

JEFFREY ALAN HAYES, PH.D.

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EDUCATIONAL BACKGROUND

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|-----------------------------|-------------|---|
| Doctor of Philosophy | 1991 | Counseling Psychology (APA accredited)
Department of Psychology
University of Maryland
College Park, Maryland |
| Master of Arts | 1988 | Counseling Psychology
Department of Psychology
University of Maryland
College Park, Maryland |
| Bachelor of Arts | 1986 | Psychology (with honors)
University of Notre Dame
Notre Dame, Indiana |

PROFESSIONAL EXPERIENCE

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|---------------------|--|
| 2019-2020 | Associate Department Head
Department of Educational Psychology, Counseling, and Special Education
Pennsylvania State University
University Park, Pennsylvania |
| 2012-present | Professor of Psychology (Courtesy Appointment)
Pennsylvania State University
University Park, Pennsylvania |
| 2006-present | Professor of Counseling Psychology
(Director of Training, 2009-2010, 2013-2019)
Pennsylvania State University
University Park, Pennsylvania |
| 2005, March | Invited Scholar , National Taiwan Normal University, Taipei |
| 1999-2006 | Associate Professor of Counseling Psychology
(Director of Training, 2001-2005)
Pennsylvania State University
University Park, Pennsylvania |

1993-1999 Assistant Professor of Counseling Psychology
 Pennsylvania State University
 University Park, Pennsylvania

1992-1993 Visiting Assistant Professor
 Department of Psychology
 Wittenberg University
 Springfield, Ohio

1991-1993 Adjunct Assistant Professor
 Department of Psychology
 Ohio State University
 Columbus, Ohio

1991-1992 Psychology Resident
 Counseling and Consultation Service
 Ohio State University
 Columbus, Ohio

1990-1991 Psychology Intern
 Counseling and Consultation Service
 Ohio State University
 Columbus, Ohio

1989-1990 Instructor
 Department of Psychology
 University of Maryland
 College Park, Maryland

TEACHING AND ADVISING

Teaching Experience

<u>Location</u>	<u>Courses taught (level of students)</u>
Pennsylvania State University	Research in Counseling (doctoral)
	Counseling Practicum (doctoral)
	Advanced Counseling Theory (doctoral)
	Career Counseling Practicum (doctoral)
	Supervision of Counselors (doctoral)
	Counseling Practicum (master's)
	Counseling Pre-practicum (master's)
	Research in Counseling (master's)
	Counseling Theory (master's)
	Introduction to Counseling (undergraduate)
	First-year Seminar (undergraduate)
College Student Mental Health and Wellness (undergraduate)	

Wittenberg University	Psychological Testing (undergraduate) Research Design in Psychology (undergraduate) Introductory Psychology (undergraduate)
Ohio State University	Counseling Practicum (doctoral)
University of Maryland	Statistics for Psychology (undergraduate)

Dissertations Supervised (29)

- Huenefeld, N. E. (1998). Psychologists' attributions of responsibility for date rape.
- Wall, T. N. (1998). Counterfactual processes and client gender as sources of bias in therapists' blame and control attributions.
- Rosenberger, E. W. (1999). Exploring a model of countertransference: A case study.
- Fauth, J. (2000). Countertransference as a function of male client gender role conformity, therapists' gender role attitudes, and therapists' stress appraisals.
- Tozer, E. (2001). Predictors of seeking conversion therapy: Lesbian/gay identity, internalized homonegativity, and religious orientation.
- Erkis, A. J. (2001). The myth of objectivism in counseling psychology research: Reviewing reviewers' reviews.
- Fleming, M. C. (2002). Development and psychometric analyses of the Therapists' Reactions Toward People with Disabilities Scale.
- Bailey, J. P. (2002). Religious attributions of responsibility: Predicting reactions to negative events.
- Dahms, T. L. (2002). The effects of feminist identity development and self-identification as a feminist therapist on therapy behaviors and diagnostic practices of female therapists.
- Johnson, C. V. (2004). Psychotherapy with troubled spirits: A consensual qualitative investigation of spiritual problems in therapy.
- Baehr, A. (2004). Wounded healers and relational experts: A grounded theory of experienced therapists' management and use of countertransference.
- Myers, D. (2004). Therapist self-disclosure of countertransference: Necessity or indulgence? (Received the Sydney Jourard Award from the American Psychological Association's Division of Humanistic Psychology)

- Wolff, M. (2006). Exploring pathways to therapeutic effectiveness in substance abuse counseling.
- Cruz, J.M. (2007). Therapist fear of intimacy and loss resolution as predictors of successful termination.
- Vinca, M.A. (2009). Mindfulness and psychotherapy: A mixed-methods investigation.
- Ham, C.C. (2009). The wounded healer: A phenomenological investigation of the substance abuse counselor.
- Yeh, Y. (2009). Differential effects of self-disclosures of more resolved versus less resolved countertransference issues on ratings of the therapist and the session.
(Received the Sydney Jourard Award from the American Psychological Association)
- Ortega, N. (2010). Individual and family perfectionism among Latino college students.
- Schendel, C. (2010). Therapist emotional intelligence and self-efficacy as predictors of countertransference management.
- Davis, D. (2011). Relations among meditation experience, mindfulness, differentiation of self, and countertransference management.
- Lee, T. (2012). Cultural identity and spirituality as mediators of the relationship between anxiety and disordered eating in African American women.
- Elreda, D. (2014). Examining how the ratio of students on campus to counseling center staff relates to dosage and counseling center treatment effectiveness.
- Effrig, J. (2014). The development of attachment to the therapist: A mixed methods case study.
- Johnson, M. (2014). Using the Core Conflictual Relationship Themes method as a countertransference coding technique.
- Graceffo, J. (2015). Seasonal affective disorder: Illuminating the latitude hypothesis.
- Lockard, A.J. (2016). Helping those who help themselves: Does counseling enhance retention?
- McClain, J. (2016). The cultural validity of the Counseling Center Assessment of Psychological Symptoms.
- Zhao, F. (2023). White counselors' exposure to Black individuals and their counseling effectiveness with Black clients.

Augustin, D. (2025). Does college student generational status moderate the effects of perceived racial discrimination on mental health among students of color?

Undergraduate Honor's Theses Supervised

Potere, J.C. (1999). The effect of gender and the quality of the social support network on help-seeking behavior in suicidal college students.

Zentz, A.M. (2004). The wounded healer: Countertransference in bereavement counseling.

Littlefield, C.M. (2013). Social anxiety, alcohol use, and social support on college campuses.

PUBLICATIONS IN REFEREED JOURNALS

(*article based on an empirical study; $n = 83$)

100. *Hayes, J.A., Augustin, D., & Scofield, B.E. (in preparation). Open doors, trap doors and revolving doors: The mental health and academic challenges of first-generation college students.

99. *Trusty, W.T., Scofield, B.E., Cooper, S.E., Castonguay, L.G., Hayes, J.A., & Janis, R.A. (under review). Telehealth psychotherapy post-COVID-19: Comparisons with in-person patient characteristics and service utilization in routine practice.

98. *Rocco, D., De Bei, F., Negri, A., Spoto, A., & Hayes, J.A. (in press). Development and validation of the Countertransference Feeling and Behavior Awareness Measures in Italian and American samples. *Psychotherapy Research*.

97. *Drinane, J.M., Cassells, R.C., Hayes, J.A., Park, J., & Foster, E. (in press). Queer in college? Sexual orientation disparities in therapist effectiveness. *Psychotherapy*.

96. *Zhao, F., Hayes, J.A., Janis, R.A., Lei, P., McClain, J.M., Panlilio, C., Castonguay, L.G., & Scofield, B.E. (in press). How full is the glass? Examining the validity of the Counseling Center Assessment of Psychological Symptoms-62 across five ethnoracial groups. *Journal of Counseling Psychology*.

95. Newman, M.G., & Hayes, J.A. (2024). The therapy relationship, digital interventions, and their interaction. *Psychotherapy Research*, 34, 571-573.

94. *Isadore, K., Hayes, J.A., Beitel, M., & Cutter, C. (2024). Native American college students in counseling: Results from a large-scale, multisite effectiveness study. *Psychotherapy*, 61, 173-183.

93. *Velarde, C., Johnson, M.C., Hayes, J.A., & Villarán, V. (2024). Identifying the origins of countertransference using the core conflictual relationship theme method: A multiple case study approach. *Psychotherapy Research*, 34, 366-378.

