

## Curriculum Vitae

### **Margaret M. Nauta**

Illinois State University  
4620 Psychology  
Normal, IL 61790-4620  
Phone: (309) 438-7057  
fax: (309) 438-5789  
e-mail: [mmnauta@ilstu.edu](mailto:mmnauta@ilstu.edu)  
Web page: [www.ilstu.edu/~mmnauta](http://www.ilstu.edu/~mmnauta)

#### **CURRENT POSITION**

Aug 1997- Professor of Psychology  
Present (Assistant Professor Aug 1997- Aug 2003; Associate Professor Aug 2003-Aug 2007)  
Illinois State University

#### **EDUCATION**

Ph.D. Psychology (Counseling), August 1997  
Iowa State University, Ames, Iowa

M.S. Psychology, December 1994  
Iowa State University, Ames, Iowa

B.S. Psychology, May 1992 (magna cum laude)  
University of Illinois, Urbana-Champaign, Illinois

#### **SCHOLARSHIP**

##### *Publications*

Liu, C., Nauta, M.M., Spector, P.E., & Li, C.P. (in press). Direct and indirect conflict at work in China and the United States. *Work & Stress*.

Nauta, M. M., Liu, C., & Li, C. (in press). A cross-cultural examination of self-efficacy as a moderator of autonomy/job strain relationships. *Applied Psychology: An International Review*.

Nauta, M. M. (in press). Self-efficacy (career decision-making). In B. T. Erford (Ed.), *ACA Encyclopedia of Counseling*. Alexandria, VA: American Counseling Association.

Nauta, M. M. (in press). Career Planning Survey. In E. Whitfield, C. Wood, & R. Feller (Eds.), *A counselor's guide to career assessment instruments* (5th ed.). Columbus, OH: National Career Development Association.

West, C. R., Kahn, J. H., & Nauta, M. M. (2007). Learning styles as predictors of self-efficacy and interest in research: Implications for graduate research training. *Training and Education in Professional Psychology, 1*, 174-183.

Nauta, M. M. (2007). Assessing college students' satisfaction with their academic majors. *Journal of Career Assessment, 15*, 446-462.

Nauta, M. M. (2007). Career interests, self-efficacy, and personality as antecedents of career exploration. *Journal of Career Assessment, 15*, 162-180.

Nauta, M. M., & Kahn, J. H. (2007). Identity status, consistency and differentiation of interests, and career decision self-efficacy. *Journal of Career Assessment, 15*, 55-65.

Kahn, J. H., & Nauta, M. M. (2006). College student career development. In J. H. Greenhaus & G. A. Callanan (Eds.), *Encyclopedia of career development* (Vol. 1, pp. 180-184). Thousand Oaks, CA: SAGE Publications, Inc.

Krous, T. M. D., & Nauta, M. M. (2005). Values, motivations, and learning experiences of future professionals: Who wants to serve underserved populations? *Professional Psychology: Research and Practice, 36*, 688-694.

Albaugh, L. M., & Nauta, M. M. (2005). Career decision self-efficacy, career barriers, and college women's experiences of intimate partner violence. *Journal of Career Assessment, 13*, 288-306.

Nauta, M. M. (2004). Self-efficacy as a mediator of the relationships between personality factors and career interests. *Journal of Career Assessment, 12*, 381-394.

Karunanayake, D., & Nauta, M. M. (2004). The relationship of race and students' identified career role models and perceived role model influence. *The Career Development Quarterly, 52*, 226-235.

Nauta, M. M., & Epperson, D. L. (2003). A longitudinal examination of the social cognitive model applied to high school girls' choices of non-traditional college majors and aspirations. *Journal of Counseling Psychology, 50*, 448-457.

Beste, S. A., Bergner, R. M., & Nauta, M. M. (2003). What keeps love alive? An empirical investigation. *Family Therapy, 30*, 125-141.

Nauta, M. M. (2002). A career research project for undergraduate psychology students. *Teaching of Psychology, 29*, 288-291.

