

CURRICULUM VITAE HIGHLIGHTS

- Number of courses taught as instructor of record (N = 27)
- Number of individual studies taught as instructor of record (N = 6)
- Number of publications (N = 25); Since joining Niagara University (n = 20)
- Number of manuscripts or book chapters in review (N = 3)
- Number of forthcoming scholarship projects (N = 2)
- Number of research projects funded (N = 10; Total = \$36,358.00)
- Number of grants secured (N = 13)
- Number of conference presentations (N = 25)
- Number of scholarship awards and honors (N = 8)

EDUCATION

- Ph.D.** in Counseling and Counselor Education May 2022
Syracuse University, Syracuse, NY (CACREP accredited)
- *Cognate*: Data-Driven School Counseling Practices
 - *Dissertation*: Examining the Individual and Systemic Factors Associated with the Leadership Practices of School Counselors. <https://surface.syr.edu/etd/1505>
 - *Dissertation Committee*: Drs. Yanhong Liu (Chair), Melissa Luke, and Dan Li
- M.S. Ed.**, Counselor Education (School Counseling) August 2017
Duquesne University, Pittsburgh, PA (CACREP accredited)
- B.S.**, Psychology May 2015
State University of New York at Fredonia, Fredonia, NY

HIGHER EDUCATION EXPERIENCE

- Department of Counseling & Applied Psychology, Niagara University, New York
Assistant Professor (tenure-track) August 2022 – present

TEACHING (Master's Level)

Department of School Counseling, Niagara University, New York

Instructor of Record

Course Taught	Number of Times Taught
EDU 653C: Foundations and Ethics in School Counseling	4
EDU 662: Organization and Administration of the School Counseling Program	5
EDU 664: Career Counseling & Planning	4
EDU 676: School Counseling Practicum	3
EDU 677: School Counseling Internship I	2
EDU 678: School Counseling Internship II	3
Individual Study	-
EDU 653C: Foundations and Ethics in School Counseling	1
EDU 662: Organization and Administration of the School Counseling Program	2
EDU 676: School Counseling Practicum	1
EDU 677: School Counseling Internship	1
EDU 678: School Counseling Internship II	1

Department of Counseling & Human Services, Syracuse University, Syracuse NY

Instructor of Record

- COU 672: Counseling Children & Adolescents Spring 2022
- COU 790: School Counseling Internship Spring 2022
- COU 790: Counseling Internship Fall 2021
- COU 628 – Life-Span Human Development (Online) Fall 2021

Department of Counseling & Human Services, Syracuse University, Syracuse NY

Teaching Assistant

- COU 644 –Counseling Pre-Practicum (Sections M001 & M002) Fall 2020
- COU 749 – Leadership and School Counseling Program Implementation Spring 2020

REFERRED PUBLICATIONS & BOOK CHAPTERS (* denotes empirical research; ^ denotes grant funding; ; + denotes master's or doctoral-level student collaboration)

25. *+Gilfillan, B., Dahir, C., **Hilts, D.**, Guzman, Y., Scott, S., Berger, C., Blalock, S., & Campbell, L. (2026). Transforming school counselor education: A Delphi study. *Professional School Counseling*, 30(1), 1-15. <https://doi.org/10.1177/2156759X251412819>
24. *^Liu, Y., **Hilts, D.**, & Guo, X. (2025). Effects of remote instruction on student outcomes condition on student-to-school counselor ratios. *Journal of Education*, 0(0), 1-12. <https://doi.org/10.1177/00220574251409809> (**Impact Factor: 1.0**)
23. Levy, I., Norris, J., & **Hilts, D.** (2025). The hip hop school counseling supervision model. *Journal of Creativity in Mental Health*, 1-15. <https://doi.org/10.1080/15401383.2025.2583944> (**Journal Impact Factor: 0.8**)
22. *Brown, C., Olivarez Jr., A., **Hilts, D.**, & Dosal-Terminel, D. (2025). Cultivating school counseling site supervisors' self-efficacy and multicultural competence: Comparing in-person and web-based formats before and during the COVID-19 pandemic. *Journal of Multicultural Counseling & Development*, 53(4), 219-231. <https://doi.org/10.1002/jmcd.70004> (**Impact Factor: 1.0**)
21. Beebe, J., Chung, R.K., **Hilts, D.** (2025). Bullying victimization and school violence among children and adolescents: Engaging youth and preventing risk. In D. Capuzzi & M.D. Stauffer (Eds.). *Engaging youth and preventing risk: A resource for mental health professionals, teachers, and parents (8th edition)*. Cognella.
20. ***Hilts, D.**, Liu, Y., & Guo, X. (2025). A comparative analysis of Recognized ASCA Model Program (RAMP) designation, student-to-counselor ratios, racial/ethnic composition, and student outcomes. *Journal of Education*, 0(0), 1-16. <https://doi.org/10.1177/00220574251359922> (**Impact Factor: 1.0**)
19. **Hilts, D.**, & Levy, I. (2025). The educator-counselor school counseling supervision model. *Journal of Counseling and Development*, 103(4), 389-402. <https://doi.org/10.1002/jcad.70002> (**Impact Factor: 2.5**)
18. *+Liu, Y., Qu, X., **Hilts, D.** (2025). School counseling development and practice in China: A 20-year systematic review. *Asian Pacific Education Review*, 26(1), 1-15. <https://doi.org/10.1007/s12564-025-10045-2>

