

Aiesha T. Lee, PhD, LPC, NCC

Assistant Professor of Counselor Education
Pennsylvania State University, College of Education
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EDUCATION

PhD, Counselor Education and Supervision, CACREP Accredited **May 2022**
William & Mary, Williamsburg, VA

MA, Counselor Education, CACREP Accredited **May 2018**
Concentration: Marriage, Couple, and Family Counseling and Therapy
The College of New Jersey, Ewing, NJ

BA, Psychology, *Business Minor* **May 2014**
Montclair State University, Montclair, NJ

LICENSURE & CERTIFICATIONS

National Certified Counselor (NCC), #1091876 (2018 – Present)
Licensed Professional Counselor (LPC), State of New Jersey #37PC00843900 (2022 – Present)
Licensed Professional Counselor (LPC), State of Pennsylvania #PC015152P (2022 – Present)
Licensed Associate Counselor (LAC), State of Virginia #0701013827 (2024 – Present)

ACADEMIC APPOINTMENTS

Assistant Professor of Counselor Education **July 2022 – Present**
Pennsylvania State University
University Park, PA

CLINICAL EXPERIENCE

Owner, Therapist **May 2022 – Present**
Rooted Healing Counseling
New Jersey, Pennsylvania, Virginia

Mental Health Counselor **August 2021 – May 2022**
Tailwinds Ranch
Williamsburg, VA

Director of Clinical Training **August 2020 – May 2022**
The Flanagan Counselor Education Clinic, William & Mary
Williamsburg, VA

Doctoral Family Counseling Intern and Group Counselor **August 2019 – December 2021**
New Horizons Family Counseling Center, William & Mary
Williamsburg, VA

Youth Clinical Case Manager **August 2018 – August 2019**
Millhill Child and Family Development
Trenton, NJ

Outpatient Therapist **May 2018 – August 2019**
Millhill Child and Family Development
Trenton, NJ

RESEARCH EXPERIENCE

Principal Researcher **August 2023 – Present**

Pennsylvania State University, Department of Educational Psychology, Counseling, and Special Education

- Leading student centered research team on a project titled *Sociocultural Influences of Critical Consciousness in Counselor Education*.
- Teaching and leading students through research processes including the literature search and review, distillation of ideas, and the IRB process.
- Examining the socialization of anti-Blackness and its impact on racial/ethnic identity development and critical consciousness
- Guiding the research team in implementing Critical Quantitative Methods

Principal Researcher **January 2021 – Present**

William & Mary, Department of School Psychology & Counselor Education
Pennsylvania State University, Department of Educational Psychology, Counseling, and Special Education

- Leading a longitudinal study on the Melanin Scholars Retreat to investigate
 - The impact of writing and wellness retreats on sense of belonging, self-efficacy, professional identity, and wellness among Black women in Counselor Education.
 - Advocacy strategies for supporting Black women in Counselor Education.
- Conducting mixed methods research utilizing surveys, journals, and focus groups to analyze participants' experiences during in-person and virtual retreats.

Principal Researcher **August 2021 – May 2022**

William & Mary, Department of School Psychology & Counselor Education

- Dissertation: *"I stayed a little too long in that strength": Intergenerational transmission of the strong Black woman narrative and spiritual coping among spiritual Black women.*

Principal Researcher **August 2021 – May 2022**

William & Mary, Department of School Psychology & Counselor Education

- Leading a team on a project titled *Race-based trauma and spiritual wellbeing: A comparative study* to investigate how aspects of participants' spiritual life differed based on their level of race-based trauma.
- Led manuscript development, writing, and editing.

