

Aiesha T. Lee, PhD, LPC, NCC

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

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| PhD, | Counselor Education and Supervision, CACREP Accredited William & Mary, Williamsburg, VA | May 2022 |
| MA, | Counselor Education, CACREP Accredited Concentration: Marriage, Couple, and Family Counseling and Therapy The College of New Jersey, Ewing, NJ | May 2018 |
| BA, | Psychology, <i>Business Minor</i> Montclair State University, Montclair, NJ | May 2014 |

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

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| Assistant Professor of Counselor Education Pennsylvania State University University Park, PA | July 2022 – Present |
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CLINICAL EXPERIENCE

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| Owner, Therapist Rooted Healing Counseling New Jersey, Pennsylvania, Virginia | May 2022 – Present |
| Mental Health Counselor Tailwinds Ranch Williamsburg, VA | August 2021 – May 2022 |
| Director of Clinical Training The Flanagan Counselor Education Clinic, William & Mary Williamsburg, VA | August 2020 – May 2022 |
| Doctoral Family Counseling Intern and Group Counselor New Horizons Family Counseling Center, William & Mary Williamsburg, VA | August 2019 – December 2021 |
| Youth Clinical Case Manager Millhill Child and Family Development Trenton, NJ | August 2018 – August 2019 |
| Outpatient Therapist Millhill Child and Family Development Trenton, NJ | May 2018 – August 2019 |

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-Badje, J.A., Lee, A. T., Robinson, M. (2025). Navigating identity and resilience: Supporting Black women with multiple sclerosis. *Journal of Multicultural Counseling 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., Hyunjy, 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., Hyunjy, 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., Egbu, 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.
- Egbu, 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

Fall 2022, 2023, 2024

Spring 2023, 2024

Spring 2023

Fall 2023, 2024

Cross Cultural Counseling (Doctoral)

Individual Counseling Procedures

Counseling Practicum

Family Counseling: Theory and Practice

Counseling Theory and Method

Courses Co-Taught

The College of William and Mary

Spring 2022

Spring 2022

Fall 2021

Spring 2020

Assessment and Treatment of Trauma-Related Disorders

Internship in Clinical Mental Health Counseling

Internship in Clinical Mental Health Counseling

Practicum in Clinical Mental Health and Family Counseling

Teaching Internship

The College of William and Mary

Fall 2021

Summer 2021

Fall 2020

Fall 2020

Spring 2020

Fall 2019

Professional, Legal, and Ethical Issues in Counseling

Relational Counseling and Sex Therapy

Group Theory and Techniques

Techniques of Counseling

Theory and Practice of Multicultural Counseling

Techniques of Counseling

Guest Lectures

University of San Diego

Summer 2023

The College of William and Mary

Fall 2021

Fall 2020

Multicultural Counseling, Topic: Critical Cultural Humility

Substance Abuse and Society, Topic: Families and Addiction

Substance Abuse and Society, Topic: Families and Addiction

Tarleton State University

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| 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

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| 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

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| Curriculum Committee Member | 2024 – Present |
| Department of Educational Psychology, Counseling, and Special Education | |
| College of Education, Pennsylvania State University | |

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| CACREP Committee Member | 2024 – Present |
| Counselor Education Program, EPCSE | |
| College of Education, Pennsylvania State University | |

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| Equity Team Member | 2024 – Present |
| College of Education, Pennsylvania State University | |

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| Dissertation Peer Reviewer | 2024 |
| 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 | |
| <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. | |

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| Dissertation Peer Reviewer | 2024 |
| 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 | |
| <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.

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| Editorial Board Member Counselor Education and Supervision | 2022 – Present |
| Co-Faciliator 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

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| 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

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| 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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