17. *+^ Hilts, D., Park., E., & Liu, Y. (2025). Ecological factors that predict school counselors' comprehensive school counseling program implementation. *Journal of Counseling & Development*, 103(1), 301-315). <https://doi.org/10.1002/jcad.12555>
16. *^ Hilts, D., Liu, Y., & Guo, X. (2025). An investigation of student outcomes based on student-to-school counselor ratios. *Counseling Scholarship & Practice in Educational Communities*, 1(1), 32-61. <https://doi.org/10.7275/cspeg.2302>
15. *+ Liu, Y., Hilts, D., Tian, X., & Gao, S. (2025). Work-family enrichment among school counselors: The roles of coping and transformational leadership. *Professional School Counseling*, 29(1), 1-11. <https://doi.org/10.1177/2156759X251320908>
14. *^ Liu, Y., Hilts, D., & Guo, X. (2024). Does student-to-school counselor ratio matter when considering schools' race/ethnicity composition? A New York statewide examination. *Professional School Counseling*, 28(1), 1-13. <https://doi.org/10.1177/2156759X241304432> (2024 Journal Acceptance Rate: 30%)
13. +Peng, Y., Hilts, D., & Liu, Y. (2024). Supporting clinical mental health counseling doctoral supervisors in supervising school counselors-in-training: Challenges and strategies for integration. *Teaching and Supervision in Counseling*, 6(2), 20-33. <https://doi.org/10.7290/tsc06qsks> (2024 Journal Acceptance Rate: 25%)
12. * Kratsa, K., Hilts, D., Kolbert, J., Joseph, M., Nice, M.L., & Crothers, L. (2023). Ecological barriers to comprehensive school counseling program implementation. *Journal of School-Based Counseling Policy and Evaluation*. <https://doi.org/10.25774/rktf-dx61> (2023 Journal Acceptance Rate: 18%)
11. *^ Hilts, D., Liu, Y., & Guo, X. (2023). Student-to-school counselor ratios, school-level factors, and leadership practices of school counselors: A national investigation. *Professional School Counseling*, 27(1), 1-13. <https://doi.org/10.1177/2156759X231182135> (2023 Journal Acceptance Rate: 27%)
10. Hilts, D. & Luke, M. (2023). Legal and ethical issues in counseling children and adolescents. In S. L. Smith & C. Tucker (Eds.). *Counseling children and adolescents, connecting theory, development, and diversity*. Sage.
9. *Hilts, D., & Liu, Y. (2023). School counselors' perceived school climate, leadership practice, psychological empowerment, and multicultural competence before and during COVID-19. *Journal of Counseling & Development*, 1-11. <https://doi.org/10.1002/jcad.12464> (2023 Journal Acceptance Rate: 14%; Impact Factor: 2.3)
8. *^ Hilts, D., Liu, Y., & Luke, M. (2022). School counselors' emotional intelligence and comprehensive school counseling program implementation: The mediating role of transformational leadership. *The Professional Counselor*, 12(3), 232-248. <https://doi.org/10.15241/dh.12.3.232> (2022 Journal Acceptance Rate: 6%)
7. *Tran, M., Wiklund, J., Luke, M., Antshel, K., & Hilts, D. (2022). Physical and psychiatric disabilities and entrepreneurial intention among college students. *Revue de l'Entrepreneuriat*, 21(2), 191-219. [https://www.cairn.info/revue-de-l-entrepreneuriat-2022-Hors Série 2-page-191.htm](https://www.cairn.info/revue-de-l-entrepreneuriat-2022-Hors-Serie-2-page-191.htm)
6. *^ Hilts, D., Liu, Y., Li, D., & Luke, M. (2022). Examining ecological factors that predict school counselors' leadership practices. *Professional School Counseling*, 26(1), 1-14. <https://doi.org/10.1177/2156759X221118042> (2022 Journal Acceptance Rate: 31%)

5. **Hilts, D.**, Peters, H., Liu, Y., & Luke, M. (2022). The model for school counseling leadership supervision. *Journal of Counselor Leadership and Advocacy*, 1-16. <https://doi.org/10.1080/2326716X.2022.2032871> (2022 *Journal Acceptance Rate: 23%*)
4. Kolbert, J., **Hilts, D.**, Crothers., L., & Nice, M. (2021). School counselors use of Marcia's identity status theory for advisement, consultation, and collaboration. *Journal of School Counseling*, 19(21), 1-27. <http://www.jsc.montana.edu/articles/v19n21.pdf>
3. *Nice, M. L., Joseph, M., Kolbert., J.B., **Hilts, D.**, Crothers, L.M., Kratsa, K. (2021). Development of the school counselor efficacy for college knowledge questionnaire. *Journal of Psychoeducational Assessment*, 1-17. <https://doi.org/10.1177%2F07342829211021680> (2021 *Journal Acceptance Rate: 25%; Impact Factor: 1.5*)
2. *Nice, M., Kolbert, J., Joseph, M., Crothers, L., **Hilts, D.**, & Kratsa, K. (2020). School counselors' efficacy in knowledge of the college process. *Professional School Counseling*, 24, 1-12. <https://doi.org/10.1177/2156759X20976374> (2020 *Journal Acceptance Rate: 29%*)
1. ***Hilts, D.**, Kratsa, K., Joseph, M., Kolbert, J., Crothers, L., & Nice, M. (2019). School counselors' perceptions of barriers to implementing a RAMP-designated school counseling program. *Professional School Counseling*, 23, 1-11. <https://doi.org/10.1177/2156759X19882646> (2019 *Journal Acceptance Rate: 29%*)

PUBLICATIONS & BOOK CHAPTERS IN REVIEW (* denotes empirical research; ^ denotes grant funding; + denotes master's or doctoral-level student collaboration)

3. *+Park., E., **Hilts, D.**, & Liu, Y. (revise and resubmit). Exploring the role of RAMP designation and school level differences on school counselors' functioning and perceived organizational support. *Journal of Psychologists and Counsellors in Schools*. (*Impact Factor: 1.4*)
2. ***Hilts, D.**, Liu, Y., & Guo, X. (submitted 1/2025). Mediating role of job crafting between school climate and emotional intelligence on work engagement and comprehensive school counseling program implementation. *Journal of Counseling & Development*.
1. ***Hilts, D.**, Liu, Y., & Guo, X. (submitted 1/2026). The impact of COVID-19 remote learning on ELA and math achievement: A path analysis of suspension rates and student-to-school counselor ratios. *Journal of School-Based Counseling Policy and Evaluation*.