Principal Researcher **January 2021 – Present**

William & Mary, Department of School Psychology & Counselor Education
Pennsylvania State University, Department of Educational Psychology, Counseling, and Special Education

- Leading a team on a longitudinal project titled *Melanin Scholars Retreat: Mentoring Black Women in Research* to gain understanding of a) the impact of a writing and wellness retreat for Black women in Counselor Education and b) advocating for the support of Black women in Counselor Education

Research Team Member **September 2020 – May 2021**

William & Mary, Department of School Psychology & Counselor Education

- Worked with a research team on a project titled *Cross-cultural support for Black preK-12 students: School mental health trainees' perceptions of a virtual community-based service-learning partnership*.
- Interviewed school mental health trainees to understand their experiences of a virtual community-based service-learning partnership.
- Engaged in data analysis processes including coding transcripts and collaborative theme development.
- Assisted in writing and editing manuscript.

Research Team Member

August 2020 – December 2020

William & Mary, Department of School Psychology & Counselor Education

- Worked with a research team on a project titled *Black adolescents' perceptions of COVID-19: Challenges, coping, and connection to family, religious, and school support*.
- Engaged in data analysis processes including coding of transcripts and collaborative theme development.
- Assisted in writing and editing manuscript.

Research Team Member

August 2019 – August 2021

William & Mary, *EAGER*

- Worked with a research team on a project titled *EAGER* ; a program dedicated to professional partnerships in STEM classrooms
- Engaged in data analysis processes including coding of transcripts and collaborative theme development.
- Assisted in writing and editing manuscript.

PUBLICATIONS

Published

Lee A. T., Haskins, N., Wright, G.G., Williams, B., Jones, J. Smith, A.R. (2025). Supporting Black women in counselor education through holistic writing retreats. *Counselor Education and Supervision*. <https://doi.org/10.1002/ceas.70003>

Henry, J. S. Byrd-Badjie. J.A., **Lee, A. T.**, Robinson, M. (2025). Navigating identity and resilience: Supporting Black women with multiple sclerosis. *Journal of Multicultural Counseling and Development*. <https://doi.org/10.1002/jmcd.12323>

Lee. A. T., Haskins, N. H. (2025). Examining the intergenerational transmission of the strong Black woman narrative. *Family Process*.

Lee, A., Chin, P. & Nambiar, A., Haskins, N. (2023). Addressing intergenerational trauma in Black communities: Trauma informed socioculturally attuned family therapy. *Journal of Marital and Family Therapy*. <https://doi.org/10.1111/jmft.12632>

Lee, A. & Haskins, N. (2022). Toward a culturally humble practice: Critical consciousness as an antecedent. *Journal of Counseling & Development*, 1–9. <https://doi.org/10.1002/jcad.12403>

Parker, J., Haskins, N., **Lee, A.**, O'Brien, E., & Weyland, A. (2022). School Mental Health Trainees' Perceptions of a Virtual Community-Based Partnership to Support Black Youth. *School Psychology Review*. <https://doi.org/10.1080/2372966X.2021.2015248>

Avent-Harris, J., Haskins, N., Parker, J. & **Lee, A.** (2021). Womanist theology and relational cultural theory: Counseling religious black women. *Journal of Creativity in Mental Health*. <https://doi.org/10.1080/15401383.2021.1999359>

Parker, J., Haskins, N., **Lee, A.**, Hailemeskel, R., & Adepoju, T. (2021). Black adolescents'

perceptions of COVID-19: Challenges, coping, and connection to family, religious, and school support. *School Psychology*, 36(5), 303–312. <https://doi.org/10.1037/spq0000462>

Gutierrez, D., Hiatt, K., **Lee, A.** (2020) Spiritually competent orientation in supervision: Application of the cultural third. *The Clinical Supervisor*, 39(2), 210–228. <https://doi.org/10.1080/07325223.2020.1824835>

Book Chapters

Haskins, N., Walker, U., **Lee, A.**, & Lomi, L. (2021). Maybe I can change this. In C. Barrio Minton & J. Swank. *Critical Incidents in Counselor Education: Teaching, Supervision, Research, and Leadership and Advocacy* (313-317).