92. *Davis, K.A., Zhao, F., Janis, R., Castonguay, L.G., Hayes, J.A., & Scofield, B.E. (2024). Therapeutic alliance and clinical outcomes in teletherapy and in-person psychotherapy: A non-inferiority study during the COVID-19 pandemic. *Psychotherapy Research*, 34, 589-600.
91. Hayes, J.A. (2023). The view from 4000 kilometers: An editorial statement for *Cogent Mental Health*. *Cogent Mental Health*, 1.
90. *Eissenstat, S., Coduti, W., & Hayes, J.A. (2023). Predictors of self-harming behavior among college students with disabilities seeking counseling services. *Journal for Postsecondary Education and Disability*, 36, 167-178.
89. *Xiao, H., Castonguay, L.G., Hayes, J.A., Janis, R.A., & Locke, B.D. (2023). Reconstructing dropout: Building from multiple definitions, therapist effects, and center effects. *Psychotherapy Research*, 33, 146-157.
88. *Markin, R., McCarthy, K., & Hayes, J.A. (2021). Young pregnant clients in college or university counseling centers: Environmental and symptom experiences. *Counselling and Psychotherapy Research*, 21, 768-780.
87. *O'Shea, A.M., Kilcullen, R.J., Hayes, J.A., & Scofield, B. (2021). Examining the effectiveness of campus counseling for college students with disabilities. *Rehabilitation Psychology*, 66, 300-310.
86. *Cartwright, C., Hayes, J.A., Yang, Y., & Shires, A. (2021). "Thinking it through:" Trainee psychologists' use of reflective practice to manage countertransference reactions. *Australian Psychologist*, 56, 168-180.
85. *Carney, D., Castonguay, L.G., Janis, R.A., Scofield, B.P., Hayes, J.A., & Locke, B.D. (2021). The effects of counseling center characteristics and policies on psychotherapy outcomes. *The Counseling Psychologist*, 49, 1013-1037.
84. *Kilcullen, J.R., Castonguay, L.G., Janis, R.A., Hallquist, M., Hayes, J.A., & Locke, B.D. (2021). Predicting future courses of psychotherapy within a grouped LASSO framework. *Psychotherapy Research*, 31, 63-77.
83. *McAleavey, A.A., Castonguay, L.G., Hayes, J.A., & Locke, B.D. (2020). Multilevel vs. single-level factor analysis: Differentiating within-person and between-person variability using the CCAPS-34. *Journal of Consulting and Clinical Psychology*, 88, 907-922.
82. Yang, Y., & Hayes, J.A. (2020). Causes and consequences of burnout among mental health professionals: A practice-oriented review of recent empirical literature. *Psychotherapy*, 57, 426-436.

81. *Hayes, J.A., Petrovich, J., Janis, R.A., Yang, Y., Castonguay, L.G., & Locke, B.D. (2020). Suicide among college students in psychotherapy: Individual predictors and latent classes. *Journal of Counseling Psychology*, 67, 104-114.
80. *Youn, S.J., Castonguay, L.G., McAleavey, A.A., Nordberg, S.S., Hayes, J.A., & Locke, B.D. (2020). Sensitivity to change of the Counseling Center Assessment of Psychological Symptoms-34. *Measurement and Evaluation in Counseling and Development*, 52, 75-88.
79. *Lockard, A.J., Hayes, J.A., Locke, B.D., Bieschke, K.J., Castonguay, L.C. (2019). Helping those who help themselves: Does counseling enhance retention? *Journal of Counseling and Development*, 97, 128-139.
78. *Fredman, S. J., Marshall, A.D., Le, Y., Aronson, K.R., Perkins, D.F., & Hayes, J.A. (2019). Interpersonal relationship quality mediates the association between military-related posttraumatic stress and academic dysfunction among student veterans. *Psychological Trauma: Theory, Research, Practice, and Policy*, 11, 415-423.
77. *McAleavey, A.A., Youn, S.J., Xiao, H., Castonguay, L.G., Hayes, J.A., & Locke, B.D. (2019). Effectiveness of routine psychotherapy: Method matters. *Psychotherapy Research*, 29, 139-156.
76. *Youn, S.J., Xiao, H., Scofield, B.E., Pedersen, T., Castonguay, L.G., Hayes, J.A., & Locke, B.D. (2019). Assessing and investigating clinicians' research interests: Lessons on expanding practices and data collection in a large practice research network. *Psychotherapy*, 56, 67-82.
75. *Hayes, J.A., Gelso, C.J., Goldberg, S., & Kivlighan, D.M. (2018). Countertransference management and effective psychotherapy: Meta-analytic findings. *Psychotherapy*, 55, 496-507.
74. *Nordberg, S.S., McAleavey, A.A., Duszak, E., Locke, B.D., Hayes, J.A., & Castonguay, L.G. (2018). The Counseling Center Assessment of Psychological Symptoms Distress Index: A pragmatic exploration of general factors to enhance a multidimensional scale. *Counselling Psychology Quarterly*, 31, 25-41.
73. *Fleming, A.R., Edwin, M., Hayes, J.A., Locke, B.D., & Lockard, A.J. (2018). Treatment-seeking college students with disabilities: Presenting concerns, protective factors, and academic distress. *Rehabilitation Psychology*, 63, 55-67.
72. *Scofield, B.E., Stauffer, A.L., Locke, B.D., Hayes, J.A., Hung, Y., Nyce, M.L., Christensen, A.E., & Yin, A.C. (2017). The relationship between students' counseling center contact and long-term educational outcomes. *Psychological Services*, 14, 461-469.
71. *Xiao, H., Hayes, J.A., Castonguay, L.G., McAleavey, A.A., & Locke, B.D. (2017). Therapist effects and the impacts of therapy non-attendance. *Psychotherapy*, 54, 58-65.

70. *Xiao, H., Carney, D.M., Youn, S.J., Janis, R.A., Castonguay, L.G. Hayes, J.A., & Locke, B.D. (2017). Are we in crisis? National mental health and treatment trends in college counseling centers. *Psychological Services, 14*, 407-415.
69. *Pérez-Rojas, A.E., Palma, B., Bhatia, A., Jackson, J., Norwood, E., Hayes, J.A., & Gelso, C.J. (2017). The development and initial validation of the Countertransference Management Scale. *Psychotherapy, 54*, 307-319.
68. *Xiao, H., Castonguay, L.G., Janis, R.A., Youn, S.J., Hayes, J.A., & Locke, B. D. (2017). Therapist effects on dropout from a college counseling center practice-research network. *Journal of Counseling Psychology, 64*, 424-431.
67. *Pérez-Rojas, A.E., Lockard, A.J., Bartholomew, T.T., Janis, R.A., Carney, D.M., Xiao, H., Youn, S.J., Scofield, B.E., Locke, B.D., Castonguay, L.G., & Hayes, J.A. (2017). Presenting concerns in counseling centers: The view from clinicians on the ground. *Psychological Services, 14*, 416-427.
66. *Hayes, J.A., McAleavey, A.A., Castonguay, L.G., & Locke, B.D. (2016). Psychotherapist effects with White and racial/ethnic minority clients: First, the good news. *Journal of Counseling Psychology, 63*, 261-268.
65. *Coduti, W., Hayes, J.A., Locke, B.D., & Youn, S.J. (2016). Mental health and professional help-seeking among college students with disabilities. *Rehabilitation Psychology, 61*, 288-296.
64. *Hayes, J.A., Lockard, A.J., Janis, R., & Locke, B. D. (2016). Construct validity of the Self Compassion Scale-Short Form for psychotherapy clients. *Counselling Psychology Quarterly, 29*, 405-422.
63. Carnevale, K., & Hayes, J.A. (2016). Qualitative and quantitative methods in psychotherapy research (book review). *Psychotherapy Research, 26*, 261-262.
62. *Nordberg, S.S., Castonguay, L.G., McAleavey, A.A., Locke, B.D., & Hayes, J.A. (2016). Enhancing feedback for clinical use: Creating and evaluating profiles of clients seeking counseling. *Journal of Counseling Psychology, 63*, 278-293.
61. *Hayes, J.A., Owen, J., & Bieschke, K.J. (2015). Therapist differences in symptom change with racial and ethnic minority clients. *Psychotherapy, 52*, 308-314.
60. Youn, S.J., Castonguay, L.G., Xiao, H., Janis, R., McAleavey, A.A., Lockard, A.J., Locke, B.D., & Hayes, J.A. (2015). The Counseling Center Assessment of Psychological Symptoms (CCAPS): Merging clinical practice, training, and research. *Psychotherapy, 52*, 432-441.
59. *Hayes, J.A., Nelson, D.L., & Fauth, J. (2015). Countertransference in successful and unsuccessful cases of psychotherapy. *Psychotherapy, 52*, 127-133.