FORTHCOMING PUBLICATIONS & BOOK CHAPTERS (* denotes empirical research; ^ denotes grant funding; + denotes master's or doctoral-level student collaboration)

1. Liu, Y., **Hilts, D.**, & Guo, X. (data analyses). School counselors' job demands and work engagement: Mediating effects of inappropriate duties and the role of emotional intelligence and organizational support

NON-REFERRED PUBLICATIONS (+ denotes master's or doctoral-level student collaboration)

7. +Ricotta, A. & **Hilts, D.** (2024). School counselors employing the multicultural and social justice competencies framework to support the social-emotional well-being of LGBTQA+ youth. Association for Child and Adolescent Counseling's Newsletter. <https://drive.google.com/file/d/1GVclaiPd4-ePvi9k8mDsOSexAGWnYwoD/view>

6. **Hilts, D.** (2020). *Enhancing wellness through the principles and practices of leadership excellence*. Chi Sigma Iota and Council for the Accreditation of Counseling and Related Programs' 2019-20 Leadership Essay Contest. Status: Selected for 1st Place.
5. **Hilts, D.** (n.d.). Advocacy heroine interview: Dr. Carla Adkison-Johnson. Chi Sigma Iota International https://www.csi-net.org/page/Intv_Carla_Adkison-Johnson
4. **Hilts, D.** (2019, Fall). Professional advocacy agent interview: Dr. Amanda DeDiego. Chi Sigma Iota International https://www.csi-net.org/page/Intv_Amanda_DeDiego
3. **Hilts, D.** (n.d.). Advocacy Heroine interview: Dr. Julia Taylor. Chi Sigma Iota International. https://www.csi-net.org/page/Intv_Julia_Taylor
2. **Hilts, D.** (2018, Fall). Getting involved with CSI: A personal reflection. *The Delta Upsilon Chapter of Chi Sigma Iota's Fall 2018 Newsletter*, 2(1).
1. **Hilts, D., & Benedict, W.** (2018). Review of motivational interviewing for school counselors. *The Counselors' Bookshelf: Professional Books*. Greensboro, NC: Chi Sigma Iota, International. <https://www.csi-net.org/forums/Posts.aspx?topic=1444200>

RESEARCH GRANT AWARDS (*Applied N = 25; Received n = 9*)

NATIONAL (*Applied N = 14; Received n = 6*)

- Hilts, D., & Liu, Y.** "Employing an ecological lens to examining student-to-school-counselor ratios and student academic outcomes in New York. American School Counselor Association's Research Grant Program. Requested: \$4,217.59. Status: Funded.
- Hilts, D.,** (2023). *Examining the relationship between school counselors' engagement in transformative leadership, psychological well-being, coping, and organizational support*. Chi Sigma Iota's 2023-2024 Excellence in Counseling Research Grants. Requested: \$1,965.00 Status: Unfunded.
- Liu, Y., **Hilts, D., & Gao, M.** (2023). *School counselors' attachment, coping, decision-making, work-family enrichment, and transformation leadership: A developmental lens*. Association for Counselor Education & Supervision's Research Grant Program. Requested: \$1595.00 Status: Partially funded.
- Hilts, D., & Liu, Y** (2022). *Principals' perceptions of administrator and school counseling leadership styles and School counselor activities and outcomes*. Chi Sigma Iota's 2022-2023 Excellence in Counseling Research Grants. Requested: \$2490.00. Status: Unfunded.
- Hilts, D., & Liu, Y** (2022). *The ecological factors of school counselors and student-to-school counselor ratios: A national investigation*. American School Counselor Association's Research Grant Program. Requested: \$4800. Status: Unfunded.
- Liu, Y., **Hilts, D., & Luke, M.** (2022). *Development and validation of school counselors' mindsets and behaviors for leadership excellence scale*. Association for Assessment and Research in Counseling (AARC). Requested: \$4,000.00. Status: Unfunded.

- Hilts, D.** (2021). *Examining the individual and systemic factors associated with the leadership practices of school counselors*. Association for Counselor Education and Supervision's 2021 Graduate Student Research Grant Awards Program. Received: \$525. Status: Partially Funded.
- Hilts, D.**, Luke, M., & Liu, Y. (2021). *An analysis of school counselors' attitudes and enactment of leadership grounded in the Chi Sigma Iota Principles and Practices of Leadership Excellence and its impact on ASCA model implementation*. Chi Sigma Iota's 2020-2021 Excellence in Counseling Research Grants 2020-2021. Received: \$938.00. Status: Partially Funded.
- Liu, Y., & **Hilts, D.** (2020). *Effects of the COVID-19 on youth mental health and wellbeing: An investigation into individual, familial, and contextual factors* (Special Grant Request ID# 10026036). Requested \$26,772 through the Spencer Foundation. Status: Unfunded.
- Kratsa, K., Kolbert, J., **Hilts, D.**, & Nice, M. (2020). *Student-to-school counselor ratio meta-analysis: An ecological-systems examination of the impact of student-to-school counselor ratio on students' academic, social-emotional, and career outcomes and school counselors' engagement in American School Counselor Association (ASCA: 2019) National Model delivery*. American School Counselor Association's 2020 Special Project Research Grant. Requested: \$5000. Status: Unfunded.
- Kolbert, J. B., **Hilts, D.**, Loyal-Kratsa, K., & Crothers, L. M. (2018). *Exploring school counselors' perceptions of relevant obstacles to implement a Recognized ASCA National Model Program (RAMP)*. American School Counselor Association Research Grant. Requested: \$2,500. Status: Funded.
- Kolbert, J., **Hilts, D.**, Kratsa, K., & Crothers, L. (2017). *Exploring school counselors' perceptions of relevant obstacles to implement a recognized ASCA national model program*. American School Counselor Association's 2017-2018 Grant. Requested: \$2500. Status: Unfunded
- Hilts, D.** (2017). *Challenges to implement a recognized ASCA national model program*. Association for Assessment and Research in Counseling's Donald Hood Student Research Grant. Requested: \$500. Status: Unfunded.