GRANTS

Lee, A., Gaines, B., & Williams, B. (2024). *Promoting Community and Professional Development through the Melanin Scholars Retreat*. Power of the Story. Pennsylvania State University, College of Education. \$14,100. Principal Investigator.

Lee, A. (2022). *The Melanin Scholars Retreat: Mentoring Black Women in Research*. Association for Counselor Education. \$500. Principal Investigator.

Lee, A. (2021). *The Melanin Scholars Retreat: Mentoring Black Women in Research*. William & Mary, Office of Diversity and Inclusion. \$1000. Principal Investigator.

Lee, A. & Mullen, P. R. (2021). *Examining the Intersectionality of Race-Based Traumatic Stress and Spiritual Injury*. Association for Assessment and Research in Counseling. \$1500. Principal Investigator.

Lee, A. (2021). *Examining the Intersection of Intergenerational Trauma and Spirituality in the Black Family*. William & Mary, The School of Education Office of Diversity and Inclusion. \$1000. Principal Investigator.

Lee, A., Williams, B., & Haskins, N. (2020). *The Melanin Scholars Retreat: Mentoring Black Women in Research*. Virginia Counselors Association Foundation. \$350. Co-Investigator.

PRESENTATIONS

National Refereed Presentations

Williams, B. A., Gaines, B., & **Lee, A.** (2025). The Melanin Scholars Retreat: Mentoring Black Women in Research. Counselors for Social Justice, San Juan, PR.

Lee, A., Iglesias-Hoyos, S., Hyunji, K., Li, J., & Onyango-Opiyo, J. (September 2024). *QuantCrit in Action: Practical Insights from the Field*. Association for Assessment and Research in Counseling (AARC), Pittsburgh, PA.

Lee, A., Shrewsbury-Braxton, S., Iglesias Hoyos, S., Hyunji, K., Li, J., Onyango-Opiyo, J., & Zhang, Q. (September 2024). *Critical Consciousness in Counselor Education: A QuantCrit Analysis of Sociocultural Influences*. Association for Assessment and Research in Counseling (AARC), Pittsburgh, PA.

Gaines, B., **Lee, A.**, Smith. A., Williams, B., Wright, G. (September 2023). *Writing in Resistance*:

Utilizing Writing Retreats as a Counterspace. Black Mental Health Symposium (BMHS), Jacksonville, FL.

Lee, A., (November 2022). *Understanding the Process of Intergenerational Trauma Amongst Spiritual Black Women*. Southern Association for Counselor Education and Supervision (SACES), Baltimore, MD.

Lee, A. (September 2022). *Examining the Intersectionality of Race-Based Traumatic Stress and Spiritual Injury*. Association for Assessment and Research in Counseling (AARC), St. Louis, MO.

Lee, A., (March 2022). *Understanding the Process of Intergenerational Trauma Amongst Spiritual Black Women*. American Association of Colleges for Teacher Education (AACTE), New Orleans, LA.

Warriach, L., **Lee, A.**, & Hinchey, K. (February 2022). *The Experiences of Parents and Caregivers During the COVID-19 Pandemic: Parenting in the Pandemic Psychoeducation and Support Group*. Association for Specialists in Group Work (ASGW), Atlantic Beach, FL.

Lee, A., Gaines, B., & Williams, B. (October 2021). *The Melanin Scholars Retreat: Mentoring Black Women in Research*. Association for Counselor Education and Supervision (ACES), Atlanta, GA.

Lee, A., Hiatt, K., & Walker, U. (October 2021). *Broaching Racial Injustice in Supervision*. Association for Counselor Education and Supervision (ACES), Atlanta, GA.

Nambiar, A., **Lee, A.**, Chin, P. (September 2021). *The Development of the Doctoral Student Stereotype Threat Scale*. Association for Assessment and Research in Counseling (AARC), Cincinnati, OH.