Nauta, M. M., Kahn, J. H., Angell, J. W., & Cantarelli, E. A. (2002). Identifying the antecedent in the relation between career interests and self-efficacy: Is it one, the other, or both? *Journal of Counseling Psychology, 49*, 290-301.

Kahn, J. H., Nauta, M. M., Gailbreath, R. D., Tipps, J., & Chartrand, J. M. (2002). The utility of career and personality assessment in predicting academic progress. *Journal of Career Assessment, 10*, 3-23.

Kahn, J. H., & Nauta, M. M. (2001). Social-cognitive predictors of college persistence: The importance of proximal assessment. *Research in Higher Education, 42*, 633-652.

Nauta, M. M., Saucier, A. M., & Woodard, L. E. (2001). Interpersonal influences on career decision-making: The impact of sexual orientation. *The Career Development Quarterly, 49*, 352-362.

Nauta, M. M., & Kokaly, M. L. (2001). Assessing role model influences on students' academic and career decisions. *Journal of Career Assessment, 9*, 81-99.

Nauta, M. M. (2000). Assessing the accuracy of psychology undergraduates' perceptions of graduate admissions criteria. *Teaching of Psychology, 27*, 277-280.

Nauta, M. M., Epperson, D. L., & Waggoner, K. M. (1999). Perceived causes of success and failure: Are women's attributions related to satisfaction and persistence in engineering majors? *Journal of Research in Science Teaching, 36*, 663-676.

Nauta, M. M., Epperson, D. L., & Kahn, J. H. (1998). A multiple groups analysis of predictors of higher level career aspirations among women in science and engineering. *Journal of Counseling Psychology, 45*, 483-496.

Kahn, J. H., & Nauta, M. M. (1997). The influence of student problem-solving appraisal and nature of problem on likelihood of seeking counseling services. *Journal of College Student Development, 38*, 32-39.

Kelly, A. E., & Nauta, M. M. (1997). Reactance and thought suppression. *Personality and Social Psychology Bulletin, 23*, 1123-1132.

Schaefer, K. G., Epperson, D. L., & Nauta, M. M. (1997). Women's career development: Can theoretically derived variables predict persistence in engineering majors? *Journal of Counseling Psychology, 44*, 173-183.

### *Reprinted Articles*

Nauta, M. M., Epperson, D. L., & Kahn, J. H. (2001). *Le aspirazioni professionali di studentesse iscritte alla facoltà di matematica, scienze ed ingegneria*. *Giornale Italiano Di Psicologia Dell'orientamento, 2*, 16-31. [Reprint of Nauta, Epperson, & Kahn 1998 *Journal of Counseling Psychology* article, by invitation.]

### *Presentations*

Nauta, M. M. (2008, March). *Self-other agreement for career-relevant constructs*. Poster presented at the 2008 International Counseling Psychology Conference, Chicago, IL.

Reader, R. D., Nauta, M. M., & Pfoest, K. S. (2008, March). *Relationships among alcohol use, career indecision, and coping*. Poster presented at the 2008 International Counseling Psychology Conference, Chicago, IL.

Downing, H. M., & Nauta, M. M. (2008, March). *Attachment and career indecision: A developmental model*. Poster presented at the 2008 International Counseling Psychology Conference, Chicago, IL.

Liu, C., Nauta, M. M., & Li, C. (2007, August). *Organizational constraints in China and the U.S.* Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.

Liu, C., Spector, P. E., Nauta, M. M., Zagloul, L., & Li, C. (2007, April). *Job complexity, job strains, and self-efficacy in cross-cultural settings*. Poster presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Nauta, M. M., Liu, C., & Li, C. (2006, August). *Self-efficacy/self-esteem as moderators of autonomy-job strain relations: A cross-cultural study*. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.