REGIONAL AND STATE (*Applied N = 4; Received n = 3*)

- Hilts, D.** & Liu, Y. (2025). The effects of perceived school climate and proactive behavior on school counselors' work engagement and job performance. New York State School Counselor Association Research Grant Program. Requested: \$5,000. Status: Funded.
- Hilts, D.**, & Liu, Y. (2024). A multiple mixed between-within subject of analysis of variance: Examining the relationship between the COVID-19 pandemic and student-to-school counselor ratios on student outcomes. New York State School Counselor Association Research Grant Program. Requested: \$5,000. Status: Funded.
- Hilts, D.**, & Liu, Y (2023). *Principals' perceptions of administrator and school counseling leadership styles and school counselor activities and program outcomes*. New York State School Counselor Association Research Grant Program. Requested: \$2,890. Status: Unfunded.
- Hilts, D.**, & Liu, Y (2022). *Ecological factors of school counselors and student-to-school counselor ratios: A national investigation*. New York State School Counselor Association Research Grant Program. Requested: \$4800. Status: Funded.

LOCAL (*Applied N = 10; Received n = 3*)

- Hilts, D.** (2025). Examining the effects of COVID-19 remote learning on suspension, attendance, and ELA and math achievement: Two multi-group analyses of student-to-school counselor ratios. Niagara University's Summer Research Award. Amount: \$5,200. Status: Funded.
- Hilts, D.** (2024). Examining the relationship between student-to-school counselor ratios and student outcomes in New York before and after COVID-19. Niagara University's Graduate Student Research Support Grant. Amount: \$2,000. Status: Pending.
- Hilts, D.** (2024). Principal's perceptions of administrator and school counseling leadership styles and school counselor activities and program outcomes. Niagara University's Research Support Grant. Amount: \$2,994.90 Status: Pending.
- Hilts, D.** (2024). Examining the relationship between school counselors' engagement in transformative leadership, psychological well-being, coping, and organizational support. Niagara University's Summer Research Award. Amount: \$5200. Status: Funded.
- Hilts, D. & Liu, Y.** (2023). Principals' perceptions of administrator and school counseling leadership styles and school counselor activities and program outcomes. Niagara University's Research Support Grant. Requested: \$2994.90. Status: Unfunded.
- Hilts, D.** (2023). Professional identity and engagement in transformational leadership of school counselors. Niagara University's Summer Research Award. Amount: \$5200. Status: Unfunded.
- Liu, Y., **Hilts, D.**, & Gao, M. (2023). School counselors' attachment, coping, decision-making, work-family enrichment, and transformation leadership: A developmental lens. Syracuse University's Joan N. Burstyn Endowed Fund. Requested: \$2195.00 Status: Unfunded.
- Hilts, D.** (2022) *Examining the individual and systemic factors associated with the leadership practices of school counselors.* Syracuse University's 2022 Research & Creative Grant Competition. Requested: \$600.00. Status: Funded.
- Liu, Y., **Hilts, D.**, & Luke, M. (2022). *Development and validation of school counselors' mindsets and behaviors for leadership excellence scale.* Syracuse University's 2022 Joan N. Burstyn Fund. Requested: \$2,002.00. Status: Unfunded.
- Liu, Y., **Hilts, D.**, & Luke, M. (2021). Development and validation of school counselors' mindsets and behaviors for leadership excellence scale. Syracuse University's 2021 Joan N. Burstyn Fund. Requested: \$2,002.00. Status: Unfunded.

GRANT AWARDS (*Applied N = 14; Received n = 13*)

NATIONAL (*Applied N = 1; Received n = 1*)

- Liu, Y., & **Hilts, D.** (2018). *Enhancing social justice and advocacies through poverty simulations.* Counselors for Social Justice's 2018 Grant. Requested: \$500. Status: Funded.

LOCAL (*Applied N = 13; Received n = 12*)

- Hiltz, D.** (2024). Guest speakers and supporting site supervisors professional development in providing supervision. Niagara University's Spring 2024 Academic Innovation Mini Grant. Requested: \$998.75. Status: Funded.
- Hiltz, D.** (2023). Guest speakers and supporting students' attendance to the Evidence-based School Counseling Conference (EBSCC). Niagara University's Fall 2023 Academic Innovation Mini Grant. Requested: \$975.00. Status: Funded.
- Hiltz, D.** (2022). *Workshop trainings for school counseling students and university partners*. Niagara University's 2022-2023 Academic Innovation Mini Grant. Requested: \$800.00. Status: Funded.
- Hiltz, D.** (2021). *Association for Counselor Education and Supervision biennial conference*. Syracuse University Graduate Student Organization Travel Grant. Requested: \$350. Status: Funded.
- Hiltz, D.** (2021). *Association for Counselor Education and Supervision biennial conference*. Syracuse University School of Education Travel Grant. Requested: \$400. Status: Funded.
- Hiltz, D.** (2021). *Evidence-based school counseling conference*. Syracuse University School of Education Travel Grant. Requested: \$205. Status: Funded.
- Hiltz, D.** (2020). *American Counseling Association annual conference*. Syracuse University School of Education Travel Grant. Requested: \$200. Status: Funded; Conference Cancelled.
- Hiltz, D.** (2019). *Association for Counselor Education and Supervision biennial conference*. Syracuse University Graduate Student Organization Travel Grant. Requested: \$300. Status: Funded.
- Hiltz, D., & Nice, M.** (2018). *Community Action Poverty Simulation*. Duquesne Program Council. Requested: \$260. Status: Funded.
- Hiltz, D.** (2018). *Pioneer's 2018 annual talent show*. Pioneer Central High School. Requested: \$480. Status: Funded.
- Hiltz, D., Nice, M., & Johnston-Moschak, K.** (2016). *Multiculturalism and social justice series development*. Chi Sigma Iota International's 2016-17 Chapter Development Grant. Requested: \$250. Status: Funded.
- Hiltz, D.** (2016). *Multicultural and social justice speaker series*. Duquesne Program Council. Requested: \$200. Status: Funded.
- Hiltz, D.** (2016). *Community action poverty simulation program*. Duquesne Program Council. Requested: \$500. Status: Funded.