Warriach, L., **Lee, A.**, Mason, N., Egwu, O. (September 2021). *Considerations for Conducting Community Based Qualitative Research: Lessons Learned in the Field*. Association for Assessment and Research in Counseling (AARC), Cincinnati, OH.

Lee, A., Chin, P., & Haskins, N. (April 2021). *Having “The Talk”: The Shared Historical Trauma Between Black Clients and White Counselors*. American Counseling Association (ACA), Virtual.

Lee, A. (February 2021). *The Melanin Scholars Retreat: Mentoring Black Women in Research*. American Association of Colleges for Teacher Education (AACTE), Virtual.

Egwu, O., Burgess, D., & **Lee, A.** (February 2020). *Restorative Relational Cultural Theory*. American Association of Colleges for Teacher Education (AACTE), Atlanta, GA.

Local Refereed Presentations

Sureshkumar Ghevriya, S., Iglesias Hoyos, S., & **Lee, A.** (2025). Exploring the Strong Black Woman Schema: A Mixed-Methods Study of Perfectionism, Spirituality, and Socialization. Chi Sigma Iota Pennsylvania Statewide Conference, State College, PA.

Lee, A. (2024). *Utilizing quantcrit in a student-focused research team: Advancing critical consciousness in counselor education*. College of Education Research Conference, Pennsylvania State University, State College, PA.

Dukes, A & **Lee, A.** (2022). Principles to know before offering trauma-informed counseling services. Pennsylvania Counseling Association Conference, Pittsburgh, PA.

Lee, A. (2021). *Relational Cultural Theory as a Socially Just Pedagogical Approach*. Anti-racism in Counselor Education Symposium, Virtual.

Lee, A. & O'Brien, E. (April 2021). *Cross-Cultural Support for Black PreK-12 Students: School Mental Health Trainees' Perceptions of a Virtual Community-Based Service-Learning Partnership*. Racial & Social Justice Graduate Student Research Symposium, Virtual.

Gaines, B. & **Lee, A.** (November 2020). *Examining the Impact of Intergenerational Trauma on Black Family Functioning*. Virginia Counseling Association, Virtual.

Gaines, B., **Lee, A.**, & Williams, B. (September 2020). *The Intergenerational Effects of Race-Based Trauma*. Black Mental Health Symposium, Virtual.

Lee, A. (March 2020). *Application of Cultural Humility to Intergenerational Trauma in the Black Community*. Accepted educational session for the 2020 Joint Research Symposium (did not attend due to COVID-19).

Invited Speaking Engagements

Lee, A. (July 2024). *Understanding and Healing Generational Trauma*. Restorative Justice Initiative, Prison Education Program

Lee, A., & Burgin, E. (August 2021). *Attachment and Neurobiology in Parent-Child Relationships*. Stephen A Cohen Military Family Clinic

Haskin, N. H., Parker, J., Walker, U., & **Lee, A.** (February 2021). *Talking about Race with your Child*. Williamsburg-James City Library

Haskin, N. H., Parker, J., Walker, U., & **Lee, A.** (October 2020). *Talking about Race with your Child*. Williamsburg-James City Council

Lee, A. (October 2020). *Social Justice in K-12 School Counseling*. Newport News School Counselor Advisory

Lee, A., O'Brian, E., & Weyland-Rodenbo, A. (October 2020). *Anti-Bias Training With A Trauma-Informed Lens*. William & Mary, Williamsburg, VA

Haskins, N., Parker, J., Parris, L., Barko-Alva, K., **Lee, A.**, & Owens, S. (June 2020 - April 2021). *Courageous Conversations Series*. William & Mary, Williamsburg, VA

Lee, A. (May 2019). *Group Counseling Panel*. The College of New Jersey, Ewing, NJ

Lee, A. (March 2019). *Minority Mental Health*. The College of New Jersey, Ewing, NJ

Panelist

“Metamorphosis: Cultivating a Womanist Community among Black Women in Counselor Education” Southern Association for Counselor Education and Supervision, Dallas, TX, November 2024.