Liu, C., Nauta, M. M., Spector, P. E., Li, C., & Rogers, A. (2006, May). *The development of Cross-cultural Interpersonal Conflict at Work Scale*. Poster presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Nauta, M. M. (2006, April). *Temporal stability and longitudinal outcomes of career indecision factors among college students*. Poster presented at the 19<sup>th</sup> Annual Great Lakes Regional Counseling Psychology Conference, West Lafayette, IN.

Nauta, M. M. (2006, April). *Assessing college students' satisfaction with their academic majors*. Poster presented at the 19<sup>th</sup> Annual Great Lakes Regional Counseling Psychology Conference, West Lafayette, IN.

Bavishi, A., & Nauta, M. M. (2006, March). *Help-seeking attitudes and parenting beliefs among Indian American parents*. Poster presented at the 38<sup>th</sup> Annual Convention of the National Association of School Psychologists, Anaheim, CA.

Nauta, M. M., & Duncan, T. M. (2005, August). *Characteristics associated with future professionals' desire to help the underserved*. Poster presented at the 113<sup>th</sup> Annual Convention of the American Psychological Association, Washington, DC.

Machina, K., Nauta, M. M., & Rosenthal, J. (2004, August). *What you need to know about General Education at Illinois State*. Invited presentation at New Faculty Orientation, Illinois State University, Normal, IL.

Yong, A. Y., & Nauta, M. M. (2003, March). *Chinese and Chinese American parents' professional help-seeking attitudes and intentions for childhood psychological or behavioral problems: An examination of the Theory of Reasoned-Action (TRA) and non-TRA variables*. Paper presented at the Illinois School Psychologists Association Convention, Springfield, IL.

Epperson, D. L., & Nauta, M. M. (2002, October). *Update on the DSM project*. Paper presented at the National Council on Sexual Addiction and Compulsivity Conference, Nashville, TN.

Nauta, M. M. (2002, August). *Big five dimensions' relation to career interests and self-efficacy*. Poster presented at the 110<sup>th</sup> Annual Convention of the American Psychological Association, Chicago, IL.

Nauta, M. M. (2002, August). *What is psychology? An introductory psychology out-of-class activity*. Poster presented at the 110<sup>th</sup> Annual Convention of the American Psychological Association, Chicago, IL.

Karunanayake, D., & Nauta, M. M. (2001, May). *The impact of race on students' selection of career role models*. Paper presented at the 2001 Midwestern Psychological Association Meeting, Chicago, IL.

Nauta, M. M., & Epperson, D. L. (2001, March). *Interpersonal influences on women's entrance into nontraditional majors*. Poster presented at the 2001 International Counseling Psychology Conference, Houston, TX.

Kahn, J. H., Nauta, M. M., Gailbreath, R. D., Tipps, J., & Chartrand, J. M. (2001, March). *Using career assessment inventories to predict academic progress*. Poster presented at the 2001 International Counseling Psychology Conference, Houston, TX.

Nauta, M. M. (2000, August). *A career research project for undergraduate psychology students*. Poster presented at the 108th Annual Convention of the American Psychological Association, Washington, DC.

Nauta, M. M., & Kahn, J. H. (2000, August). *The social-cognitive model applied to academic performance and persistence*. Poster presented at the 108th Annual Convention of the American Psychological Association, Washington, DC.

Nauta, M. M. (1999, October). *Using a research project to increase students' knowledge of careers in their discipline*. Poster presented at the 1999 Illinois State University Teaching & Learning Symposium, Normal, Illinois.

Nauta, M. M. (1999, August). *Assessing role model influences on students' academic and career decisions*. Poster presented at the 107th Annual Convention of the American Psychological Association, Boston, MA.

Nauta, M. M. (1999, August). *Psychology undergraduates' understanding of graduate admissions procedures and future plans*. Poster presented at the 107th Annual Convention of the American Psychological Association, Boston, MA.

Nauta, M. M. (1998, October). *Suggestions for faculty interventions to increase the career aspirations of women in science, math, and engineering majors*. Poster presented at the 1998 Illinois State University Teaching & Learning Symposium, Normal, Illinois.

