

Ileana A. Gonzalez, Ph.D.

Assistant Professor

Counseling and Human Development Program

The School of Education

Johns Hopkins University School of Education

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I. EDUCATION

Ph.D., Counselor Education

2013

University of Maryland

College Park, Maryland

CACREP Accredited

Dissertation Title: *An examination of the relationship between practicing urban school counselors' colorblind racial ideology and social justice factors such as supports, barriers, self-efficacy and outcome expectations, and social justice interests and commitment.*

Dissertation Chair: Julia Bryan, Ph.D.

Cognate: School Counseling

M.Ed., Ed.S., School Counseling and Guidance

2000

CACREP Accredited

University of Florida

Gainesville, Florida

B.A., Elementary Education

1998

University of Florida

Gainesville, Florida

Specialization: Educational Media and Instructional Design

II. PROFESSIONAL EXPERIENCE

A. Teaching

Department of Counseling and Human Development, Johns Hopkins University

July 2010- Present

Master's Level Courses taught include Practicum in School Counseling, Internship in School Counseling, Ethics of Counseling, Diversity and Social Justice in Counseling, Counseling Techniques School Counselor Leadership and Consultation, Research and Evaluation in Counseling, College Admissions Counseling and The Foundations of School Counseling.

Department of Doctoral Programs, Johns Hopkins University

Course Developer and Instructor

Fall 2015

Diversity & Social Justice

This online course provided an intensive examination of major counseling theories surrounding identity development, multicultural and social justice competencies and counseling theory from a critical race theory lens.

School Counseling Consultation & Leadership

Coursework focuses on the planning, implementation, and evaluation of a systemic data-driven and developmental urban school counseling program.

Family and Social Support Systems

Ideology and skills useful for understanding the role of family support systems in counseling. Focus on skills particularly for school counseling with urban students and communities.

Plantation Adult Community School, Plantation Florida

Resource Teacher

August 2000-June 2004

Managed adult high school diploma program. Scheduled students into appropriate courses needed for graduation. Responsible for transcript evaluation.

B. Counseling Experience

Counselor Intern

Spring 2006

Identity, Gaithersburg, Maryland

Conducted individual counseling in Spanish with various high school students and their family members who were participants of an after school Latino youth empowerment program.

Professional School Counselor

Broward County Public Schools, Fort Lauderdale, Florida

Fort Lauderdale High School

2004-2005 School Year

South Plantation High School

2000-2004 School Years

Responsible for providing academic support and personal development for over 700 students ranging from ninth through twelfth grade. Directly involved with immigrant Latino and West Indian student populations. Coordinated school wide state-standardized testing procedures. Conducted small and large group presentation for students, parents and faculty at the school and county level. Topics included career planning, college financial aid procedures, small group counseling techniques, and test taking strategies. Chairperson of committee responsible for school reaccreditation.

C. Administrative Experience

School Counseling Fellows Program Coordinator

2014-2019

Responsible for all administrative duties for this full-time, accelerated master's program specializing in school counseling. The 48-credit urban-focused program specializes in preparing future school counselors to work within the context of school and/or educational reform initiatives. Responsibilities included marketing, recruitment, retention, candidate improvement, program planning and course staffing along with curricular development.

III. SCHOLARSHIP

A. Refereed Journals

Gonzalez, I. A. & Cokley, R. (2021). The case for a core anti-racist course for counselors in training. *Teaching and Supervision in Counseling: Special Issue Anti-racist Counselor Education*, 3(2) 26-37. <https://doi.org/10.7290/tsc030204>

Young, A., **Gonzalez, I. A.**, Owen, L., & Heltzer, J. V. (2015). The journey from counselor-in-training to practitioner researcher. *Professional School Counseling*, 18(1), 217-226.

Holcomb-McCoy, C., **Gonzalez, I. A.**, & Johnston, G. (2009). School counselor dispositions as predictors of data usage. *Professional School Counseling*, 12(5), 343-351.

Butler, A.L., **Gonzalez, I. A.**, & Lee, C.C. (2008). Social justice: What it means for counselors in schools and rehabilitation settings. *Counseling and Human Development*, 40(6), 1-8. Retrieved from <https://search.proquest.com/docview/206792489?accountid=11752>

B. Book Chapters

Abel, Y. & **Gonzalez, I. A.** (in press). Surviving to thriving: Leading from the margins. In *Surviving and Changing the Culture of White, Patriarchal Higher Education: Personal Essays of Struggle and Hope*. Innovative Link Publishing.

Young, A. & **Gonzalez, I. A.** (2023). Ethical research in schools: Navigating the IRB process at the district and university levels. In B. Zyromski & C. Dimmitt, *School Counseling Research in Schools*. Oxford University Press.