Multicultural Course Panel, University of San Diego, Department of Counseling & Marital and Family Therapy, August 2024.

“Lift as We Climb: Conversations Across the Academy,” Pennsylvania State University, College of Education, February 2024.

“Doing the Work: Infusing Our Commitment to Antiracism from Leadership to Educational Practice,” Association for Counselor Education and Supervision, Denver, CO, October 2023.

“Womxn in Counselor Education,” Womanist Pre-Conference, Association for Counselor Education and Supervision, Denver, CO, October 2023.

MEDIA & PUBLIC SCHOLARSHIP

Lee, A., (September 2024). *Hush Fix Your Face (Podcast Feature)*. KFF Health News.

- Featured as an expert discussing the long-term psychological effects of emotional suppression, particularly in Black families.
- Examined how generational messages like “fix your face” shape emotional expression, coping strategies, and mental health across the lifespan.
- Provided insights on breaking cycles of suppressed emotions through culturally attuned therapeutic approaches and intergenerational healing.

Lee, A., (March 2024). *The Long-term Effects of Trauma*. National Board for Certified Counselors Newsletter.

- Provided expert insights on the lasting psychological and physiological impacts of trauma, with a focus on intergenerational transmission.
- Discussed strategies for mental health professionals to recognize and address trauma-related symptoms in diverse populations.
- Highlighted the role of culturally responsive and trauma-informed care in fostering resilience and healing.

TEACHING, ADVISING, & SUPERVISION

Courses Taught

The Pennsylvania State University

Spring 2025	Cross Cultural Counseling (Doctoral)
Fall 2022, 2023, 2024	Individual Counseling Procedures
Spring 2023, 2024	Counseling Practicum
Spring 2023	Family Counseling: Theory and Practice
Fall 2023, 2024	Counseling Theory and Method

Courses Co-Taught

The College of William and Mary

Spring 2022	Assessment and Treatment of Trauma-Related Disorders
Spring 2022	Internship in Clinical Mental Health Counseling
Fall 2021	Internship in Clinical Mental Health Counseling
Spring 2020	Practicum in Clinical Mental Health and Family Counseling

Teaching Internship

The College of William and Mary

Fall 2021	Professional, Legal, and Ethical Issues in Counseling
Summer 2021	Relational Counseling and Sex Therapy
Fall 2020	Group Theory and Techniques
Fall 2020	Techniques of Counseling
Spring 2020	Theory and Practice of Multicultural Counseling
Fall 2019	Techniques of Counseling

Guest Lectures

University of San Diego
Summer 2023

Multicultural Counseling, Topic: Critical Cultural Humility

The College of William and Mary
Fall 2021
Fall 2020

Substance Abuse and Society, Topic: Families and Addiction
Substance Abuse and Society, Topic: Families and Addiction

Tarleton State University

Fall 2021	Theories in Counseling, Topic: Narrative Therapy and Trauma
Texas A&M Corpus Christi Fall 2021	Theories in Counseling, Topic: Narrative Therapy and Trauma
James Madison University Fall 2021	Black Girl Magic, Topic: Black Women and Spirituality

Supervision

The Pennsylvania State University Spring 2023, 2024	Practicum Supervisor
The College of William and Mary Summer 2021	Internship Supervisor, Flanagan Counselor Education Clinic
Spring 2021	Practicum Supervisor
Spring 2020	Practicum Supervisor

SERVICE

Curriculum Committee Member Department of Educational Psychology, Counseling, and Special Education College of Education, Pennsylvania State University	2024 – Present
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CACREP Committee Member Counselor Education Program, EPCSE College of Education, Pennsylvania State University	2024 – Present
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Equity Team Member College of Education, Pennsylvania State University	2024 – Present
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Dissertation Peer Reviewer Title: <i>"Climbing The Academic Ladder While Black: Exploring the Experiences of Institutional Belongingness for Black Counselor Education and Supervision Doctoral Students at Predominantly White Institutions"</i> Institution: Old Dominion University, Darden College of Education and Professional Studies, Department of Counseling and Human Services	2024
<ul style="list-style-type: none"> Reviewed transcripts and codes to assist the doctoral candidate in enhancing their understanding and interpretation of the data. Provided targeted feedback to improve the clarity and depth of discussions on institutional belongingness, thereby contributing to academic discourse on the experiences of Black doctoral students in counselor education. 	

