

Curriculum Vita

Lu Tian, Ph.D., LP (CO 4800)

Position: Professor
 Department of Applied Psychology and Counselor Education
 College of Education and Behavioral Science
 University of Northern Colorado
 Greeley, CO 80639

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Education:

Year	Degree	Institution	Area of Study
2014	Ph.D.	University of Missouri, Columbia, MO (APA -- Accredited) Advisor: Puncy P. Heppner	Counseling Psychology
2007	M.Ed.	Beijing Normal University, Beijing, China	Counseling Psychology
2004	B.S.	Beijing Normal University, Beijing, China	Psychology
2004	B.S.	Beijing Normal University, Beijing, China	Electronics Engineering

Work Experience:

Years	Position	Institution	Responsibilities
2025 – present	Professor, Counseling Psychology	University of Northern Colorado	Teaching, Research, & Service
2020 – 2025	Associate Professor, Counseling Psychology	University of Northern Colorado	Teaching, Research, & Service
2015 – 2020	Assistant Professor, Counseling Psychology	University of Northern Colorado	Teaching, Research, & Service
2014 – 2015	Visiting Assistant Professor, Counseling, Educational Psychology and Research	University of Memphis	Teaching & Research

Languages: Bilingual in English and Mandarin Chinese, fluent in writing, reading, and speaking

Professional Academic:

- 2025 – present **Professor**, Department of Applied Psychology and Counselor Education, University of Northern Colorado, Greeley, CO
- Counseling Psychology (APA Accredited)
 - Professional Counseling Programs (CACREP Accredited)
- 2020 – 2025 **Associate Professor**, Department of Applied Psychology and Counselor Education, University of Northern Colorado, Greeley, CO
- Counseling Psychology (APA Accredited)
 - Professional Counseling Programs (CACREP Accredited)
- 2015 – 2020 **Assistant Professor**, Department of Applied Psychology and Counselor Education: University of Northern Colorado, Greeley, CO
- Counseling Psychology (APA Accredited)
 - Professional Counseling Programs (CACREP Accredited)
- 2014 – 2015 **Visiting Assistant Professor**, Department of Counseling, Educational Psychology and Research, University of Memphis, Memphis, TN

Courses Taught:

- Psychological Trauma and Intervention for Individuals, Families and Communities
- Practicum in Individual Counseling
- Doctoral Practicum
- Personality Assessments
- Appraisal & Assessment in Counseling
- Psychometrics
- Understanding and Counseling Diverse Populations (Multicultural Counseling)
- Program Evaluation
- Counseling Theories and Personality
- Career Counseling

Research Areas/Interest:

Future-oriented/Proactive Coping, Cross-cultural Coping, Cultural Influence in Coping, Scale Development, Applied Contemplative Studies (mindfulness and compassion meditation)

Grant/Awards:

National Level

American Psychological Association, Division 17, International Section

International Section Research Award: \$625

2021-2022

University Level

University of Northern Colorado

Faculty Reassignment Awards for Research, Scholarship, Creative Works	2016-2017
RSCW: one 3 credit course release	
RSCW: one 3 credit course release	2017-2018
RSCW: one 3 credit course release	2018-2019
Assessment Project Mini-grants: \$1,500	2018-2019
Provost's Seed Grant: \$10,000	2022-2024

College Level

College of Education and Behavioral Sciences, UNC

College of Education and Behavioral Sciences Diversity Awards	2018-2019
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Department Level

Department of Applied Psychology and Counselor Education, UNC

The Merle and Marian Graham Fund Faculty Grant: \$2400	2022-2023
<i>Department of Applied Psychology and Counselor Education, UNC</i>	
The Merle and Marian Graham Fund Faculty Grant: \$2475	2023-2024
<i>Department of Applied Psychology and Counselor Education, UNC</i>	
The Merle and Marian Graham Fund Faculty Grant: \$836.81	2025-2026