58. *Ratanasiripong, P., Wang, C.D.C., Ratanasiripong, N., Hayes, J.A., Kaewboonchoo, O., & Kathalae, D. (2015). Development and cross-cultural validation of the Counseling Center Assessment of Psychological Symptoms--Thai version. *The Counseling Psychologist*, 43, 248-271.
57. McAleavey, A.A., Lockard, A.J., Castonguay, L.G., Hayes, J.A., & Locke, B.D. (2015). Building a practice-research network: Obstacles faced and lessons learned at the Center for Collegiate Mental Health. *Psychotherapy Research*, 25, 134-151.
56. *Lockard, A.J., Hayes, J.A., Neff, K.D., & Locke, B.D. (2014). Self-compassion among college counseling center clients: An examination of clinical norms and group differences. *Journal of College Counseling*, 17, 249-259.
55. Hayes, J.A. (2014). The beneficial demands of conducting psychotherapy. *Journal of Clinical Psychology: In Session*, 70, 716-723.
54. *Johnson, M.C., Graceffo, J.M., Hayes, J.A., & Locke, B.D. (2014). Examining treatment-seeking college students with and without military experience and trauma histories. *Journal of College Counseling*, 17, 260-270.
53. Hayes, J.A. (2014). "Well I got a few of my own": Therapists' reactions to attraction, sex, and love in psychotherapy. *Journal of Clinical Psychology: In Session*, 70, 119-122.
52. *Fatter, D.M., & Hayes, J.A. (2013). What facilitates countertransference management? The role of meditation, mindfulness, and self-differentiation. *Psychotherapy Research*, 23, 502-513.
51. *Lockard, A.J., Hayes, J.A., Graceffo, J., & Locke, B.D. (2013). Effective counseling for ethnic minority clients: Examining changes utilizing a practice-research network. *Journal of College Counseling*, 16, 243-256.
50. *Ham, C.C., LeMasson, K.D.S., & Hayes, J.A. (2013). Recovering substance abuse counselors' lived experiences related to the use of self-disclosure. *Alcoholism Treatment Quarterly*, 31, 348-374.
49. *Nordberg, S.S., Hayes, J.A., McAleavey, A.A., Castonguay, L.G., & Locke, B.D. (2013). Treatment utilization on college campuses: Who seeks help for what? *Journal of College Counseling*, 16, 258-274.
48. *McAleavey, A.A., Nordberg, S.S., Hayes, J.A., Castonguay, L.G., Locke, B.D., & Lockard, A.J. (2012). Clinical validity of the Counseling Center Assessment of Psychological Symptoms-62 (CCAPS-62): Further evaluation and clinical applications. *Journal of Counseling Psychology*, 59, 575-590.

47. *Lockard, A.J., Hayes, J.A., McAleavey, A.A., & Locke, B.D. (2012). Change in academic distress: Examining differences between a clinical and non-clinical sample of college students. *Journal of College Counseling, 15*, 233-246.
46. *Graceffo, J., Hayes, J.A., Chun-Kennedy, C., & Locke, B.D. (2012). Characteristics of high-risk college student drinkers expressing high and low levels of distress. *Journal of College Counseling, 15*, 262-273.
45. Locke, B.D., Bieschke, K.J., Castonguay, L.G., & Hayes, J.A. (2012). The Center for Collegiate Mental Health: Studying college student mental health through an innovative research infrastructure that brings science and practice together. *Harvard Psychiatric Review, 20*, 233-245.
44. *Boswell, J.F., McAleavey, A.A., Castonguay, L.G., Hayes, J.A., & Locke, B.D. (2012). Previous mental health service utilization and change in clients' depressive symptoms. *Journal of Counseling Psychology, 59*, 368-378.
43. *Locke, B.D., McAleavey, A.A., Zhao, Y., Lei, P.W., Hayes, J.A., Castonguay, L.G., Li, H., Tate, R. & Lin, Y.C. (2012). Development and initial validation of the Counseling Center Assessment of Psychological Symptoms-34 (CCAPS-34). *Measurement and Evaluation in Counseling and Development, 45*, 151-169.
42. *Hayes, J.A., Chun-Kennedy, C., Edens, A., & Locke, B.D. (2011). Do double minority students face double jeopardy? Testing minority stress theory. *Journal of College Counseling, 14*, 117-126.
41. Hayes, J.A., Locke, B.D., & Castonguay, L.G. (2011). The Center for Collegiate Mental Health: Practice and research working together. *Journal of College Counseling, 14*, 101-104.
40. *Hayes, J.A., Youn, S.J., Castonguay, L.G., Locke, B.D., McAleavey, A.A., & Nordberg, S. (2011). Rates and predictors of counseling center use among college students of color. *Journal of College Counseling, 14*, 105-116.
39. *Yeh, Y., & Hayes, J.A. (2011). How does disclosing countertransference affect perceptions of the therapist and the session? *Psychotherapy, 48*, 322-329.
38. Castonguay, L.G., Locke, B.D., & Hayes, J.A. (2011). The Center for Collegiate Mental Health: An example of a practice-research network in university counseling centers. *Journal of College Student Psychotherapy, 25*, 105-119.
37. *Hayes, J.A., Gelso, C.J., & Hummel, A.M. (2011). Managing countertransference. *Psychotherapy, 48*, 88-97.

36. *Kraus, D.R., Castonguay, L.G., Boswell, J.F., Nordberg, S.S., & Hayes, J.A. (2011). Therapist effectiveness: Implications for accountability and patient care. *Psychotherapy Research, 21*, 267-276.
35. Davis, D.M., & Hayes, J.A. (2011). What are the benefits of mindfulness? A practice review of psychotherapy-related research. *Psychotherapy, 48*, 198-208.
34. *Locke, B.D., Buzolitz, J., Lei, P., Boswell, J.F., McAleavey, A.A., Sevig, T., Dowis, J., & Hayes, J.A. (2011). Development of the Counseling Center Assessment of Psychological Symptoms-62 (CCAPS-62). *Journal of Counseling Psychology, 58*, 97-109.
33. *Hayes, J.A., Crane, A.L., & Locke, B.D. (2010). Save me from myself: College students' fears of losing control and acting violently. *Journal of College Student Psychotherapy, 24*, 181-202.
32. *Wolff, M.C., & Hayes, J.A. (2009). Therapist variables: Predictors of process in the treatment of alcohol and other drug problems. *Alcoholism Treatment Quarterly, 27*, 51-65.
31. Fauth, J., Gates, S., Vinca, M.A., Boles, S., & Hayes, J.A. (2007). Big ideas in psychotherapy training. *Psychotherapy, 44*, 384-391.
30. *Hayes, J.A., Yeh, Y., & Eisenberg, A. (2007). Good grief and not-so-good grief: Countertransference in bereavement therapy. *Journal of Clinical Psychology, 63*, 345-355.
29. *Johnson, C.V., Hayes, J.A., & Wade, N.G. (2007). Psychotherapy with troubled spirits: A qualitative investigation. *Psychotherapy Research, 17*, 450-460.
28. *Fauth, J., & Hayes, J.A. (2006). Counselors' stress appraisals as predictors of countertransference behavior with male clients. *Journal of Counseling and Development, 84*, 430-439.
27. *Myers, D., & Hayes, J.A. (2006). Effects of therapist general self-disclosure and countertransference disclosure on ratings of the therapist and session. *Psychotherapy, 43*, 173-185.
26. Hayes, J.A. (2004). The inner world of the psychotherapist: A program of research on countertransference. *Psychotherapy Research, 14*, 21-36.
25. *Tozer, E.E., & Hayes, J.A. (2004). Why do individuals seek conversion therapy? The role of religiosity, internalized homonegativity, and identity development. *The Counseling Psychologist, 32*, 716-740.