RESEARCH EXPERIENCE

Research Assistant, with Dr. Melissa Luke
Collaborative for Unprecedented Success and Excellence (CUSE) Grant Program
Syracuse University, Syracuse, New York

August 2019 – May 2022

Graduate Assistant

Department of Counseling and Human Services
Syracuse University, Syracuse, New York

August 2019 – May 2022

Assistant to the Institutional Review Board (IRB) Chairperson

IRB, Duquesne University, Pittsburgh, PA

June 2016 – August 2017

Independent Study Researcher

Fredonia, NY

September 2013 – May 2014

CONFERENCE AND PROFESSIONAL PRESENTATIONS ($N = 27$)

INTERNATIONAL AND NATIONAL ($n = 14$)

Hilts, D., Park, E., & Liu, Y. (2026). *Predictors for comprehensive school counseling program implementation: Implications for school counselor educators*. Educational session presented at the 2026 Evidence-Based School Counseling Conference. Virtual.

Liu, Y., **Hilts, D.**, & Guo, X. (2026). Rethinking the ratio: How student-to-counselor caseloads shape academic and career outcomes across school contexts. Educational session presented at the 2026 Evidence-Based School Counseling Conference. Virtual.

Harrichand, J., & **Hilts, D** (2024). *Awards recognition ceremony*. Hosted awards recognition ceremony at the 2024-2025 Chi Sigma Iota International Delegate Business Meeting and Awards. Virtual.

Hilts, D., Shannon, J., & Gilfillan, B (2023). *Chapter faculty advisor training*. Panel discussion presented at the 2023 Association for Counselor Education and Supervision's Biennial Conference. Denver, CO.

Guzman, Y., Gilfillan, B., Scott, S., **Hilts, D.**, & Berger, C. (2023). *School counselor educators transforming school counseling: A Delphi study*. Panel discussion presented at the 2023 Association for Counselor Education and Supervision's Biennial Conference. Denver, CO.

Wahesh, E., Harrichand, J., & **Hilts, D.**, Duffey, M. (2023, Invited). *Implementation of Chi Sigma Iota's Principles and Practices of Leadership Excellence in counseling leadership*. Educational session presented at the 2023 Association for Counselor Education and Supervision's Biennial Conference. Denver, CO.

Hilts, D., Luke, M., Liu, Y., & Li, D. (2023). *Ecological factors that predict school counselors' engagement in leadership practices: Implications for school counselor education and training*. Educational session presented at the 2023 Association for Counselor Education and Supervision's Biennial Conference. Denver, CO.

Hilts, D., Liu, L., & Luke, M. (2021). *School counseling leadership and ASCA model implementation: Implications for school counselor training*. Poster session presented at the 2021 Association for Counselor Education and Supervision's Biennial Conference. Atlanta, GA.

Hilts, D., Nice., M., Bruner, S., & Kempton, G. (2020). *Enhancing wellness through the principles and practices of leadership excellence*. CSI/ACA poster session to be presented at the 2020 American Counseling Association's Conference, San Diego, CA. <https://www.counseling.org/conference/past-conferences/home> (Conference cancelled).

- Nice, M., & **Hilts, D.** (2020). *School counselors' self-efficacy with knowledge of the college transition process*. Poster session proposal submitted to be presented at the 2020 American Counseling Association's Conference, San Francisco, CA. <https://www.counseling.org/conference/past-conferences/home> (Conference cancelled).
- Liu, Y., & **Hilts, D.** (2019). *The impact of simulation teaching on counselors'-in-training's multicultural competencies*. Roundtable session facilitated at the 2019 Association for Counselor Education and Supervision Conference, Seattle, WA.
- Hilts, D.**, Kratsa, K., Kolbert, J., & Nice, M. (2019). *Navigating the barriers to implement a RAMP*. Educational proposal presented at the 2019 American School Counselor Association Conference, Boston, MA.
- Nice, M., & **Hilts, D.** (2018, April). *Practice what you preach: Promoting wellness and self-care for students in counselor education*. CSI/ACA poster session presented at the 2018 American Counseling Association's Conference, Atlanta, GA.
- Hilts, D.**, & Liu, Y. (2018, February). *Linking Adlerian theory and poverty simulations in social justice and group work*. Educational session presented at the 2018 Association for Specialists in Group Work Conference, Savannah, GA.

REGIONAL AND STATE ($n = 12$)

- Hilts, D.** (2022). Examining individual and systemic factors that predict the leadership practices of school counselors. Poster session proposal submitted to the 2022 North Atlantic Region for Counselor Education & Supervision, Pittsburgh, PA. Status: Selected.
- Hilts, D.**, Liu, Y., & Friedman, E. (2020). *Mentorship to facilitate emerging counselor educators' teaching competencies*. 50-minute content session to be presented at the 2020 North Atlantic Region Association for Counselor Education and Supervision (NARACES) Conference, Pittsburgh, PA. <https://naraces.org/wp-content/uploads/2020/08/NARACES-2020-Conference-Program-Final.pdf> (Conference cancelled).
- Nice, M., & **Hilts, D.** (2019, November). *Promoting organizational success through counseling leadership*. Roundtable session facilitated at the 2019 Pennsylvania Counseling Association Conference, State College, PA.
- Nice, M., & **Hilts, D.** (2019). *School counselors' self-efficacy with promoting students' postsecondary planning*. Poster session presented at the 2019 Pennsylvania Counseling Association Conference, State College, PA.
- Hilts, D.**, & Kratsa, K., Kolbert, J., & Nice, M. (2018, November). *Solution-focused consultation for teachers*. Skill builder session presented at the 2018 PSCA 63rd Annual Conference, Hershey, PA.
- Nice, M., Kolbert, J., **Hilts, D.**, & Kratsa, K. (2018, November). *School counselors' efficacy in promoting college readiness*. Skill builder session presented at the 2018 PSCA 63rd Annual Conference, Hershey, PA.
- Hilts, D.**, & Kolbert, J. (2018, November). *Professional counselors' solution-focused toolbox*. Educational session presented at the Pennsylvania Counseling Association's 50th Annual Conference. Pittsburgh, PA.
- Hilts, D.**, Kolbert, J., Kratsa, K., & Crothers, L. (2017, November). *Navigating the challenges to implement a*