Publications:

- Tian, L.,** Zhang, Q., Tsai, C-L., & Owusu, G. (2025). Coping profiles among Chinese college students: Associations with depression and life satisfaction. *The Counseling Psychologist*, 53(2), 150-173. <https://doi-org.unco.idm.oclc.org/10.1177/00110000241312982>
- Tian, L.,** Hou, Z-J. (2024). Perfectionism, psychological distress, and career indecision among Chinese college students: The mediation effect of coping. *International Perspectives in Psychology: Research, Practice, Consultation*, 13(2). <https://doi.org/10.1027/2157-3891/a000092>
- Tian, L.,** Hou, Z-J. (2023). Gender discrimination and EPCD among female Chinese students: role of coping styles. *The Career Development Quarterly*, 71, 56-67. <https://doi.org/10.1002/cdq.12314>
- Tian, L.,** Tsai, C-L., Khalsa, G., Condie, M., Kopystynsky, N., Ohde, K., Zhao, A. (2023). A PROACTIVE Coping Scale for U.S. College Students: Initial Evidence and Implications. *Journal of Psychoeducational Assessment*, 41(4), 395-415. <https://doi.org/10.1177/07342829221151005>
- Tsai, C.-L., Brown, A., Lehrman, A., & **Tian, L.** (2022). Motivation and Postsecondary Enrollment Among High School Students Whose Parents Did Not Go to College. *Journal of Career Development*, 49(2), 411-426. <https://doi.org/10.1177/0894845320946397>

- Wang, D., **Tian, L.**, & Hou, Z.-J. (2021). The Development of an Interpersonal Stressors Scale: Identifying Self-Imposed and Other-Imposed Interpersonal Stressors. *Psychological Reports*, 1-25. <https://doi-org.unco.idm.oclc.org/10.1177/00332941211043458>
- Wang, D., Hou, Z.-J., Ni, J., **Tian, L.**, Zhang, X., Chi, H.-Y., & Zhao, A. (2020). The Effect of Perfectionism on Career Adaptability and Career Decision-Making Difficulties. *Journal of Career Development*, 47(4), 469–483. <https://doi.org/10.1177/0894845318803192>
- Tian, L.**, McClain, S., Moore, M., & Lloyd, H. (2019). The impact of ethnic identity and self-compassion on acculturative stress in Asian international students. *Journal of International Students*, 9, 635-660. <https://doi.org/10.32674/jis.v9i2.617>
- Heppner, P.P., Lee, D-G., & **Tian, L.** (2018). The Important Role of Problem-Solving Appraisal in Creating a Positive Life Across Cultural Contexts. In C.R. Snyder, S.J. Lopez, L.M. Edwards, & S.C. Marques (Eds.), *The Oxford Handbook of Positive Psychology* (3rd edition).
- Tian., L.** & Heppner, P.P. (2018). Development and validation of proactive coping inventory among Chinese college students. *International Perspective in Psychology: Research, Practice, Consultation*, 7, 19-34.
- Heppner, P.P., **Tian, L.**, Zhao, R., Wang, K., Bi, Y., Hou, Z.-J., He, Y., & Chiao, H. (2016). A Chinese Relational Coping Inventory: Initial evidence and implications. *International Perspective in Psychology: Research, Practice, Consultation*, 5, 110-127.
- Wang, K.T., **Tian, L.**, Fujiki, M., Bordon, J. J. (2017). Do Chinese international students' personalities change during cross-national transitions? *Journal of International Students*, 6, 301-315.
- Tian, L.**, Heppner, P. P., & Hou, Z. J. (2014). Problem-solving appraisal and its relationship to career indecision and psychological adjustment in China. *International perspectives in Psychology: Research, Practice, Consultation*, 3, 19-36.
- Tian, L.**, Hou, Z. J., & Shao, J. (2010). Utility of problem-solving training on career decision-making ability of university students. *Chinese Journal of Clinical Psychology*, 5, 675-679.
- Heppner, P.P., Lee, D-G., & **Tian, L.** (2009). Problem-solving appraisal and psychological adjustment. In S. Lopez (Eds.), *The Oxford Handbook of Positive Psychology* (2nd ed.). New York: Oxford University.