24. Morrow, S.L., Beckstead, A.L., Hayes, J.A., & Haldeman, D.C. (2004). Impossible dreams, impossible choices, and thoughts about depolarizing the debate. *The Counseling Psychologist*, 32, 778-785.
23. *Johnson, C.V., & Hayes, J.A. (2003). Troubled spirits: Prevalence and predictors of religious and spiritual concerns among university students and counseling center clients. *Journal of Counseling Psychology*, 50, 409-419.
22. Rosenberger, E.W., & Hayes, J.A. (2002). Therapist as subject: A review of the empirical countertransference literature. *Journal of Counseling and Development*, 80, 264-270.
21. Hayes, J.A. (2002). Playing with fire: Countertransference and clinical epistemology. *Journal of Contemporary Psychotherapy*, 32, 93-100.
20. Gelso, C.J., & Hayes, J.A. (2002). Countertransference management. *Psychotherapy*, 38, 418-422.
19. *Rosenberger, E.W., & Hayes, J.A. (2002). Origins, consequences, and management of countertransference: A case study. *Journal of Counseling Psychology*, 49, 221-232.
18. Hayes, J. A., & Gelso, C. J. (2001). Clinical implications of research on countertransference: Science informing practice. *Journal of Clinical Psychology*, 57, 1041-1051.
17. *Hayes, J.A., & Mahalik, J.R. (2000). Gender role conflict and psychological distress in Male counseling center clients. *Psychology of Men and Masculinity*, 1, 116-125.
16. *Hayes, J.A., & Erkis, A.J. (2000). Therapist homophobia, client sexual orientation, and source of client HIV infection as predictors of therapists' reactions to clients with HIV. *Journal of Counseling Psychology*, 47, 71-78.
15. *Wall, T.N., & Hayes, J.A. (2000). Depressed clients' attributions of responsibility for the causes of and solutions to their problems. *Journal of Counseling and Development*, 78, 81-86.
14. *Bailey, J., & Hayes, J.A. (1998). Religious attributions of responsibility: A review of empirical literature and development of an instrument. *Counseling and Values*, 43, 49-62.
13. *Hayes, J.A., McCracken, J.E., McClanahan, M.K., Hill, C.E., Harp, J.S., & Carozzoni, P. (1998). Therapist perspectives on countertransference: Qualitative data in search of a theory. *Journal of Counseling Psychology*, 45, 468-482.
12. *Hayes, J.A., & Wall, T.N. (1998). What influences clinicians' responsibility attributions? The role of problem type, theoretical orientation, and client attribution. *Journal of Social and Clinical Psychology*, 17, 69-74.

11. *Hayes, J.A. (1997). What does the Brief Symptom Inventory measure in college and university counseling center clients? *Journal of Counseling Psychology*, 44, 360-367.
10. *McCracken, J.E., Hayes, J.A., & Dell, D. (1997). Attributions of responsibility for memory problems in older and younger adults. *Journal of Counseling and Development*, 75, 385-391.
9. *Hayes, J.A., Riker, J.R., & Ingram, K.M. (1997). Countertransference behavior and management in brief counseling: A field study. *Psychotherapy Research*, 7, 145-153.
8. Hayes, J.A. (1995). Waking a sleeping dog: Countertransference in group psychotherapy. *International Journal of Group Psychotherapy*, 45, 521-535.
7. *Wisch, A.F., Mahalik, J.R., Hayes, J.A., & Nutt, E.A. (1995). The impact of gender conflict and counseling technique on psychological help seeking in men. *Sex Roles*, 33, 77-89.
6. *Hayes, J.A., & Mitchell, J.C. (1994). Mental health professionals' skepticism about multiple personality disorder. *Professional Psychology: Research and Practice*, 25, 410-415.
5. *Hayes, J.A., & Gelso, C.J. (1993). Male counselors' discomfort with gay and HIV-infected clients. *Journal of Counseling Psychology*, 40, 86-93.
4. Hayes, J.A. (1991). Psychosocial barriers to behavior change in preventing human immunodeficiency virus (HIV) infection. *The Counseling Psychologist*, 19, 585-602.
3. *Hayes, J.A., & Gelso, C.J. (1991). Effects of therapist-trainees' anxiety and empathy on countertransference behavior. *Journal of Clinical Psychology*, 47, 284-290.
2. *Hayes, J.A., Gelso, C.J., Van Wagoner, S.L., & Diemer, R.A. (1991). Managing countertransference: What the experts think. *Psychological Reports*, 69, 139-148.
1. *Van Wagoner, S.L., Gelso, C.J., Hayes, J.A., & Diemer, R.A. (1991). Countertransference and the reputedly excellent therapist. *Psychotherapy*, 28, 411-421.

BOOKS

- Hayes, J.A. (2024). *College student mental health and wellness: Coping on campus*. Emerald. (376 pp.)
- Castonguay, L.G., Muran, J.C., Angus, L., Hayes, J.A., Ladany, N.I., & Anderson, T. (Eds.) (2010). *Bringing psychotherapy research to life*. American Psychological Association. (378 pp.)
- Gelso, C. J., & Hayes, J. A. (2007). *Countertransference and the therapist's inner experience: Perils and possibilities*. Erlbaum. (184 pp.)

Gelso, C. J., & Hayes, J. A. (1998). *The psychotherapy relationship: Theory, research, and practice*. Wiley. (291 pp.)

BOOK CHAPTERS

11. Hayes, J.A., Cartwright, C., & Zhao, F. (2023). Training therapists to manage countertransference via reflective practice. In L.G. Castonguay and C.E. Hill (Eds.), *Becoming better therapists: Advancing training and supervision* (pp. 127-147). American Psychological Association.
10. Hayes, J.A., Gelso, C.J., Kivlighan, D.M., & Goldberg, S.B. (2019). Managing countertransference. In J. C. Norcross & M. J. Lambert (Eds.), *Psychotherapy relationships that work* (3rd edition; pp. 522-548). Oxford University Press.
9. Hayes, J.A., Owen, J., & Nissen-Lie, H.A. (2017). The contributions of client culture to differential therapist effectiveness. In L.G. Castonguay and C.E. Hill (Eds.), *Therapist effects: Toward understanding how and why some therapists are better than others* (pp. 159-174). American Psychological Association.
8. Hayes, J.A. & Vinca, M.A. (2017). Therapist presence, absence, and extraordinary presence. In L.G. Castonguay and C.E. Hill (Eds.), *Therapist effects: Toward understanding how and why some therapists are better than others* (pp. 85-99). American Psychological Association.
7. Hayes, J. A., Gelso, C.J., & Hummel, A.M. (2011). Managing countertransference. In J. C. Norcross (Ed.), *Psychotherapy relationships that work* (2nd edition; pp. 239-258). Oxford University Press.
6. Ogles, B., & Hayes, J.A. (2010). Michael J. Lambert: Building confidence in psychotherapy. In L.G. Castonguay, J.C. Muran, L. Angus, J.A. Hayes, N.I. Ladany, and T. Anderson (Eds.), *Bringing psychotherapy research to life* (pp. 141-151). American Psychological Association.
5. Eubanks-Carter, C., Muran, J.C., Safran, J.D., & Hayes, J.A. (2010). Interpersonal interventions for maintaining an alliance. In L. M. Horowitz & S. Strack (Eds.), *Handbook of interpersonal psychology* (pp. 684-702). Wiley.
4. Angus, L., Hayes, J.A., Anderson, T., Ladany, N., Castonguay, L.G., & Muran, J.C. (2010). Future directions: Emerging opportunities and challenges in psychotherapy research. In L.G. Castonguay, J.C. Muran, L. Angus, J.A. Hayes, N.I. Ladany, & T. Anderson (Eds.), *Bringing psychotherapy research to life* (pp. 353-362). American Psychological Association.
3. Nutt-Williams, E., Hayes, J.A., & Fauth, J. (2008). Therapist self-awareness: Interdisciplinary connections and future directions. In S.D. Brown & R.W. Lent, *Handbook of counseling psychology* (4th edition, pp. 303-319). Wiley.

2. Hayes, J. A., & Cruz, J. M. (2006). On leading a horse to water: Therapist insight, countertransference, and client insight. In L. G. Castonguay and C. E. Hill (Eds.), *Insight in psychotherapy* (pp. 279-292). American Psychological Association.
1. Gelso, C. J., & Hayes, J. A. (2002). The management of countertransference. In J. Norcross (Ed.), *Psychotherapy relationships that work* (pp. 267-284). Oxford.

