciences Division

**Senior Diversity Liaison** for the Graduate School, Washington State University, 2012-Present  
Engaged in faculty and administrator searches to ensure searches are fairly conducted and inclusive search practices are followed.

**Evaluator**, Proposals for the Distinguished Research Assistantship for Diverse Scholars,  
Graduate School, Washington State University, 2011-Present

**Co-Organizer**, Campus Visit for Diverse Scholars, Graduate School, Washington State  
University, 2006-Present

**Treasurer**, Washington State TRIO Association, 2010-Present

**Co-Chair**, Chicana/o Latina/o Faculty Staff Association, Washington State University, 2010-2012

**Founder & Director**, Herrera- Loera Los Padres Memorial Scholarship Fund, 1998-Present  
Providing scholarships for aspiring Educators, Engineers and Scientists at  
Washington State University and San Jose High School

**Advisory Board Member**, Student Support Services Program, Washington State University,  
2002-Present

**Advisory Board Member**, College Assistance Migrant Program, Washington State University  
2009-Present

**Advisor Board Member**, Career Counseling Services, Center for Advising and Career  
Development, Washington State University, 2011-Present

**Invited Speaker and Panelist**, numerous regional conferences and meetings 1997-Present  
Topics: Counseling Diverse Populations, Ethics in Counseling and Mentoring, Preparing  
for and Succeeding in Graduate Education, Career Development

**Search Committee Member**, Retention Counselor, Student Support Services Program,  
Washington State University, 2012

**Faculty Advisor**, Omega Delta Phi, Latino Fraternity, Washington State University, 2002-2011

**Chair**, Search Committee for Coordinator of Multicultural Student Development, Campus  
Involvement, Washington State University, 2006

**Member**, Multicultural Greek Advisors Council, Washington State University, 2003-2011

**Search Committee Member** for Peer Academic Counselors, Educational Opportunities  
Program, University of California, Davis, 2001

**District Representative**, Graduate and Professional Student Association (GPSA), Washington  
State University, Fall 1998

**President**, CAMARADAS, the Chicana/o Latina/o Graduate Student Association, Washington  
State University, 1999-2000

**Board Member**, Conduct and Academic Integrity Board, Student Affairs, Washington State  
University, 1997-99

**Search Committee Member**, Director of the Office of Multicultural Student Services,  
Washington State University, 1998-99

**Search Committee Member**, Counselor of the Chicana/o Latina/o Student Center, Washington State University, 1998-99

**Search Committee Member**, Student Associate Ombudsman, Washington State University, 1995

**Member**, La Alianza de WSU, Latina/o Alumni Association of Washington State University, 1999-Present.

**Coordinator**, “G-Prep” Program, Graduate and Professional School Preparation Program, Multicultural Student Services, Washington State University, 1997-1998

**Mentor**, CAMARADAS’ Mentor/Protégé Program, Washington State University, 1996-2000

**Mentor**, College of Education Mentor Program, Washington State University, 1996-98

**Mentor**, Multicultural Peer Mentor Program, Multicultural Student Services, Washington State University, 1994-96

## **Professional Memberships**

### **American Psychological Association (APA)**

Division 17, Society of Counseling Psychology

Division 45, Society for the Psychological Study of Ethnic Minority Issues

### **National Association of Chicana and Chicano Studies (NACCS)**

### **National Latina/o Psychological Association (NLPA)**

### **Council for Opportunity in Education (COE)**

### **Northwest Association of Educational Opportunity Programs (NAEOP)**

### **Upsilon Chapter Alumni Association, Omega Delta Phi Fraternity, Inc.**

## **Awards**

**Phil and Norma Duran Alumni Award**, La Alianza de WSU, Latina/o Alumni Chapter, 2010

**The Illuminante Award**, Gamma Alpha Omega, Inc., Washington State University, 2003

**Graduate Student of the Year**, Movimiento Estudiantil Chicano de Aztlán (MEChA), Washington State University, 1997



**The President's Award**, Washington State University, 1996, 1997, 1999

**The Director's Award**, Multicultural Student Services, Washington State University, 1996

**Student of the Year**, MEChA, Washington State University, 1993-94