Hou, Z. J., **Tian, L.**, & Li, Q. X. (2009). Reliability and validity of Chinese version of career of locus of control in university students. *Chinese Journal of Clinical Psychology*, 6, 452-456.

Liang, L. H., Hou, Z. J., & **Tian, L.** (2006). Adolescent attachment to father, mother and peers. *Chinese Mental Health Journal*, 20, 639-642.

Dissertation:

The development and validation of Proactive Coping Inventory

Advisor and Dissertation Chair: Puncky P. Heppner, Ph.D.

Professional Presentations:

Kehtar, M., Bortfeld, D., **Tian, L.** (2024, January). *DiversiWe: A proposed diversity, equity, and inclusion training for counselor education programs*. Poster presented at the National Multicultural Conference and Summit, Sante Fe, New Mexico.

Tian, L., & Tsai, C-L. (2023, August). *Examining the category functioning of the coping self-efficacy scale*. Poster presents at the 131st American Psychological Association Annual Convention, Washington D.C.

Tian, L., Zhang, Y., Chong, E., & Hwang, B. (2023, August). *International students' experiences during Covid-19: Challenges and Coping*. Poster presents at the 131st American Psychological Association Annual Convention, Washington D.C.

Chong, E. S. K., Chen, H., **Tian, L.**, Hwang, B., & Mohr, J. J. (2023, June). *Examining embodied mindfulness as a mechanism of the link between interpersonal resources and mental health among marginalized populations*. Poster presented at the Canadian Psychological Association's 84th Annual Convention, Toronto, Ontario, Canada.

Tian, L. (2021, August). *The Development of a Model of Future-oriented Coping*. Poster presents at the 129th American Psychological Association Annual Convention. Virtual Conference.

Legreid, J., Haribhakti, P., & **Tian, L.** (2021, August). *Firefighters and Trauma: A Literature Review Utilizing a Developmental Psychopathology Model*. Poster presents at the 129th American Psychological Association Annual Convention. Virtual Conference.

Tian, L., & Tsai, C. (2020, August). *How coping profiles relate to well-being and academic success among U.S. first-generation college students?* Poster presents at the 128th American Psychological Association Annual Convention, Washington D.C.

Zhang, Q-Y., **Tian, L.**, & Hou, Z-H. (2020, August). *Examination of coping profiles of Chinese college students and their relations to career and well-being*. Poster presents at the 128th American Psychological Association Annual Convention, Washington D.C.