recognized ASCA model program (RAMP). Skill builder session presented at the 2017 Pennsylvania School Counseling Association 62nd Annual Conference, Hershey, PA.

Nice, M., Neuman, E., **Hilts, D.**, & Johnston-Moschak, K. (2017, November). *School-family-community partnerships: Building social capital and advocating for change*. Educational session presented at the Pennsylvania Counseling Association 49th Annual Fall Conference, King of Prussia, PA.

Hilts, D., & Nice, M. (2017, November). *A wellness-based perspective: Wellness principles in organizations*. Educational session presented at the Pennsylvania Counseling Association 49th Annual Fall Conference, King of Prussia, PA.

Kratsa, K., **Hilts, D.**, & Kolbert, J. (2017, April). *School-based parent consultation using solution-focused and structural theories*. Educational session presented at the 7th annual Chi Sigma Iota Pennsylvania Statewide Conference, Scranton, PA.

Neuman, E., **Hilts, D.**, Kratsa, K., & Kolbert, J. (2017, April). *Enhancing multicultural competence in the context of poverty through student, faculty, and community collaboration*. Educational session presented at the 7th annual Chi Sigma Iota Pennsylvania Statewide Conference, Scranton, PA.

LOCAL (*n* = 2)

Hilts, D., Kratsa, K., Bundick, M., & Kolbert, J. (2017, March). *Perceived obstacles to implementing a recognized American school counselor association model program (RAMP)*. Poster presented at the 4th annual Graduate Student Research Symposium, Pittsburgh, PA.

Hilts, D., Johnson, H., Dorler, Z., & Dyck, J. (2014, May). *The effects of personality on situational factors based on incentives*. Poster presented at the 16th annual Student Research and Creativity Exposition, Fredonia, NY.

CLINICAL SUPERVISION

Clinical Supervisor

Department of Counseling and Human Services
Syracuse University, Syracuse, New York

August 2020 – May 2022

SCHOLARSHIP AWARDS & HONORS (*N* = 8)

Intern

Chi Sigma Iota International

May 2022 – May 2023

- The CSI Leadership Fellows and Intern Program is a yearly award designed to help graduate counseling students and professionals in the early years of their counseling careers to develop leadership skills for the benefit of the profession. Two leadership interns are selected among 10 leadership fellows.

Honorable Mention

Graduate Dean's Award for Excellence in Research and Creative Work, Syracuse University

March 2022

- Recognizes graduate students for their overall academic record and the outstanding quality of their research or creativity activity at the University

Fellow <i>Counselor Education & Supervision</i> (CES) Journal, with Dr. Dodie Limberg	August 2020 – May 2021
<ul style="list-style-type: none">Provides an opportunity for emerging counselor educators to learn more about research, scholarship, and the publication process.	
Fellow Spector/Warren Fellowship Program, Syracuse University	August 2020
<ul style="list-style-type: none">Honors student-educators' advocacy of social justice in serving marginalized youth.	
School Counselor Community Scholarship The Counseling Geek	February 2018
Barbara Gazda Scholarship Association for Specialists in Group Work	January 2018
<ul style="list-style-type: none">Given in recognition of passion, interest, experience, and an eagerness to continue learning about implementing creative modalities in group work.	
Graduate Student Scholarship Pennsylvania School Counselor Association	December 2016
Ann James Manly Endowment Scholarship SUNY Fredonia	November 2014

SERVICE AND LEADERSHIP AWARDS (*N* = 4)

Outstanding Mentorship Award Sigma Upsilon Chapter, Chi Sigma Iota	May 2022
NARACES Outstanding Graduate (Doctoral) Student of the Year Award	June 2021
<ul style="list-style-type: none">Honors a doctoral student who has demonstrated evidence of leadership in the counseling profession, is involved in multi-level organizations that support the counselor education field and is engaged in research.	
NARACES Emerging Leader North Atlantic Region of the Association for Counselor Education and Supervision, Emerging Leaders Program	July 2020
<ul style="list-style-type: none">Honors emerging counselor educators who are deemed as holding potential for leadership both within NARACES and the counseling profession, broadly.	
Outstanding Service as President Delta Upsilon Chapter, Chi Sigma Iota	May 2017

DEPARTMENT/PROGRAM AWARDS (*N* = 2)

Outstanding Newsletter Award (President; Former Newsletter Co-Editor, Sigma Upsilon Chapter) Chi Sigma Iota International	February 2021
<ul style="list-style-type: none">The purpose of this award is to recognize outstanding chapter newsletters that promote chapter growth, provide networking opportunities, and share information about chapter activities.	

Outstanding Chapter Award (Past-President, Delta Upsilon Chapter)
Chi Sigma Iota International

February 2018

- The purpose of this award is to recognize outstanding chapter activities.