Nauta, M. M. & Epperson, D. L. (1998, August). *A predictive model of women's career aspirations in non-traditional fields*. Paper presented at the 106th Annual Convention of the American Psychological Association, San Francisco, CA.

Nauta, M. M., Abhold, J. A., Koffman, S. D., Duggan, P., & Nollen, N. (1997, April). *Trauma response team: Meeting the needs of the campus and providing training for future responders*. Symposium conducted at the CONVENING XXI conference, Chicago, Illinois.

Nauta, M. M. & Epperson, D. L. (1995, August). *Gender differences in attributional style and persistence in engineering college majors*. Paper presented at the 103rd Annual Convention of the American Psychological Association, New York, NY.

## Grants

Nauta, M. M. (2000). *The relationship between career interests and self-efficacy and their prediction of college majors and career exploration behaviors*. Materials and scoring grant awarded from Consulting Psychologists Press and the Strong Interest Inventory Board (approximate value \$3,000).

Nauta, M. M., & Farmer-Dougan, V. (2000). *Assessment of post-graduation employment and educational trends among ISU psychology undergraduates*. \$1800 grant awarded from Illinois State University's Center for the Advancement of Teaching Grant program.

Nauta, M. M. (2000). *Examination of the relationship between career interests and self-efficacy*. \$3,000 grant awarded from Illinois State University's University Research Grant program.

Nauta, M. M. (1999). *A longitudinal investigation of young women's persistence in non-traditional majors and careers*. \$3,000 grant awarded from Illinois State University's University Research Grant program.

Nauta, M. M. & Kahn, J. H. (1998). *An integrative model of student retention in higher education*. \$6,000 grant awarded from Illinois State University's University Research Grant program.

Nauta, M. M. (1997). *Development of the role model facilitation inventory*. \$1,000 grant awarded from Illinois State University's College of Arts and Sciences Small Research Grant program.

### *Works in Progress*

Downing, H. M., & Nauta, M. M. (2008). *Separation-individuation, exploration, and identity diffusion as mediators of the relationship between attachment and career indecision*. Manuscript under review.

Liu, C., Nauta, M. M., & Li, C. (2008). *Comparisons of organizational constraints and their relationships to strains in China and the United States*. Manuscript under review.

Nauta, M. M. (2008). *Temporal stability, correlates, and longitudinal outcomes of career indecision factors*. Manuscript in preparation.

Nauta, M. M. (2008). *Self-other agreement with respect to career interests, ability estimates, and personality*. Manuscript in preparation.

Nauta, M. M., & Rao, J. K. (2008). *Mediators of relationships between intimate partner violence and career decision-making problems*. Manuscript in preparation.

### *Peer Research Reviewing Experience*

Jan 2006 – Present      *Journal of Counseling Psychology* – editorial board member (ad hoc reviewer 5/05–1/06)

Oct 2006 – Present      *Journal of Career Development* – editorial board member (ad hoc reviewer 10/05-10/06)

July 2004 – Dec 2007      *Journal of College Counseling* –ad hoc reviewer 7/04–5/05 and 6/07-12/07; editorial board member 5/05-6/07

Nov 2006      *Journal of Women and Minorities in Science and Engineering* – ad hoc reviewer

Oct 1999 - American Psychological Association, Division 17 program committee member  
Dec 2001

## **TEACHING EXPERIENCE**

### *Undergraduate Courses*

Explaining Human Behavior/Fundamentals of Psychology - (Psychology 110)  
Illinois State University, Normal, Illinois

Developmental Psychology (Team taught) - (Psychology 230)  
Iowa State University, Ames, Iowa

Senior Seminar in Psychology (Psychology 392)  
Illinois State University, Normal, Illinois

Professional Practice Seminar (Psychology 395)  
Illinois State University, Normal, Illinois State University

Psychological Measurement Laboratory (Psychology 440L)  
Iowa State University, Ames, Iowa