Young, A. & **Gonzalez, I.A.** (2022). Using data and accountability strategies to close achievement and opportunity gaps in college and career readiness. In E.M. Hines & L. Owen, *Equity-Based Career Development and Postsecondary Transitions: An American Imperative*. Information Age Publishing.

Abel Y. & **Gonzalez, I. A.** (2020). Using a social justice continuum to better support faculty of color in higher education settings. In C.A. Mullen (Ed.), *Handbook of Social Justice Interventions in Education*. Springer International Handbooks of Education. https://doi.org/10.1007/978-3-030-29553-0_117-1

Holcomb-McCoy, C., Harris, P., Hines E. & **Gonzalez I. A.** (2015) Urban school counseling: Implications for Black male students. *School Counseling for Black Male Student Success in 21st Century Urban Schools*. Information Age Publishing.

Holcomb-McCoy, C., & **Gonzalez, I. A.** (2014). Counseling in schools: Issues and practice. *Counseling Across Cultures*. Sage Publications.

C. Non-refereed Journals

Holcomb-McCoy, C., Young, A., & **Gonzalez, I. A.** (2011). Transforming urban school counselor education for the next century. *New Horizons For Learning*, Vol. 4, No. 1.

D. Manuscripts In Progress

Abel, Y. & **Gonzalez, I. A.** Facilitating a Socially Just Higher Education Community to Support Culturally and Linguistically Diverse Learners. In Rantz, R. *Culturally Responsive Curriculum in Higher Education*

Gonzalez, I. A., Newhart, S. Arcot, R. R., Hudlin, M. *A Weight to Carry: A Qualitative Study on the Experiences of Faculty Teaching a Master's Level Multicultural Counseling Course*. Special Issue: Journal of Multicultural Counseling and Development

Gonzalez, I. A. & Arcot, R. R. *The Benefits of Using Multicultural Training Leaders in an MCC*.

Gonzalez, I.A., Greene, C. & Arcot, R.R. *Exploring the Experiences of BIPOC Students in a Multicultural Counseling Course*

E. Presentations

Arcot R.R., Hudlin, M., **Gonzalez, I. A.** & Newhart, S. (April, 2023) *A Weight to Carry: Experiences of Master's-Level Counseling Faculty Teaching a Multicultural Counseling Course*. American Educational Research Association Annual Meeting, Chicago. IL.

Young, A. & **Gonzalez, I. A.** (2023). *Preconference: The Intersection of School Counseling Programs and the School Counseling Landscape*. Southern Association for Counselor Education and Supervision Biannual Conference, Baltimore, MD.

Holcomb- McCoy, C., Francis, D., Mason, E., Williams, J. & **Gonzalez, I. A.** (May, 2022). *School Counselor Identity*. ACES Spring Webinar Series.

Gonzalez, I. A. (October, 2021). *The Case for a Core Anti-racist Course for Counselors in Training*. Association for Counselor Education & Supervision Biannual Conference, Atlanta, GA.

Gonzalez, I. A., Arcot R.R., & Newhart, S. (October, 2021). *Incorporating Multicultural Training Leaders (MTL) into a Multicultural Counseling Course*. Association for Counselor Education & Supervision Biannual Conference, Atlanta, GA.

Gonzalez, I. A. & Young, A. (July, 2021). *Anti-Racist School Counseling in Action*. American School Counselor Association Annual Conference, Las Vegas, NV.

Gonzalez, I. A. & Arcot, R.R. (June, 2021). *From Tokenizing to Amplifying: Antiracist Practices in Counselor Training Programs to Empower BIPOC Counseling Students*. Association for Multicultural Counseling and Development (AMCD) Virtual Conference.

Gonzalez, I. A. (April, 2021). *Walking the Walk of Antiracist Counseling Practice with BIPOC Youth*. Maryland Association for Multicultural Counseling and Development (MAMCD) Spring 2021 Virtual Conference.

Chae, N., Salaam, F., Bryan, J. G., **Gonzalez, I.**, Logan-McKibben, S., Backer, A., & Gay, J. (April, 2021). *Interested in becoming a school counselor educator?* Panel program presented at the Evidence-Based School Counseling Spring Virtual Conference.

Carlson, N., Colon, L., **Gonzalez, I. A.**, & Owen, L. (March, 2019). *School Counselors Leading the*

Charge: Social Justice through Advocacy. American Counseling Association Annual Conference, New Orleans, LA.

Gonzalez, I. A. (2018). *El Futuro Escolar es mi Decision.* Latino Education Advancement Fund (LEAF) Inaugural Conference, Baltimore, MD.