- Lee, J., & **Tian, L.** (2020, August). What Should We Do?: Implications of Internationalization and Liberation in Counseling Psychology. In J. Lee, & L. Tian. (Chair), *Internationalization and Liberation in Psychology: Contributions from International Psychologists*. Symposium conducted at the 128th American Psychological Association Annual Convention, Washington D.C.
- Lee, J., Chong, S-S., Wang, L., **Tian, L.**, (2020, August) The Special Task Force on International Counseling Psychology and Relations. In J. Lee (Chair), *What Does It Mean to Be a Counseling Psychologist across Borders?* Symposium conducted at the 2020 Counseling Psychology Conference, New Orleans, LA.
- Tian, L.** (2019, August). *How non-action coping play a role in Chinese international students' psychosocial adjustment in U.S.* Poster presents at the 127th American Psychological Association Annual Convention, Chicago, IL.
- Brown, A., Tsai, C., & **Tian, L.** (2019, August). *Pre-college academic motivation and postsecondary enrollment among first-generation college students; findings from the education longitudinal study of 2002 (ELS 2002)*. Poster presents at the 127th American Psychological Association Annual Convention, Chicago, IL.
- Gorman, M. M., Zhao, A. C., Sachs, N. A., Khalsa, G. S., & **Tian, L.** (2019, August). *Developing effective assessment procedures and instruments for the DiversiWe program*. Poster presents at the 127th American Psychological Association Annual Convention, Chicago, IL.
- Khalsa, G. S., Zhao, A., **Tian, L.** (2019, April). Coping strategies as interventions for somatic symptoms: a synthesis of research across cultures and settings. Poster presented at the 2019 Rocky Mountain Psychological Association, Denver CO.
- Tian, L.**, Tsai, C-L., Condie, M., Khalsa, G., Kopystynsky, N., & Ohde, K. (2018, August). *The development and validation of a Proactive Coping Inventory among U.S. College students*. Poster presents at the 126th Psychological Association Annual Convention, San Francisco, CA.
- Wang, D., **Tian, L.**, Hou, Z.J., Zhou, J.P., Zhang, H, & Luo, Y.L. (2018, August). *Using focus group method to investigate the interpersonal stressors among Chinese college students*. Poster presents at the 126th Psychological Association Annual Convention, San Francisco, CA.
- Khalsa, G. S., Hamilton, A. D., Kopystynsky, N., **Tian, L.** (2018, April). *A new cultural lens: addressing stigma towards mental health services*. Poster presented at the 98th Annual Western Psychological Association Convention, Portland, OR.
- Anderson, T., Condie, M., Erwin, S., Hamilton, A., Khalsa, G., King, C., Kopystynsky, N., Lyon, A., Sachs, N., Turner, S., & **Tian, L.** (2017, April). *Program evaluation of the UNC Psychological Services Clinic (PSC): How is the PSC serving gender and sexual minority*

clients? Poster session presented at the Annual Convention of the Rocky Mountain Psychological Association. Salt Lake City, UT.

Tian, L. (2016, October). How non-action types of coping play a role in Chinese international students' psychosocial adjustments in the U.S. In C.-M. Duan (Chair), *Understanding the Psychological Needs of Chinese International Students in the United States*. Symposium conducted at the 22nd Association of Chinese Professors of Social Sciences International Conference, Denver, CO.

Tian, L., Hou, Z.J., & Ohde, K. (2016, August). *Coping as a moderator between external career barriers and EPCD among Chinese college students*. Poster presents at the 124th American Psychological Association Annual Convention, Denver, CO.

Tian, L., & Heppner, P. P. (2015, August). *The development and validity of proactive coping inventory*. Poster session presents at the 123rd American Psychological Association Annual Convention, Toronto, Canada.

Tian, L., Overbo, E., Izmirian, A., & Ueng, H-H. (2015, August). *Contextualized cultural identity and its relation to acculturative stress and psychological well-being among Asian international students*. Poster session presents at the 123rd American Psychological Association Annual Convention, Toronto, Canada.

Tian, L., McClain, S., Moore, M., & Lloyd, H. (2014, August). *The impact of ethnic identity and self-compassion on acculturative stress in Asian international students*. Poster session presented at the 122nd American Psychological Association Annual Convention, Washington, D.C.

Bi, Y., **Tian, L.,** Crosby, K., Lee, H. S. & Kwarteng, J. (2011, August). *Support group for international students in American campus*. Poster session presented at the 119th American Psychological Association Annual Convention, Washington D.C.

Lee, H. S., Puri, R., **Tian, L.,** Jung, A. K. & Bi, Y. (2011, August). *Promoting international students' adjustment in the United States: An ecological approach*. Poster session presented at the 119th American Psychological Association Annual Convention, Washington D.C.

Tian, L., Wang, K., Hou, Z. J. & Trotter, R. (2011, August). *Problem-solving appraisal as a mediator among perfectionism, career indecision, and psychological stress in Chinese college students sample*. Poster session presented at the 119th American Psychological Association Annual Convention, Washington D.C.