PROFESSIONAL COUNSELING & RELATED EXPERIENCE

Professional School Counselor, Grades PreK-5 Watkins Glen Central School District, Watkins Glen, New York	September 2018 – July 2019
Professional School Counselor, Grades 9-12 Cattaraugus-Alleghany BOCES at Pioneer Central High School, Yorkshire, NY	August 2017 – September 2018
Neurocognitive Specialist; Ambassador Mainline Rehabilitation Associates, Green Tree, Pennsylvania	September 2015 – August 2016

SCHOOL COUNSELING INTERNSHIP EXPERIENCE (N = 6)

School Counselor Doctoral Internship Student, Grades 9-12 Public Leadership Academy at Fowler, Syracuse City School District, Syracuse, NY	January – May 2020
School Counselor Adv. Practicum Student, Grades 9-12 Auburn High School, Auburn Enlarged City School District, Auburn, NY	August – December 2019
School Counselor Intern, Grades 9-10 North Allegheny School District, Pittsburgh, Pennsylvania	January – May 2017
School Counselor Intern, Grades 3-6 Gateway School District, Monroeville, Pennsylvania	January – May 2017
School Counselor Practicum Student, Grades 3-5 Seneca Valley School District, Cranberry Township, Pennsylvania	September – December 2016
School Counselor Intern, Grades 9-12 Dunkirk City Schools, Dunkirk, New York	September – December 2014

INVITED GUEST LECTURES AND PANEL EVENTS (N = 9)

- Hilts, D.** (2026). *Elevating educator well-being: Striving for balance in demanding academic environments*. Invited guest speaker for NUSTEP's Professional Development Day. Niagara University, NY.
- Hilts, D.** (2025). *Recognized ASCA model programs (RAMP) schools, student outcomes, and school counselor experiences*. Invited guest speaker for master's students enrolled in CSL 647 Comprehensive School Counseling. Wayne State College, Wayne, NE.
- Hilts, D.** (2025). *Collaborative scholarship: ethics, authorship, and the revise and resubmit journey*. Invited guest speaker for doctoral students enrolled in COU 800: Seminar in Professional Issues in Counseling II. Syracuse University, Syracuse, NY.

- Hilts, D.** (2024). *Leadership roles and responsibilities in counselor education programs*. Invited guest speaker for doctoral students enrolled in COU 882: Seminar in Professional Issues in Counseling. Syracuse University, Syracuse, NY.
- Hilts, D.** (2023). *Research seminar: Crafting a sustainable research agenda*. Invited guest speaker for doctoral internship students enrolled in COU 950: Doctoral Internship. Syracuse University, Syracuse, NY.
- Hilts, D.** (2021). *Enhancing leadership development and professional identity through involvement in professional counseling organizations*. Invited guest speaker for counseling internship students enrolled in COU 790: Internship in Counseling. Syracuse University, Syracuse, NY.
- Hilts, D., Huston, J., Mathews, G., & Whited, B.** (2020, November). *School counseling practice and involvement in research*. Invited panel discussion for school counseling graduate students enrolled in COU 676: Advanced School Counseling. Duquesne University, Pittsburgh, Pennsylvania.
- Hilts, D.** (2020, March). *Question and answer session*. Invited guest speaker for school counseling graduate students enrolled in CNSL 6269: Practicum in Counseling. George Washington University, Washington, D.C.
- Davidson, L., **Hilts, D.**, Huston, J., Mathews, G., & Whited, B. (2019, December). *Seeking employment with a school counseling degree*. Invited panel discussion for school counseling graduate students enrolled in COU 676: Advanced School Counseling. Duquesne University, Pittsburgh, Pennsylvania.
- Hilts, D., & Johnston-Moschak.** (2017, February). *The role of the school counselor and how teachers can support students experiencing poverty*. Lecture presented to pre-service teachers enrolled in LTFL 204: Learning to Teach for Social Justice Through the Arts. Duquesne University, Pittsburgh, Pennsylvania.

OTHER PROFESSIONAL GRANT, EDUCATIONAL, & CONTEST PROPOSALS SUBMITTED (N = 18)

NATIONAL/INTERNATIONAL

- Hilts, D.** (2021). The Association for Counselor Education and Supervision's Emerging Leaders Program. Status: Not Selected.
- Outstanding Chapter Award** (President-Elect, Sigma Upsilon Chapter) December 2019
CSI International
- The purpose of this award is to recognize outstanding chapter activities. Status: Not Selected.
- Hilts, D.** (2019). *LendUP Opportunity Scholarship*. Status: Not Selected.
- Hilts, D.** (2019). The Association for Counselor Education and Supervision's Emerging Leaders Program. Status: Not Selected.
- Nice, M. Kolbert, J., **Hilts, D.**, & Kratsa, K. (2018). *College readiness efficacy of secondary school counselors*. Educational proposal submitted to present at the 2018 American School Counselor Association Conference, Boston, MA. Status: Not Selected.
- Hilts, D.** (2018). The National Society of High School Scholars' School Counselor Appreciation Grant. Status: Not Selected.

Hilts, D. (2017). *Chi Sigma Iota's 2018-2019 Leadership Fellowship and Internship Program*. Status: Not Selected.

Hilts, D., Kratsa, K., Kolbert, J., & Crothers, L. (2017). *Perceived barriers to implementing a RAMP*. Educational proposal submitted to present at the 2018 American School Counselor Association's Conference, Los Angeles, CA. Status: Not Selected.

Hilts, D., & Liu, Y. (2017). *Using poverty simulations as an experiential pedagogy in social justice and group work*. Educational session proposal submitted to present at the 2018 American Counseling Association's Conference, Atlanta, GA. Status: Not Selected.

Hilts, D., Kolbert, J., Kratsa, K., & Crothers, L. (2017). *Challenges to implement a recognized ASCA model program and implications for practice*. Educational session proposal submitted to present at the 2018 American Counseling Association's Conference, Atlanta, GA. Status: Not Selected.

Liu, Y., **Hilts, D.** (2017). *Using poverty simulations as a creative experiential pedagogy in social justice and group work*. Educational session proposal submitted to present at the 2017 Association for Counselor Education and Supervision 2017 Conference, Chicago, IL. Status: Not Selected.