Hesse, E. & **Gonzalez, I. A.** (June, 2017). *Documenting Your Undocumented Students Environment.* 2017 NASPA Closing the Achievement Gap: Student Success in Higher Education Conference, NASPA Student Affairs in Higher Education, Washington, District of Columbia.

Gonzalez, I. (facilitator) (October, 2016). *How to Have Courageous Conversations.* Connecting the Dots: Cultural Competence, Counseling, and College and Career Readiness of Underserved Youth, 5th National Reach Higher/White House Convening, Washington, District of Columbia.

Gonzalez, I. A., & Young, A. (October, 2015). *Action Research as a Catalyst for Systemic Change in Schools.* 2015 ACES Conference, Association for Counselor Education and Supervision, Philadelphia, Pennsylvania.

Day-Vines, N., & **Gonzalez, I. A.** (author) (March, 2014). *Helping African American Students Attending Private Schools Develop a Blueprint for Securing Social and Cultural Capital.* American Counseling Association Annual Conference, American Counseling Association, Honolulu, Hawaii.

Gonzalez, I. A. (March, 2014). *Making Mental Health Referrals in School-Based Settings.* American Society for Adolescent Psychiatry Annual Conference, American Society for Adolescent Psychiatry, Baltimore, Maryland.

Owen, L., & **Gonzalez, I. A.** (July, 2013). *The voices of inner-city youth: Using the ASCA national model to foster systemic change within the urban school context.* American School Counselor Association Conference (ASCA), Philadelphia, PA.

Young, A., & **Gonzalez, I. A.** (October, 2010). *How to evaluate school counseling interventions: An evidence-based approach.* Maryland School Counselor Association 2010 Fall Conference. Maryland School Counselor Association, Timonium, Maryland.

Holcomb-McCoy, C., & **Gonzalez, I. A.** (April, 2009). *Developing a college-going culture: What the research says and how to apply it!* National Office for School Counselor Advocacy of the College Board National Conference. Las Vegas, Nevada.

Holcomb-McCoy, C., & **Gonzalez, I. A.** (June, 2008). *College-going rates in high-minority, high-poverty schools: Preliminary results of a mixed-method study.* The Ninth Annual Transforming School Counseling Summer Academy, American School Counselor Association, St. Louis, Missouri.

Gonzalez, I. A., Shaw, F., & Holcomb-McCoy, C. (April, 2008). *Transforming school counselors: A conceptual model for the change process.* Maryland Association for Counseling and Development Annual Spring Conference. Columbia, Maryland,

Gonzalez, I. A. (January, 2008). *The transformed school counselor and immigrant*

students. Urban School Counseling Conference. College Park, Maryland.

Lee, C.C., Butler, A., & **Gonzalez, I. A.** (October, 2007). *Race, class, social justice and the curriculum*. Association for Counselor Education and Supervision Annual Conference. Columbus, Ohio.

Gonzalez, I. A. (October, 2007). *Using the teaching goals inventory to select techniques for assessing course related knowledge and skills*. Poster session presented at the Association for Counselor Education and Supervision Annual Conference, Columbus, Ohio,

Lee, C.C., Butler, A., Diaz, J.M., **Gonzalez, I. A.**, & Humphrey, M. (April, 2006). *Helping women from other cultures: Keys to communication and understanding*. Montgomery County Commission for Women Counseling and Career Center. Rockville, Maryland.

Upcoming Presentations

Gonzalez, I. A., Newhart, S. Arcot, R. R., Hudlin, M. (October, 2023). *A Weight to Carry: A Qualitative Study on the Experiences of Faculty Teaching a Master's Level Multicultural Counseling Course*. Association for Counselor Education and Supervision Biannual Conference, Denver, CO

Gonzalez, I.A. (October, 2023). Panel presentation with Multicultural Leaders in the Field. Association for Counselor Education and Supervision Biannual Conference, Denver, CO

IV. SERVICE

A. Service to the Profession

Editorial Board Member ACES Teaching Practice Briefs May 2022- Present

Center for Equity and Postsecondary Attainment, Counselor Educator Advisory Board
October 2021-Present

Peer Reviewer for "School Counseling to Close the Achievement Gap" by Cheryl Holcomb McCoy
April 2021

Manuscript reviewer "Narrowing the college readiness gap: Assessing GEAR UP Iowa's intermediate impact on underserved students" for the Journal of Education for Students Placed at Risk."
April 2021

ACES Proposal Reviewer 2021 Conference

TEACH-IN on Antiracism in School Counseling, Group Facilitator June 2021

American Educational Research Association (AERA): Division E - Counseling and Human Development/Division E - Section 1: Counseling & SIG-Critical Educators for Social Justice
Submission Reviewer 2018 Annual Meeting