Chiao, H., **Tian, L.,** Zhao, R., & Fu, C-C. (2010, August). A qualitative study of Filipina immigrants' utilization of coping strategies in the cross-cultural transition. In P. P. Heppner (Chair), *Coping in Asian cultures: Unique empirical and theoretical expansions*. Symposium conducted at 118th American Psychological Association Annual Convention, San Diego, CA.

Heppner, P. P., Chiao, H., He, Y. H., **Tian, L.**, Zhao, R., Hou, Z. J., Hsieh, C., Bi, Y., Kanagui, M., & Shwalb, D. (2010, August). *The Development and validation of Chinese interpersonal coping inventory*. Poster session presented at the 118th American Psychological Association Annual Convention, San Diego, CA.

Tian, L., Heppner, P. P., Hou, Z. J., & He, Y. H. (2008, August). Problem-solving appraisal and its relationship to career indecision and psychological adjustment in China. In P. P. Heppner (Chair), *The cultural context of coping: looking back and looking forward*. Symposium conducted at the 116th American Psychological Association Annual Convention, Boston, MA.

Zhao, R., He, Y., Heppner, P. P., & **Tian, L.** (2008, August). A review of the mainland Chinese coping literature: Methodological, measurement, theoretical, and cultural issues. In P. P. Heppner (Chair), *The cultural context of coping: Looking back and moving forward*. Symposium conducted at the 116th American Psychological Association Annual Convention, Boston, MA.

Tian, L. (2006, July). *The utility of problem-solving training that emphasizes self-management principles in Chinese university student*. Poster session presented at the 26th International Congress of Applied Psychology, Greece, Athens.

Tian, L. (2006, October). *Problem-solving training in Chinese university student*. Poster session presented at the 10th National Academic Congress of Psychology, Shanghai, China.

Tian, L., & Hou, Z. J. (2005, May). *The Relationship between Test-Anxiety and Perfectionism in Chinese Adolescents*. Poster session presented at the 5th Academic Congress of Chinese Psychologist, Suzhou, China.

Book Translated (in Chinese):

Jongsma, Jr., A. E., Peterson, L. M., McInnis, W. P., and Berghuis, D. J. (2004). *The Child Psychotherapy Treatment Planner* (2nd Edition). Hoboken, New Jersey: John Wiley & Sons, Inc.

Gsybers, N. C., Heppner, M. J., and Johnston, J. A. (2003) *Career Counseling: Process, Issues, and Techniques* (2nd Edition). Allyn & Bacon, Inc.

Professional Association

2014 – present	American Psychological Association Division 17: The Society of Counseling Psychology Division 52: International Psychology
2011 – present	Association of Chinese Helping Professional and Psychologists- International
2004 – 2007	Chinese Psychological Association

University Service*University Committees:*

2025 Fall – present	Faculty Senate
2019 Fall – 2023 Spring	Graduate Council
2018 Fall – 2024 Spring	Faculty Publication Fund Committee

College Committees:

2016 Spring	Curriculum Committee
2015 Fall – 2018 Spring	Internationalization in CEBS working group

School/Department Committees:

2025 Fall – present	Chair of the Faculty Evaluation Committee
2025 Fall – present	R & R Committee
2015 – present	Counseling Psychology Committee
2024 – present	Clinic Committee
2025 Spring	APCE Faculty Search Committee
2021 – 2023 Spring	Social Committee
2018 – 2019	Social Committee
2015 – 2016	Social Committee
2022 – 2023	School Psychology Faculty Search Committee
2020 – 2021	School Psychology Faculty Search Committee
2017 – 2018	School Psychology Faculty Search Committee
2023 Fall – 2024	R & R Committee
2019 – 2020	R & R Committee
2016 – 2017	R & R Committee
2015 – 2019	Professional Counseling Admissions Committee (off campus)
2016 – 2017	Counseling Psychology Faculty Search Committee
2015 – 2017	Professional Counseling Committee