PAPER PRESENTATIONS

International

- Zhao, F., Hayes, J.A., Davis, K., Scofield, B., & Castonguay, L.G. (2021). The relationship between the working alliance and outcome among international clients in the United States. Paper presented at the conference of the Society for Psychotherapy Research, Heidelberg, Germany.
- Janis, R.A., Castonguay, L.G., Hayes, J.A., & Locke, B.D. (2021). Psychotherapy feedback on the Counseling Center Assessment of Psychological Symptoms (CCAPS): Effects on outcome and client moderators of effectiveness. Paper presented at the conference of the Society for Psychotherapy Research, Heidelberg, Germany.
- Carney, D. M., Castonguay, L. G., Janis, R. A., Scofield, B. E., Hayes, J. A., & Locke, B. D. (2021). The clinical load index and clinical model as predictors of collegiate psychotherapy outcomes. Paper presented at the conference of the Society for Psychotherapy Research, Heidelberg, Germany.
- Hayes, J.A. (2019). Psychotherapists' problematic reactions to patients: Empirical perspectives and clinical realities. Paper presented at the University of Trier, Germany.
- Castonguay, L.G., Janis, R., Kilcullen, R., Hayes, J.A., & Locke, B.D. (2018). Deterioration in psychotherapy: Is worsening the same across domains of distress? Paper presented at the conference of the Society for Psychotherapy Research, Amsterdam, The Netherlands.
- Hayes, J.A., Owen, J., & Nissen-Lie, H.A. (2017). The contribution of client culture to differential therapist effectiveness. Paper presented at the conference of the Society for Psychotherapy Research, Toronto, Canada.
- Hayes, J.A., Lockard, A.J., Locke, B.D., & Youn, S.J. (2016). The construct validity of the Self-Compassion Scale-Short Form among psychotherapy clients. Paper presented at the conference of the Society for Psychotherapy Research, Jerusalem, Israel.
- Janis, R., Hayes, J.A., & Locke, B.D. (2016). Prediction of suicide in college counseling center clients. Paper presented at the conference of the Society for Psychotherapy Research, Jerusalem, Israel.

- Hayes, J.A., McCracken, K.T., Petrovich, J., Li, R., & Locke, B.D. (2016). The effects of therapists' training and experience on client outcomes in university and college counseling centers. Paper presented at the conference of the Society for Psychotherapy Research, Jerusalem, Israel.
- Hayes, J.A., McAleavey, A.A., & Locke, B.D. (2014). The multicultural super-shrink: Identifying therapist effects with racial and ethnic minority clients. Paper presented at the conference of the Society for Psychotherapy Research, Copenhagen, Denmark.
- Norwood, E., Bhatia, A., Jackson, J., Palma, B., Rojas, A.P., Hayes, J.A., & Gelso, C.J. (2014). Refocusing the Countertransference Factors Inventory. Paper presented at the conference of the Society for Psychotherapy Research, Copenhagen, Denmark.
- Hayes, J.A. (2014). Practice-oriented research: Applications and extensions of outcome monitoring feedback. Panel discussant at the conference of the Society for Psychotherapy Research, Copenhagen, Denmark.
- Xiao, H., Hayes, J.A., & Bieschke, K.J. (2014). Predicting the unpredictable: Modeling data in search of clients with poor attendance rates. Paper presented at the conference of the Society for Psychotherapy Research, Copenhagen, Denmark.
- Hayes, J.A. (2014). Training and supervision in ethical dilemmas: Clinical insights and research directions based on the television series "In Treatment." Panel discussant at the conference of the Society for Psychotherapy Research, Copenhagen, Denmark.
- Hayes, J.A., Chun-Kennedy, C., Edens, A., & Locke, B.D. (2011). Do double minority students face double jeopardy? Testing minority stress theory in clinical and non-clinical samples. Paper presented at the conference of the North American Chapter of the Society for Psychotherapy Research, Banff, Canada.
- Lockard, A.J., Hayes, J.A., Locke, B.D. (2011). Effective treatment for ethnic minority clients: Examining changes in academic distress. Paper presented at the conference of the North American Chapter of the Society for Psychotherapy Research, Banff, Canada.
- Youn, S.J., Castonguay, L.G., Hayes, J.A., Locke, B.D., McAleavey, A.A., Nordberg, S. (2011). Rates and predictors of counseling center utilization among college students of color. Paper presented at the conference of the North American Chapter of the Society for Psychotherapy Research, Banff, Canada.
- Graceffo, J., Hayes, J.A., Littlefield, C., & Locke, B.D. (2011). Examining the influence of climactic variables on mood in the college student population. Poster presented at the conference of the North American Chapter of the Society for Psychotherapy Research, Banff, Canada.

- Lockard, A.J., Hayes, J.A., & Locke, B.D. (2011). Change in academic distress: Examining differences between a treatment seeking and non-treatment seeking population. Poster presented at the conference of the North American Chapter of the Society for Psychotherapy Research, Banff, Canada.
- Boswell, J.F., McAleavey, A., Locke, B.D., Hayes, J.A., & Castonguay, L.G. (2011). The effect of previous mental health service utilization on change in counseling clients' mood symptoms. Paper presented at the conference of the North American Chapter of the Society for Psychotherapy Research, Banff, Canada.
- Hayes, J.A., & Yeh, Y. (2011). How does disclosing countertransference affect perceptions of the therapist and the session? Paper presented at the meeting of the Society for Psychotherapy Research, Bern, Switzerland.
- Hayes, J.A., & Vinca, M.A. (2011). Therapist presence and its relationship to empathy, session depth, and symptom reduction. Paper presented at the meeting of the Society for Psychotherapy Research, Bern, Switzerland.
- Hayes, J.A., & Davis, D. (2011). Therapist mindfulness, meditation experience, and differentiation of self as predictors of countertransference management qualities. Paper presented at the meeting of the Society for Psychotherapy Research, Bern, Switzerland.
- Crane, A.L., Hayes, J.A., & Locke, B. (2009). Save me from myself: Students' fears of losing control and acting violently. Paper presented at the meeting of the Society for Psychotherapy Research, Santiago, Chile.
- Nordberg, S., Hayes, J.A., & Castonguay, L.G. (2009). Therapist variables: The contribution of therapists to treatment outcome. Paper presented at the meeting of the Society for Psychotherapy Research, Santiago, Chile.
- Wolff, M., & Hayes, J. A. (2006). Therapist factors related to effective substance abuse treatment. Paper presented at the meeting of the Society for Psychotherapy Research, Edinburgh, Scotland.
- Myers, D, & Hayes, J. A. (2005). Effects of therapist disclosure of countertransference on ratings of the therapist and session. Paper presented at the meeting of the Society for Psychotherapy Research, Montreal, Canada.
- Cruz, J. M., & Hayes, J. A. (2005). Examining the wounded healer concept in rehabilitation counseling. Paper presented at the meeting of the Society for Psychotherapy Research, Montreal, Canada.

Hayes, J. A., Skowron, E. A., Dendy, A. K., & Trusty, J. G. (2003). Therapist self-differentiation, internal countertransference reactions, and outcome. Paper presented at the meeting of the Society for Psychotherapy Research, Weimar, Germany.

Hayes, J. A., & Johnson, C. V. (2001). Troubled spirits: Help-seeking among college students with spiritual and religious problems. Paper presented at the meeting of the North American chapter of the Society for Psychotherapy Research, Puerto Vallarta, Mexico.

Hayes, J. A., & Gelso, C. J. (2001). Countertransference management and psychotherapy outcome: A review of the empirical literature. Paper presented at the meeting of the Society for Psychotherapy Research, Montevideo, Uruguay.

National

Hayes, J.A. (2024). Reflections on psychotherapist trainees' self-care and mental health. Paper presented at the annual meeting of the American Psychological Association, Seattle.

Hayes, J.A., Zhao, F., & Cartwright, C. (2023). Training therapists to manage countertransference via reflective practice. Paper presented at the meeting of the North American Chapter of the Society for Psychotherapy Research, Amherst, MA.

Fredman, S. J., Marshall, A.D., Le, Y., Aronson, K.R., Perkins, D.F., & Hayes, J.A. (2018). Interpersonal relationship quality mediates the association between military-related posttraumatic stress and academic dysfunction among student veterans. Paper presented at the annual meeting of the International Society for Traumatic Stress Studies, Washington, D.C.

Yang, Y. & Hayes, J.A. (2017). Counseling suicidal clients. Paper presented at the meeting of the Association for Counselor Education and Supervision, Chicago.

Perez-Rojas, A., Palma, B., Bhatia, A., Jackson, J., Norwood, E., Rodgers, K., Wonsever, J., Hayes, J.A., & Gelso, C.J. (2016). Refocusing the Countertransference Factors Inventory. Paper presented at the meeting of the North American Chapter of the Society for Psychotherapy Research, Berkeley.

Lockard, A.J., Perez-Rojas, A., Bartholomew, T.T., Janis, R. A., Carney, D.M., Xiao, H., Youn, S., Scofield, B., Locke, B.D., Castonguay, L.G., & Hayes, J.A. (2016). Presenting concerns in college counseling centers: The view from clinicians on the ground. Paper presented at the meeting of the North American Chapter of the Society for Psychotherapy Research, Berkeley.

