

## Lu Tian, Ph.D.

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**Position:** Assistant 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)	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

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

### Work Experience:

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

### Professional Academic:

2015 – present **Assistant Professor**, Department of Applied Psychology and Counselor Education: Counseling Psychology (APA Accredited), Professional Counseling Programs (CACREP Accredited), University of Northern Colorado, Greeley, CO

- APCE 623, Understanding and Counseling Diverse Populations
- APCE 673, Appraisal & Assessment in Counseling

- APCE 661, Psychological Trauma and Intervention for Individuals, Families and Communities
- APCE 612, Practicum in Individual Counseling

2014 – 2015 **Visiting Assistant Professor**, Department of Counseling, Educational Psychology and Research, University of Memphis, Memphis, TN

- Counseling Theories and Personality (graduate course)
- Doctoral Practicum (graduate course)
- Career Counseling (graduate course)
- Multicultural Counseling (graduate course)

### **Research Areas/Interest:**

Proactive Coping, Cross-cultural Coping among International Students and Immigrants, Cultural Influence in Coping, Scale Development

### **Publications:**

**Tian, L.**, McClain, S., Moore, M., & Lloyd, H. (In review). The impact of ethnic identity and self-compassion on acculturative stress in Asian international students. *International Perspective in Psychology: Research, Practice, Consultation*.

**Tian, L.** & Heppner, P.P. (In press). Development and validation of proactive coping inventory among Chinese college students. *International Perspective in Psychology: Research, Practice, Consultation*.

Heppner, P.P., Lee, D-G., & **Tian, L.** (In review). Problem-solving appraisal. In S. Lopez (Eds.), *The Encyclopedia of Positive Psychology (3rd edition)*.

Heppner, P.P., Lee, D-G., & **Tian, L.** (In press). Problem-solving appraisal and psychological adjustment. In S. Lopez (Eds.), *The Oxford Handbook of Positive Psychology (2nd edition)*.

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. (2016). 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.

Hou, Z. J., **Tian, L.**, & Li, Q. X. (2009). Reliability and validity of Chinese version of career 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.

**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 Presentations:**

- 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 124<sup>th</sup> Annual American Psychological Association Convention, Denver, CO.
- Tian, L.,** & Heppner, P. P. (2015, August). *The development and validity of proactive coping inventory*. Poster session presents at the 123rd Annual American Psychological Association 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 Annual American Psychological Association 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 Annual American Psychological Association 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 Annual American Psychological Association 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 annual American Psychological Association 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 Annual American Psychological Association 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 annual American Psychological Association 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 annual American Psychological Association 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 annual American Psychological Association 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 annual American Psychological Association 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.

### **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**

#### *School/Department Committees:*

2016 – present	R & R Committee
2016	Social Committee
2015 – present	Counseling Psychology Committee
2015 – present	Professional Counseling Committee

#### *College Committees:*

2016	Curriculum Committee
2015 – present	Internationalization in CEBS working group

### **Clinical Experience:**

Updated: January, 2017

- 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 provide 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

**Outreach/Consultation Experience:**

**Career Development**

2013 **Presenter** – Career Center, University of Maryland, College Park, MD

- Provided 1.5-hour workshop on networking for over 50 international students.
- Provided individual consultations for 30 international students.

2011 – 2012 **MBA Program Coordinator** – International Students' Career Service, University of Missouri, Columbia, MO

- Provided two 5-session 1-hour workshops for MBA international students on career issues (e.g., resume, interview, networking, career goals).
- Designed and conducted 5-session 1-hour book club on job search.

2008 – 2011 **Presenter** – International Students' Career Service, University of Missouri, Columbia, MO

- Conducted 63 single-session 1-1.5 hours career workshop for 10-20 international students per session.
- Topics include American classroom culture, American style resumes, curriculum vitae, interviews, job searching, networking, working with advisors, campus career fair, and returning home.

2009 – 2010 **Presenter** – Asian Affair Center, University of Missouri, Columbia, MO

- Delivered three 4-session 2-hour psycho-educational workshops for average of nine Korean graduate students in 6-month internship program on career issues (i.e., career exploration, resume, interview, and mock interview).
- Delivered two 4-session 2-hour psycho-educational workshops for average 20 Korean college undergraduates in 8-week internship program on career issues (i.e., career exploration, resume, interview, mock interview).

**Multicultural Issues**

- 2012 **Presenter** – Counseling, Disability Support, and Student Wellness, Missouri University of Science and Technology, Rolla, MO
- Provided three single-session 1-hour in-service workshops (topics: cross-cultural journey, cross-cultural competency, and how to work with international students) to Missouri University of Science and Technology Counseling Center staff
- 2007 – 2010 **Co-Presenter** – Center for Cross-cultural Competency, University of Missouri, Columbia, MO
- Co-developed and co-presented 2-session 2-hour workshops to 6 new career center staff members on multicultural awareness and practice
  - Co-designed and co-led two single-session 3-hour workshops for 100 4<sup>th</sup> and 5th graders on diversity issues
  - Co-developed and co-presented single-session 2-hour workshop for 20 graduate staff on multicultural awareness