### *Graduate Courses*

Practicum in Counseling (Team taught) - (Psychology 436)  
Illinois State University, Normal, Illinois

Group Psychotherapy and Counseling (Psychology 437)  
Illinois State University, Normal, Illinois

Vocational Counseling (Psychology 465)  
Illinois State University, Normal, Illinois

## **OUT OF CLASS WORK WITH STUDENTS**

### *Research/Teaching/Clinical Supervision Provided*

Dissertations Chaired: 2

Other Dissertation Committeeship (non-chair member): 3

Specialist Apprenticeships Chaired: 1

Theses Chaired/Co-chaired: 14

Other Thesis Committeeship (non-chair member): 8

Senior Honors Theses Supervised: 2

Graduate Independent Studies Supervised: 6

Undergraduate Research Independent Studies/Special Projects Supervised: 19

Undergraduate Teaching Assistantships Supervised: 16

Graduate Clinical Supervisees: 7

### *Other Involvement with Students*

1998 – 2003 Faculty Mentor, ISU Office of Residence Life

I participated in the Faculty Mentor Program for several residence hall floors at Illinois State University, attending social programs and providing occasional educational programs related to career development.

Aug 2003 – Faculty Mentor, ISU Department of Psychology  
Dec 2003

I served as a faculty mentor for a program designed to connect students and faculty with the goal of promoting retention of underrepresented students.

### **CLINICAL EXPERIENCE (Graduate-Level Practica not Included)**

Aug 1997 - Illinois State University Counseling and Career Services Center  
Dec 1997 Student Services Center, 3rd Floor, Normal, Illinois 61701  
Director of Clinical Services: Douglas Lamb, Ph.D.  
Position: Adjunct Staff Member

Provided individual counseling services for 5-7 hours/week. Clients presented with a range of issues including bereavement, depression, anxiety, personality disorders, and academic concerns. Participated in peer supervision meetings.

Aug 1996 - Ball State University  
Jul 1997 Counseling and Psychological Services Center  
Lucina Hall, Muncie, Indiana 47306-0895  
Training Director: Jay Zimmerman, Ph.D.

APA-accredited internship; specialization in women's issues, feminist counseling. Provided individual psychotherapy for a wide range of clinical issues. Facilitated process groups. Conducted intake interviews and crisis intervention services. Administered and interpreted a wide range of assessment instruments. Conducted outreach and consultation programs and workshops. Supervised graduate students' clinical work.

### **DEPARTMENT AND UNIVERSITY SERVICE**

Aug 2005 – Illinois State University  
Present University Reinstatement Committee (external committee of the academic senate),  
College of Arts and Sciences Faculty Representative

Committee reviews records of students who have been academically dismissed, advises the Provost concerning the reinstatement of dismissed students, and monitors the process and policy for probation and reinstatement.