Professional Service*American Psychological Association Committees:*

2019 Spring - 2021 Spring	Secretary of International Section (Division 17)
2018 Fall - 2019 Spring	Member of International Faculty Committee (Division 17, International Psychology Section)
2018 Fall - 2019 Spring	Member of ICP Special Task Force (Division 17)
2016, 2018	American Psychological Association Convention Proposal

International Association of Applied Psychology (IAAP)

2023-present	Secretary of the Division 16 Executive Board
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Reviewer

2024-present	<i>Journal of Counseling Psychology</i> Reviewer
2023-present	<i>The Counseling Psychologist</i> Reviewer
2022-present	<i>International Journal of Stress Management</i> Reviewer
2020-present	<i>Journal of Clinical Psychology</i> Reviewer
2020-present	<i>Career Development Quarterly</i> Reviewer

2019-present *Journal of Vocational Behaviors* Reviewer
 2018-present *Journal of International Students* Reviewer

Clinical Experience:

2013 – 2014 **Doctoral Psychology Intern** – Counseling Center, University of Maryland (APA-Approved) – College Park, MD
 2012 **Doctoral Practicum Counselor** – Counseling, Disability Support, and Student Wellness, Missouri University of Science and Technology – Rolla, MO
 2010 – 2011 **Doctoral Practicum Counselor** – Counseling Center, University of Missouri – Missouri, CO
 2009 – 2011 **Doctoral Graduate Clinician** – MU Assessment and Consultation Clinic, University of Missouri – Columbia, MO
 2008 **Doctoral Practicum Counselor** – MU Career Center, University of Missouri – Columbia, MO
 2008 – 2009 **Career Consultant** – International Students' Career Services, University of Missouri – Columbia, MO
 2006 – 2007 **Masters Practicum Consultant** – Counseling Center, Western Academy of Beijing – Beijing, China
 2006 – 2007 **Masters Practicum Counselor** – Counseling Center, Beijing Foreign Studies University – Beijing, China
 2006 – 2007 **Masters Practicum Counselor** – Graduate Students' Career Services, Beijing Normal University – Beijing, China
 2005 – 2006 **Masters Practicum Counselor** – Counseling Center, Beijing Normal University – Beijing, China

Supervision Experience:

2013 – 2014 **Doctoral Psychology Intern** – Counseling Center, University of Maryland (APA-Approved) – College Park, MD
 2011 – 2013 **Clinical Supervisor** – Career Center, University of Missouri – Columbia, MO
 2010 **Clinical Supervisor** – MU Assessment and Consultation Clinic, University of Missouri – Columbia, MO
 2010 **Clinical Supervisor** – International Students' Career Services (ISCS), Career Center, University of Missouri – Columbia, MO

Leadership Experience:

2012-2013 **Coordinator**
Stressbusters, Health promotion and Wellness, Student Health Center
University of Missouri, Columbia, MO

- Stressbusters provides stress reduction lecture and free backrubs to campus community; it provides on average 60 events per year and consists of 30-40 regular volunteers

- Oversaw the operation of office, coordinated event requests, monitored service delivery and promotion, and provided regular volunteer training
- Supervised and mentored 4 undergraduate student leaders

2009-2011 **Coordinator**

*International Students' Career Services (ISCS), Career Center,
University of Missouri, Columbia, MO*

- ISCS serves over 1,000 international students per year from China, Korea, India, Japan, Saudi Arabia etc. for their career concerns; it provided individual consultations, workshops, groups, and outreach programs
- Supervised 9 staff with international and ethnically diverse cultural backgrounds who on average work 10-hour per week
- Oversaw the operation of office, coordinated events planning, service delivery, marketing, project management, and campus collaborations
- Developed training curriculum, provided training for ISCS staff, and mentored junior ISCS coordinator
- Developed program evaluations and completed annual reports