American Counseling Association Mentor October 2019- 2022

Chi Sigma Iota, Counseling Academic and Professional Honor Society International Lambda
 Chapter of Johns Hopkins University, Chapter Faculty Advisor, 2013- 2019, Chapter Faculty Backup
 Advisor 2019-Present

B. Service to the Institution

Faculty Workload Committee	2021-2023
Content lead: Diversity and Social Justice and Practicum in School Counseling, Research in Counseling, Practicum in School Counseling	
Latino Alliance Johns Hopkins University, Vice-President,	2018-2019
Faculty Search CoChair, Assistant Clinical Professor, Counseling and Human Development Area,	Spring 2020
Faculty Search CoChair, Assistant Clinical Professor, Counseling and Human Development Area,	Spring 2019
CACREP Self Study Committee Member	2013-Present
Faculty Search Committee Member, Assistant Clinical Professor, Counseling and Human Development Area, Spring 2018	
School of Education Committee on Diversity and Civility, Chair 2012-2013,	Member 2012-Present
Faculty Senate Secretary	2015-2017
National Council for Accreditation of Teacher Education, Standard 4 Diversity Lead	
Dunbar High School Health Partnership, Board Member	2013- 2018
Admissions Reviewer, Ed.D. Program,	2016-2020

V. DOCTORAL DISSERTATION COMMITTEES

Powers, Gail (Defended – January 2021). Leading teachers and managing change: Guidance for school administrators, Johns Hopkins University, Committee Member

Newby, Crystal (Defended – July, 2020). Students of color and college undermatching: Counselors, connections and college choice, Johns Hopkins University, Committee Chair

Hesse, Erwin (Defended - March, 2018). College admission counselors and undocumented students: A professional development on recruitment and multicultural competencies, Johns Hopkins University, Committee Chair

Lorenzo, Christian (Defended – August 2017). An investigation of peer mentoring to ease the middle to high school transition, Johns Hopkins University, Committee Chair

Liu, Nannan (Defended – June 2017). Building the link between healthcare and education: A professional development to address the disparities in school-based mental health services in New York City, Johns Hopkins University, Committee Member

McGrady, Katherine (Defended – February 2017). Educating for diversity: How to ensure teacher success in reaching culturally and linguistically diverse populations, Johns Hopkins University, Committee Member

VI. AWARDS AND HONORS

Southern Association for Counselor Education and Supervision, 2022 Teaching and Supervision in Counseling Outstanding Article Award, *The Case for a Core Anti-racist Course for Counselors in Training*

School of Education, Vivian Lee Memorial Award Winner, 2022

Counselor Educator of the Year, 2019 & 2014, Maryland School Counselor Association

Chi Sigma Iota, Counseling Academic and Professional Honor Society International
Alpha Delta Chapter
Inducted Spring 2006

VII. GRANTS

Gonzalez, I. A. & Arcot, R.R. Southern Association for Counselor Education and Supervision (October, 2022) 2022 SACES Research and Best Practice Grant, \$500.00

Gonzalez, I. A. SOE Department Chairs Teaching Innovation Grant recipient (December, 2021) \$2000.00 Multicultural Training Leaders.

Gonzalez, I. A. & Newhart, S. School of Education Pitch Grant (June, 2021) \$1500.00 Research study exploring the process of teaching a multicultural course.

Gonzalez, I., Young, A., "CAP (College Attainment Program) Initiative in Middle Schools/ BCPS". Sponsored by Maryland Higher Education Commission, \$108,123, (August 2015 - June 2016). The College Attainment Program (CAP) Initiative project worked to increase Prince Georges County High School students' and parents' knowledge about essential academic skills, personal behaviors, and financial resources needed for college admission and increased career choices. The initiative targeted 11th and 12th grade students at two separate high schools.

Gonzalez, I., "CAP (College Attainment Program) Initiative". Sponsored by Maryland Higher Education Commission, \$139,000, (October 2013 - April 2015). The College Attainment Preparation in Middle School (CAPiMS) project worked to target Baltimore City School middle school students' and parents' knowledge about college admission, financial literacy and career choices. The initiative targeted seventh grade students enrolled in the Free and Reduced Meals (FARMS) programs who identified as lacking a post-secondary educational vision.

V. PROFESSIONAL MEMBERSHIPS

American School Counselor Association, Member: 2006-Present
American Counseling Association, Member: 2006- Present
Association for Counselor Education and Supervision: Member 2012-Present
ACES- School Counselor Interest Network Member 2016-Present
Counselors for Social Justice Member: 2006-Present
Chi Sigma Iota, Counseling Academic and Professional Honor Society
International, Member: 2006- Present

VI. PROFESSIONAL CERTIFICATION

Certified School Counselor, State of Florida – 2000-2010
Certified School Counselor, State of Maryland – in process