Johnson, M.C. & Hayes, J.A. (2015). Can the CCRT be used to measure countertransference? Paper presented at the annual conference of the Society for Psychotherapy Research, Philadelphia.

- Effrig, J., Youn, S.J., & Hayes, J.A. (2015). Countertransference manifestations as atypical therapist reactions: Two case studies with the same therapist. Paper presented at the annual conference of the Society for Psychotherapy Research, Philadelphia.
- Perez-Rojas, A., Bhatia, A., Palma, B., Jackson, J., Rodgers, K., Wonsever, J., Hayes, J.A., & Gelso, C.J. (2015). Refocusing the Countertransference Factors Inventory. Paper presented at the annual conference of the Society for Psychotherapy Research, Philadelphia.
- Janis, R., Youn, S.J., Xiao, H., Castonguay, L.G., Hayes, J.A., & Locke, B.D. (2015). Comparison of expected treatment response and nearest neighbor methods for generating expected recovery curves. Paper presented at the annual conference of the Society for Psychotherapy Research, Philadelphia.
- Van Epps, J.J., Hayes, J.A., Bieschke, K.J., & Locke, B.D. (2015). Self-compassion in psychotherapy: Predicting change in college counseling center clients. Paper presented at the annual conference of the Society for Psychotherapy Research, Philadelphia.
- Xiao, H., Hayes, J.A., Castonguay, L.G., Youn, S.J., Janis, R., & Locke, B. (2015). The unpredictable client: Therapist differences in client early attendance and dropout. Paper presented at the annual conference of the Society for Psychotherapy Research, Philadelphia.
- Hayes, J.A., Owen, J., & Bieschke, K.J. (2013). The multicultural super-shrink: Therapist differences in symptom change with racial/ethnic minority clients. Paper presented at the conference of the North American Chapter of the Society for Psychotherapy Research, Memphis, TN.
- Xiao, H., McAleavey, A.A., Youn, S.J., Castonguay, L.G., Hayes, J.A., & Locke, B.D. (2013). Predictors of premature termination: Modeling data to reduce drop outs. Paper presented at the conference of the North American Chapter of the Society for Psychotherapy Research, Memphis, TN.
- Nelson, D. L., Hayes, J.A., & Fauth, J. (2013). Countertransference in successful and unsuccessful cases of psychotherapy. Paper presented at the conference of the North American Chapter of the Society for Psychotherapy Research, Memphis, TN.
- Youn, S.J., Hayes, J.A., & Effrig, J. (2013). Empirical flesh for a skeletal theory of countertransference: An in-depth case study. Paper presented at the conference of the North American Chapter of the Society for Psychotherapy Research, Memphis, TN.
- Lockard, A.J., Hayes, J.A., Graceffo, J.M., & Locke, B.D. (2012). Effective treatment for ethnic minority clients: Examining change in a practice-research network. Paper presented at the annual conference of the Society for Psychotherapy Research, Virginia Beach.

- Nordberg, S.S., Castonguay, L.G., Hayes, J.A., & Locke, B.D. (2012). Differences in degree or kind: Do latent profiles of treatment-seekers at intake predict meaningful differences in outcome? Paper presented at the annual conference of the Society for Psychotherapy Research, Virginia Beach.
- Youn, S.J., McAleavey, A.A., Nordberg, S.S., Castonguay, L.G., Locke, B.D., & Hayes, J.A. (2012). Sensitivity to change of the CCAPS. Paper presented at the annual conference of the Society for Psychotherapy Research, Virginia Beach.
- McAleavey, A. A., Castonguay, L. G., Hayes, J. A., & Locke, B. D. (2012). Building a partnership to better understand and improve psychotherapy for college students. Paper presented at the annual meeting of the Society for the Exploration of Psychotherapy Integration, Evanston, IL.
- Graceffo, J. & Hayes, J.A. (2011). Binge drinking in college students: Self-medication or socialization? Paper presented at the annual conference of the American Psychological Association, Washington, D.C.
- Lockard, A.J., Effrig, J.C., Hayes, J.A., & Locke, B.D. (2011). The relationship between social support and academic distress for college sexual assault survivors. Paper presented at the annual conference of the American Psychological Association, Washington, D.C.
- Hayes, J.A. (2010). Development of the Counseling Center Assessment of Psychological Symptoms (CCAPS). Paper presented at the annual conference of the American Psychological Association, San Diego.
- Chun-Kennedy, C., Edens, A., Hayes, J.A., & Locke, B.D. (2010). Distress in students identifying as both sexual and ethnic minorities. Paper presented at the annual conference of the American Psychological Association, San Diego.
- Hayes, J.A., Edens, A., & Locke, B.D. (2010). Cultural validity of the CCAPS-62. Paper presented at the annual conference of American Psychological Association, San Diego.
- Effrig, J.C., Hayes, J.A., & Locke, B.D. (2010). Transgendered college students: Clinical issues and implications. Paper presented at the annual conference of the American Psychological Association, San Diego.
- Chun-Kennedy, C., Locke, B.D., & Hayes, J.A. (2010). Utilization of counseling center services by ethnic minorities. Paper presented at the annual conference of the Society for Psychotherapy Research, Asilomar, California.
- Edens, A., Hayes, J.A., & Locke, B.D. (2010). Differential item functioning on the CCAPS-62 by race/ethnicity. Paper presented at the annual conference of the Society for Psychotherapy Research, Asilomar, California.

- Effrig, J.C., Hayes, J.A., & Locke, B.D. (2010). Male victims of sexual assault: Emotional symptom severity and clinical implications. Paper presented at the annual conference of the Society for Psychotherapy Research, Asilomar, California.
- Johnson, M.C., Locke, B.D., & Hayes, J.A., & Locke, B.D. (2010). Military personnel and racial/ethnic variance in CCAPS subscales. Paper presented at the annual conference of the Society for Psychotherapy Research, Asilomar, California.
- Kraus, D.R., Castonguay, L.G., Nordberg, S., Boswell, J., & Hayes, J.A. (2010). Therapist competencies and implications for patient care. Paper presented at the annual conference of the Society for Psychotherapy Research, Asilomar, California.
- Locke, B.D., Hayes, J.A., & Castonguay, L.G. (2010). Development of the Counseling Center Assessment of Psychological Symptoms (CCAPS-62) in a national PRN. Paper presented at the annual conference of the Society for Psychotherapy Research, Asilomar, California.
- Nordberg, S., Boswell, J., Kraus, D., Castonguay, L.G., Hayes, J.A., & Wampold, B. (2010). Therapist effectiveness treating depression with and without co-morbid substance abuse. Paper presented at the annual conference of the Society for Psychotherapy Research, Asilomar, California.
- Cruz, J. M., & Hayes, J. A. (2007). Do therapist loss resolution and fear of intimacy predict termination behaviors and feelings? Paper presented at the meeting of the Society for Psychotherapy Research, Madison, Wisconsin.
- Vinca, M. A., & Hayes, J. A. (2007). Therapist mindfulness as predictive of empathy, presence, and session depth. Paper presented at the meeting of the Society for Psychotherapy Research, Madison, Wisconsin.
- Safran, J., Muran, J. C., Hayes, J.A., Messer, S., Tishby, O., & Watson, J. (2007). Therapists' relational experiences with their clients: Diverse perspectives and innovative methodologies. Panel presentation at the meeting of the Society for Psychotherapy Research, Madison, Wisconsin.
- Ham, C., Lee, T., & Hayes, J. A. (2006). Substance abuse therapists' emotional intelligence and personal recovery from addiction: Predictors of process. Paper presented at the meeting of the North American Society for Psychotherapy Research, Burr Oak, Ohio.
- Yeh, Y., & Hayes, J. A. (2006). A case study of countertransference. Paper presented at the meeting of the North American Society for Psychotherapy Research, Burr Oak, Ohio.