Dissertation Peer Reviewer Title: <i>"You can Laugh and Let Your Hair Down in This Space": A Qualitative Multiple Case Study Investigation of the Creation of Homeplace Between Black Adolescent Girls and Black Women School Counselors</i> Institution: William & Mary, School of Education, Department of School Psychology and Counselor Education	2024
<ul style="list-style-type: none"> Reviewed transcripts and codes to assist the doctoral candidate in enhancing their understanding and interpretation of the data. 	

- Supported the enhancement of scholarly work focused on the pivotal interactions between Black adolescent girls and school counselors, contributing to academic excellence and practical applications in educational settings.

Editorial Board Member Counselor Education and Supervision	2022 – Present
Co-Facilitator Racial Trauma Taskforce Pennsylvania State University	2022 – Present
Diversity, Equity, Inclusion, & Social Justice Committee Member International Association for Resilience and Trauma Counseling American Counseling Association	2022 – Present
Co-Founder and Executive Coordinator Melanin Scholars Retreat	2021 - Present
ACES Roundtable Volunteer ACES Virtual Conference	October 2021
Project Leader Flanagan Counselor Education Clinic; Moving Toward an Inclusive Culture: First Steps Toward Diversity, Equity, & Inclusion College of William & Mary	June 2021 – August 2021
Advisory Board Member Flanagan Counselor Education Clinic Advisory Board College of William & Mary	2021 – 2022
SACES Graduate Student Committee Member Research & Writing Subcommittee	2020 – 2021
Affinity Group Committee Metamorphosis: African American Graduate Women Affinity Virtual Group	2020 – Present
Advisory Board Member Williamsburg/James City County Partnership with School of Education	August 2020 – December 2020
Associate Editor The William & Mary Counseling Chronicle	2020 – 2021
Doctoral Liaison Chi Sigma Iota, <i>Omega Nu Chapter</i> College of William & Mary	2020 – 2021
Doctoral Mentor Counselors for Social Justice American Counseling Association	2020 – 2021
SACES Ad Hoc Scholarship Committee SACES Diversity Conference Scholarship	November 2019

PROFESSIONAL DEVELOPMENT

Academic Leadership Academy Center for the Study of Higher Education Pennsylvania State University	June 2025
Critical Participatory Action Research Institute Public Science Project	June 2025
National Center for Faculty Development & Diversity The Pennsylvania State University	2023 - 2024
IGNITE-Future Faculty Development Program William & Mary Office of Diversity & Inclusion	November 2021
Child Parent Relationship Training Steven A. Cohen Military Family Clinic	August 2021

HONORS & SCHOLARSHIPS

Award of Excellence, William & Mary: (5/22)
 ACES Conference Diversity Scholarship: (10/21)
 Social Justice and Diversity Graduate Research Fellow: (8/20 – 5/21)
 Holmes Scholar at William & Mary: (1/20 – Present)
 Chi Sigma Iota Counselor Honor Society: (5/18 – Present)
 Order of Omega Greek Honor Society: (5/10 – Present)

ASSOCIATION MEMBERSHIP

American Counseling Association (ACA) Association for Counselor Education and Supervision (ACES) Northern Association for Counselor Education and Supervision (NARACES) Association for Assessment and Research in Counseling (AARC) International Association for Resilience and Trauma Counseling (IARTC)	February 2020 – Present
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