- Aug 1998 - Present  
Illinois State University, Department of Psychology  
Research Committee, Member (Chair of committee Aug 2001 – Present [co-chair since Fall 2004])
- Attend training sessions to become familiar with federal and institutional policies and statutes regarding the use of human subjects as research participants. Evaluate psychology faculty members' research proposals and make recommendations for exempt status, expedited review, or full review by the University Institutional Review Board. As chair of committee, facilitate committee meetings, respond to charges established by department chair, maintain database containing records of departmental proposals, provide instruction regarding IRB procedures to individuals and classes.
- Aug 1997 – Present  
Illinois State University, Department of Psychology  
Clinical-Counseling Coordinating Committee (Counseling Psychology Coordinating Committee prior to Aug 2000), Member
- Committee monitors progress of students in clinical-counseling psychology graduate program, considers and makes changes to program's mission and curriculum, addresses course requirement issues, selects post-doctoral intern when position is open, and selects incoming students.
- Sept 2007 – March 2008  
Illinois State University, Department of Psychology  
Chair Search Committee, Member
- Activities related to search for department chair.
- Aug 2003 – May 2006  
Illinois State University  
University Teaching Committee, College of Arts and Sciences Faculty Representative
- Committee selects university teaching award winners, grant awardees, and serves in an advisory role to the Director of the Center for Teaching, Learning, and Technology.
- Aug 2003 – April 2004,  
Nov 2004 – March 2005  
Illinois State University, Department of Psychology  
Faculty Search Committee, Member (2003-04), Chair (2004-05)
- Activities related to search for two Clinical-Counseling faculty positions in 2003-2004. Chair of search committee for Clinical-Counseling Coordinator position in 2004-2005.
- Aug 2003 – Dec 2003  
Illinois State University, Department of Psychology  
Ad hoc Committee on Undergraduate Teaching Assistants, Member
- Compiled a list of benefits to students of being undergraduate teaching assistants and made recommendations to the department for inclusion of objectives in UTA contracts.
- Sep 2002 – Aug 2003  
Illinois State University  
Task Force on Student Alcohol and Drug Use, Member
- Task force reviewed ISU's alcohol and drug use policies and consequences of student alcohol and drug use and was charged with developing and assessing policies and interventions designed to reduce harm to students associated with drug and alcohol use.

Aug 2001 – Illinois State University, Department of Psychology  
May 2002 Assessment Committee, Member

Committee developed a plan for assessing the undergraduate psychology curriculum and facilitated data collection necessary for this assessment.

Apr 2001 – Illinois State University  
Jun 2001 Search Committee for Director of Student Counseling Services, Member

Reviewed and evaluated applications; interviewed applicants; participated in on-campus interviews with applicants; rank-ordered candidates and made recommendation to Dean of Students regarding hiring for position.

Aug 1998 – Illinois State University, Department of Psychology  
May 2001 General Psychology Comprehensive Exam Committee, Writer/Evaluator

Devised a recommended reading list, developed practice questions, wrote comprehensive examination questions, and evaluated student responses to the comprehensive examination question in the area of personality.

Aug 2000 – Illinois State University, Department of Psychology  
May 2001 Teaching Evaluation and Enhancement Committee, Member

Committee apprised department of university presentations and resources related to teaching, discussed course evaluation procedures, conducted a review of departmental course syllabi and presented results to faculty.

Oct 1998 - Illinois State University, Department of Psychology  
May 2001, University Research Grant Proposal Review Committee , Member (Chair of committee  
Aug 2002 – during 1999-2000 academic year)  
Aug 2003

Committee reviewed internal grant proposal submissions at the department level, provided written feedback and proposal rankings.

Aug 1997 - Illinois State University, Department of Psychology  
May 1999 Curriculum Committee, Member

Committee evaluated course sequences, reviewed and critiqued new course proposals, responded to external inquiries regarding course content.

## **PROFESSIONAL ORGANIZATION MEMBERSHIPS**

Aug 1999 - The Society for Vocational Psychology  
Present A Section of the Division of Counseling Psychology (17) of the APA  
Member

Aug 1998 – American Psychological Association  
Present Division 2 (Society for the Teaching of Psychology)  
Member

Aug 1992 - American Psychological Association  
Present Member (Student Affiliate prior to August, 1997)

Aug 1992 - American Psychological Association  
Present Division 17 (Society of Counseling Psychology)  
Member (Student Affiliate prior to August, 1997)

## **AWARDS**

Oct 2007 Illinois State University  
College of Arts and Sciences Outstanding College Teacher Award (social sciences)

Recognizes “the very best teachers in the College, instructors who display exceptional classroom teaching develop innovative instructional materials and approaches to instruction, involve students in significant learning and/or research activities, and advise and/or counsel students.”

Feb 2002 Illinois State University  
Teaching Initiative Award

Recognizes “faculty who, early in their academic careers, have shown considerable promise in teaching.”

May 1997 Iowa State University, Graduate College  
Teaching Excellence Award

Recognizes graduate students who “demonstrated excellence in college teaching.”

(Last updated 10/2008)