- Hayes, J. A., Skowron, E. A., & Dendy, A. K. (2004). Therapist self-differentiation, internal countertransference reactions, and outcome. Paper presented at the annual meeting of the American Psychological Association, Honolulu.
- Yeh, Y., Hayes, J. A., & Zentz, A. (2004). Good grief: Investigating the wounded healer concept among bereavement counselors. Paper presented at the meeting of the North American chapter of the Society for Psychotherapy Research, Springdale, Utah.
- Hayes, J. A., Skowron, E. A., & Dendy, A. K. (2003). Countertransference as deviations from baseline. Paper presented at the meeting of the North American chapter of the Society for Psychotherapy Research, Newport, Rhode Island.
- Fauth, J., & Hayes, J. A. (2002). Therapists' stress appraisals as predictors of countertransference with men. Paper presented at the annual convention of the American Psychological Association, Chicago.
- Bailey, J. P., & Hayes, J. A. (2002). Religious attributions of responsibility: Predicting reactions to negative events. Paper presented at the annual convention of the American Psychological Association, Chicago.
- Hayes, J. A., & Erkis, A. J. (2002). Reviewing psychotherapy reviewers' reviews. Paper presented at the annual meeting of the Society for Psychotherapy Research, Santa Barbara, California.
- Tozer, E., & Hayes, J. A. (2001). Religiosity, internalized homonegativity, and identity: Why seek reorientation change? Paper presented at the annual convention of the American Psychological Association, San Francisco.
- Fauth, J., & Hayes, J. A. (2000). Male gender roles and countertransference. Paper presented at the annual meeting of the Society for Psychotherapy Research, Chicago.
- Rosenberger, E. W., & Hayes, J. A. (2000). A case study of countertransference. Paper presented at the annual meeting of the Society for Psychotherapy Research, Chicago.
- Fauth, J., Hayes, J. A., & Park, J. (1999). Pre-session countertransference: Therapists' appraisals, self-efficacy, and prognosis. Paper presented at the annual convention of the American Psychological Association, Boston.
- Sager, J. B., Hayes, J. A., & Tozer, E. E. (1999). HIV/AIDS knowledge, health beliefs, and risk behaviors. Paper presented at the annual convention of the American Psychological Association, Boston.
- Hayes, J. A., Wall, T. N., & Shea, A. (1998). Client-therapist attribution congruence, working alliance, and psychotherapy outcome. Paper presented at the annual convention of the American Psychological Association, San Francisco.

- Hayes, J. A., & Mahalik, J. R. (1998). Gender role conflict and psychopathology in a clinical population. Paper presented at the annual convention of the American Psychological Association, San Francisco.
- Park, J., Hayes, J. A., & Fauth, J. (1998). Similarity of client and therapist unresolved issues: Countertransference effects on therapist threat appraisal, self-efficacy, and prognosis. Paper presented at the annual meeting of the Society for Psychotherapy Research, Snowbird, Utah.
- Erkis, A. J., & Hayes, J. A. (1998). Effects of client sexual orientation and source of HIV infection on psychologists' empathy, attributions, assessments of functioning, and willingness to work with clients. Paper presented at the annual meeting of the Society for Psychotherapy Research, Snowbird, Utah.
- Hayes, J. A., McCracken, J. E., McClanahan, M. K., Hill, C. E., Harp, J. S., & Carozzoni, P. (1997). Therapist perspectives on countertransference: Qualitative data in search of a theory. Paper presented at the annual convention of the American Psychological Association, Chicago.
- Rosenberger, E. W., & Hayes, J. A. (1997). Through a looking glass somewhat clearly: A case study of countertransference. Paper presented at the annual convention of the American Psychological Association, Chicago.
- Hayes, J. A., & Wall, T. N. (1996). Depressed clients' attributions of responsibility for their problems. Paper presented at the annual convention of the American Psychological Association, Toronto.
- Bailey, J., & Hayes, J. A. (1996). Development of an instrument to measure religious attributions of responsibility. Paper presented at the annual convention of the American Psychological Association, Toronto.
- McCracken, J. E., Dell, D., & Hayes, J. A. (1996). Attributions of responsibility for the causes of and solutions to memory problems. Paper presented at the annual convention of the American Counseling Association, Pittsburgh.
- Wisch, A. F., Mahalik, J. R., Hayes, J. A., & Nutt, L. (1993). Counseling men: Gender role conflict, problem type, and emotional content. Paper presented at the annual convention of the American Psychological Association, Toronto.
- Hayes, J. A. (1992). The current status of theoretical and empirical literature on countertransference. Paper presented at the annual convention of the American Psychological Association, Washington, D.C.
- Hayes, J. A., & Gelso, C. J. (1991). Male counselors' discomfort with gay and HIV-infected clients. Paper presented at the annual meeting of the Society for Psychotherapy Research, Panama City, Florida.

Hayes, J. A., Van Wagoner, S. L., Diemer, R. A., & Gelso, C. J. (1989). Countertransference of reputedly excellent therapists. Paper presented at the annual convention of the American Psychological Society, Alexandria, Virginia.

Regional

Hayes, J. A. (2020). Suicide among college students in psychotherapy: Individual predictors and latent classes. Keynote presentation at the Alabama chapter of the American Foundation for Suicide Prevention. Mobile, Alabama.

Schendel, C., Hayes, J. A., & Yeh, Y. (2007). A mixed-methods case study of countertransference. Paper presented at the mid-Atlantic regional group meeting of the Society for Psychotherapy Research, New York.

Hayes, J. A., Yeh, Y., & Zentz, A. (2004). An empirical investigation of the wounded healer concept among bereavement counselors. Paper presented at the meeting of the Ohio chapter of the Society for Psychotherapy Research, Athens, Ohio.

Johnson, C. V., & Hayes, J. A. (2000). Troubled spirits: Preliminary data on help-seeking among college students with religious and spiritual concerns. Paper presented at the meeting of the mid-Atlantic chapter of the Society for Psychotherapy Research, Bethlehem, Pennsylvania .

Fauth, J., & Hayes, J. A. (1999). Chasing windmills, measuring countertransference, and other fanciful dreams. Paper presented at the meeting of the mid-Atlantic chapter of the Society for Psychotherapy Research, College Park, Maryland.

Rosenberger, E. W., & Hayes, J. A. (1999). Drawing blood from a stone: A case study of countertransference. Paper presented at the meeting of the mid-Atlantic chapter of the Society for Psychotherapy Research, College Park, Maryland.

Hayes, J. A., Tozer, E., & Sager, J. (1998). Everything you always wanted to know about AIDS and probably already do: Why it isn't enough. Paper presented at the meeting of the Pennsylvania School Counselors Association, University Park, Pennsylvania.

Hayes, J. A. (1996). The future of counseling psychology in academia. Paper presented at the University of Maryland Counseling Psychology Alumni Conference, College Park, Maryland.

Hayes, J. A. (1993). Mental health professionals' skepticism about multiple personality disorder. Paper presented at the Eighth Regional Conference on Trauma, Dissociation, and Multiple Personality, Akron, Ohio.

EDITORIAL WORK

Founding Editor: *Cogent Mental Health*, 2021-present.
Co-editor: *Psychotherapy Research*, 2016-2021.
Associate editor: *Journal of Counseling Psychology*, 2011-2013.
Guest editor: *Journal of Clinical Psychology: In Session*, 2014 (volume 70, issue 2).
Associate editor: *Psychotherapy Research*, 2004-2009.
Editorial board: *Psychotherapy*, 2004-present.
Editorial board: *Psychotherapy Research*, 1996-2003, 2010-2015.
Editorial board: *Journal of Counseling Psychology*, 1997-2006, 2009-2010.
Editorial board: *Journal of Counseling and Development*, 1995-1998.
Ad hoc reviewer: *Clinical Psychology and Psychotherapy*.
Ad hoc reviewer: *Journal of Psychotherapy Integration*.
Ad hoc reviewer: *Psychiatry: Interpersonal and Biological Processes*.
Ad hoc reviewer: *The Counseling Psychologist*.
Ad hoc reviewer: *European Journal of Psychotherapy and Counselling*.
Ad hoc reviewer: *Counselling Psychology Quarterly*.
Ad hoc reviewer: *Measurement and Evaluation in Counseling and Development*.
Ad hoc reviewer: *Behaviour Research and Therapy*.
Ad hoc reviewer: *Asia Pacific Education Review*.
Ad hoc reviewer: *Journal of Nervous and Mental Disease*.
Ad hoc reviewer: *Current Psychology*.
Ad hoc reviewer: *Psychology Research and Behavior Management*.
Ad hoc reviewer: *Journal of Traumatic Stress*.
Ad hoc reviewer: *American Journal of Psychotherapy*.
Ad hoc reviewer: *Journal of Clinical Psychology*.
Ad hoc reviewer: *Journal of Contemporary Psychotherapy*.
Ad hoc reviewer: *Journal of Consulting and Clinical Psychology*.

PRE-PUBLICATION BOOK REVIEWS

Brown, J. (2017). *Therapeutic use of self in counselling and psychotherapy: Reflective practice in a diverse society*. Basingstoke, UK: Palgrave Macmillan.

Jones-Smith, E. (2017). *Introduction to counseling*. Thousand Oaks, CA: Sage.

Hill, C. E. (2011). *Consensual qualitative research*. Washington, DC: APA.

Geller, S.M., & Greenberg, L.S. (2011). *Therapeutic presence*. Washington, DC: APA.

Ivey, A. (2008). *Multicultural counseling and psychotherapy*. Thousand Oaks, CA: Sage.

Willer, J. (2008). *The beginning psychotherapist's companion*. New York: Rowan.

Brothers, B. J. (Ed.). (2000). *The personhood of the therapist*. Binghamton, NY: Haworth.

AWARDS

Award for Most Valuable Paper on Professional Stress and Burnout, *Journal of Contemporary Psychotherapy*, 2020

Finalist, Most Valuable Paper, *Psychotherapy*, 2020

Distinguished Contributions to the Science and Profession of Psychology Award,
Pennsylvania Psychological Association, 2018

Fellow, American Psychological Association, Society of Counseling Psychology, 2010

Fellow, American Psychological Association, Division of Psychotherapy, 2006

Co-author, Outstanding Article, *The Counseling Psychologist*, 2004

Early Career Achievement Award, Society for Psychotherapy Research, 2001

Jack D. Krasner Early Career Achievement Award, American Psychological Association
Division of Psychotherapy, 2001

Outstanding Faculty Award, College of Education, Pennsylvania State University, 1999

Havron Award, Outstanding Graduate Student in Psychology, University of Maryland, 1991

RESEARCH GRANT AWARDS

Hayes, J.A., & Castonguay, L.G. (2019-2021). Training novice therapists to manage countertransference. American Psychological Association Society for the Advancement of Psychotherapy. Total cost: \$1,000.

O'Shea, A. & Hayes, J.A. (2019-2020). Examining the effectiveness of campus counseling for college students with disabilities. College of Education Research Initiation Grant, Pennsylvania State University. Total cost: \$5,200.

Hayes, J.A., Bieschke, K.J., Castonguay, L.G., & Locke, B.D. (2014-2016). Preventing suicide among high-risk collegians via accurate identification and effective counseling. American Foundation for Suicide Prevention. Total cost: \$86,619.

Locke, B.D., Hayes, J.A., & Castonguay, L.G. (2013-2015). Center for Collegiate Mental Health. Van Ameringen Foundation. Total cost: \$150,000.

- Locke, B.D., Castonguay, L.G., & Hayes, J.A. (2012-2013). Examining the psychometric properties of the "My Resilience Factors" (MRF) scale in two national samples of college students. LEAD Foundation. Total cost: \$25,000.
- Hayes, J.A., Castonguay, L.G., & Locke, B.D. (2012). The multicultural "super-shrink": Identifying therapist effects in psychotherapy with racial and ethnic minority clients. American Psychological Foundation. Total cost: \$2,000.
- Locke, B.D., Hayes, J.A., & Castonguay, L.G. (2010-2013). The Center for Collegiate Mental Health. Ittleson Foundation. Total cost: \$70,000.
- Hayes, J.A. (2009). Validating an instrument to measure college student mental health. College of Education Research Initiation Grant, Pennsylvania State University. Total cost: \$7,200.
- Hayes, J. A. (2003). Counselors as wounded healers. College of Education Research Initiation Grant, Pennsylvania State University. Total cost: \$8,997.
- Hayes, J. A. (1992). Professional skepticism about multiple personality disorder. Faculty Research Fund Board Grant, Wittenberg University, \$1,500.

PROFESSIONAL MEMBERSHIPS AND SERVICE

American Psychological Association

- Member, Steering Committee, Division of Counseling Psychology Regional Conference (1988)
- Member, Division of Counseling Psychology (1991-present)
- Member, Division of Counseling Psychology Committee on Revision of Principles of Psychotherapy for Women (1991-1993)
- Member, Division of Psychotherapy (1995-present)
- Member, Division of Counseling Psychology Conference Program Committee (1996-1998)
- Member, Division of Psychotherapy Committee on Student Development (2000-2002)
- Chair, Division of Psychotherapy Committee on Education and Training (2002-2005)
- Co-Chair, Division of Psychotherapy Taskforce for the Advancement and Advocacy of Psychotherapy, Committee on Education and Training (2003-2005)
- Treasurer, Society of Counseling Psychology Section on Psychotherapy Process and Outcome Research (2004-2006)
- Member, Society of Counseling Psychology Committee on Nominations to APA Boards and Committees (2005)
- Co-Chair, Division of Psychotherapy Fellows Committee (2008)
- Chair, Division of Psychotherapy Fellows Committee (2009-2010)
- Member, Society of Counseling Psychology Scientific Affairs Advisory Committee (2009-2012)

Society for Psychotherapy Research

Member, Membership Committee (2000-2003)
Member, Organizing Committee, Mid-Atlantic Chapter Conference (2000, 2005, 2007, 2009)
Member, Program Committee, North American Chapter Conference (2001)
Chair, Organizing Committee, Mid-Atlantic Chapter Conference (2002)
President-elect, North American Chapter (2005-2007)
President, North American Chapter (2007-2009)
Past-president, North American Chapter (2009-2011)
Member, General Vice-president Nominating Committee (2010-2012)
Member, Program Committee (2012)
Local Host, Annual International Conference (2012)
Member, North American Chapter Membership Committee (2018-2020)

CLINICAL EXPERIENCE

Licensed Psychologist in Independent Practice: 1995-present.

Conduct individual and couple psychotherapy with adult clients.
State College, Pennsylvania. PA License #7045-L.

Coordinator, College of Education Counseling Service: 1993-1999, 2002-2003, 2008.

Established and implemented agency policies. Coordinated referrals with university counseling center. Managed agency budget. Supervised graduate assistants and work-study students.
Pennsylvania State University.

Licensed Psychologist in Independent Practice: 1992-1993.

Conducted individual and group psychotherapy with adult clients five hours per week.
Dublin, Ohio.

Psychology Resident: 1991-1992.

Conducted individual and group psychotherapy with college student population. Provided training to psychology interns and graduate students. Supervised case conferences. Coordinated university's AIDS Education and Outreach Program. Chaired counseling center's Research Committee. Counseling and Consultation Service, Ohio State University.

Psychology Intern: 1990-1991.

Conducted individual, group, and couple psychotherapy and outreach with college student population. Received 150 hours of training on topics including assessment, group psychotherapy, multicultural counseling, ethics, and couples counseling.
Counseling and Consultation Service, Ohio State University.

HIV/AIDS Counselor: 1989-1990.

Provided AIDS test results and short-term counseling for ethnically diverse, predominantly gay client population. Received 75 hours of training, including 20-hour thanatology seminar.
Whitman-Walker Clinic, Washington, D.C.

Academic Advisor: 1987-1990.

Provided academic and vocational advising for undergraduate students.
College of Behavioral and Social Sciences, University of Maryland.

Case Worker: 1986.

Conducted intake interviews, family counseling, and crisis intervention with homeless teen-age mothers. Covenant House, New York City.

SELECTED WORKSHOP PRESENTATIONS

Managing Difficult Reactions to Psychotherapy Clients: February, 2018, Australian Clinical Psychology Association, Sydney. March, 2018, University of Auckland, Auckland, New Zealand. April, 2023, University of Trier, Trier, Germany. June, 2019, Pennsylvania Psychological Association, Pittsburgh. October, 2019, Philadelphia Society of Clinical Psychologists, Philadelphia. August, 2020, American Psychological Association, Washington, D.C.

Suicide Among Adolescents and Young Adults: Who is at Risk?: March 2023, April, 2021, September 2021, Philadelphia Society of Clinical Psychologists, Philadelphia. November, 2021. Grand Rounds, Department of Psychology, Penn State University.

Measuring Countertransference: Definitional, Theoretical, and Practical Issues: March, 2005. National Hualien Teachers College, Hualien, Taiwan.

Clinical Implications of Countertransference Theory and Research: March, 2005. Taiwanese Counseling and Guidance Association, Taipei, Taiwan.

Healing Wounds: Countertransference and the Instrumentality of the Self: March, 2002. Central Pennsylvania Psychological Association, State College, PA.

The Wounded Healer: Countertransference Vices and Virtues: January, 1999. Center for Counseling and Psychological Services, Pennsylvania State University.

CLINICAL SUPERVISION EXPERIENCE

Assistant/Associate/Full Professor: 1993-present.

Supervise the clinical work of doctoral students in counseling psychology, clinical psychology, and counselor education at various agencies on campus and in local community. Pennsylvania State University.

Psychology Resident: 1991-1992.

Supervised doctoral students' practicum work and graduate assistantships. Counseling and Consultation Service, Ohio State University.