Hilts, D., Anater, D., & Johnston-Moschak, K. (2016). *American Counseling Association's 2016-17 Graduate Student Ethics Competition*. Status: Not Selected.

Hilts, D. (2016). *Wellness leadership in organizations*. Chi Sigma Iota and Council for the Accreditation of Counseling and Related Programs' 2016-17 Leadership Essay Contest. Status: Not Selected.

STATE/REGIONAL

Nice, M., Kolbert, J., **Hilts, D.,** & Kratsa, K. (2019). *Knowledge is power: School counselors' efficacy in knowledge of the college process*. Educational session proposal submitted to present at the 2019 Pennsylvania School Counseling Association Conference, Pittsburgh, PA. Status: Selected.

Hilts, D. New York State School Counselor Association (NYSSCA) Leadership Grant. Status: Not Selected.

Hilts, D., & Liu, Y. (2018). *Poverty simulations: A creative experiential activity to social justice and civic Engagement*. Educational session proposal submitted to present at the 2018 Pennsylvania Counseling Association Conference, Pittsburgh, PA. Status: Not Selected.

Nice, M., **Hilts, D.,** & Delmonico, D. (2018). *Navigating the IRB process for graduate students*. Educational session proposal submitted to present at the 2018 Chi Sigma Iota Pennsylvania Statewide Conference, Westchester, PA. Status: Selected.

Kolbert, J., Kratsa, K., **Hilts, D.,** & Neuman-Boone, E. (2017). *Closing the achievement gap: Current research and strategies*. Skill builder session proposal submitted to present at the 2017 Pennsylvania School Counseling Association 62nd Annual Conference, Hershey, PA. Status: Not Selected.

LOCAL SERVICE

University

Member, Institutional Review Board (IRB) January 2025 – present

College of Education

Member, Outgoing Dean Recognition Committee January 2025 – May 2025
Co-Chair, Faculty Development Committee January 2025 – present
Member, Faculty Development Committee September 2024 – January 2025
Member, BIPOC Recruitment and Retention Committee September 2023 – May 2024
Member, Adjunct Development Committee September 2022 – May 2023

Department

Program Chair, School Counseling June 2024 – present
Program Coordinator, School Counseling August 2022 – June 2024
Member, Clinical Mental Health Faculty Search Committee Member February 2023 – April 2023

PROFESSIONAL LEADERSHIP AND SERVICE

INTERNATIONAL AND NATIONAL

Xia-Gibbs Society

Volunteer August 2025 – present

Chi Sigma Iota (CSI) International

Excellence in Counseling Research Grants Committee, Chair May 2024 – present
Excellence in Counseling Research Grants Committee, Member May 2022 – May 2024
Chapter Faculty Advisor Committee, Member May 2022 – May 2023
Leadership & Professional Advocacy Committee, Member May 2018 – May 2021
CSI International – Research Grants Reviewer October 2017 – May 2022
CSI International – Poster Session Reviewer November 2017 – November 2022

Journal for Counselor Leadership and Advocacy

Editorial Assistant May 2022 – June 2023
Ad hoc reviewer March 2021 – May 2022

American School Counselor Association (ASCA)

RAMP® Reviewer August 2024 – present
Conference Volunteer (2x), Ambassador Program July 2018 – July 2019
Research Grants Reviewer June 2019

American Counseling Association (ACA)

Conference Proposal Reviewer June 2018 – June 2021
Conference Volunteer April 2020

Association for Counselor Education and Supervision (ACES)

Graduate Student Committee July 2021 – June 2022
Conference Volunteer October 2019

Conference Proposal Reviewer CEQUIN Interest Network Host/Facilitator, ACA Conference	February 2019 April 2018
Association for Specialists in Group Work (ASGW) Conference Proposal Reviewer	July 2017
<u>REGIONAL AND STATE</u>	
North Atlantic Region Association for Counselor Education and Supervision (NARACES) Mentee, Graduate Student Mentorship Program Research Grants Reviewer Conference Proposal Reviewer	August 2018 – Aug. 2019 May 2018 – May 2020 February 2018 – 2021
Pennsylvania Counseling Association (PCA) Reviewer, JPCA Proposal Reviewer Volunteer at the PCA 49 th Annual Fall Conference Conference Marketing Volunteer	June 2018 – June 2020 June 2018 November 2017 June – September 2017
Pennsylvania School Counseling Association (PSCA) Volunteer at the PSCA 62 nd Annual Conference	November 2017
State University of New York (SUNY) Interviewer Committee, New York State Master Counselor Program	July 2025
<u>LOCAL</u>	
CSI, Sigma Upsilon (Syracuse University) Chapter Mentorship Program Co-Chairperson President; Newsletter Co-Editor President-Elect Mentor, Mentorship Program	July 2021 – July 2022 July 2020 – July 2021 May 2019 – June 2020 May 2019 – July 2020
Chi Sigma Iota, Delta Upsilon (Duquesne University) Chapter Past-President President Multicultural & Social Justice Series Coordinator	July 2017 – July 2018 June 2016 – July 2017 March – October 2016
<u>PROFESSIONAL MEMBERSHIPS</u>	
American Counseling Association (ACA)	2015 – 2023
Association for Counselor Education and Supervision (ACES) School Counselor Interest Network North Atlantic Region (NARACES)	2017 – present 2020 – present 2017 – present
Association for Assessment and Research in Counseling (AARC) American Educational Research Association (AERA)	2021 – 2022 2021 – 2022

American School Counselor Association (ASCA)	2015 – present
Chi Sigma Iota (CSI) International	2016 – present

COUNSELING CREDENTIALS AND RELATED CERTIFICATIONS

School Counselor Permanent Certification New York State Department of Education	November 2025 – present
Diversity, Equity & Inclusion (DEI) Specialist American School Counselor Association	April 2023 – present
National Certified School Counselor (NCSC) National Board for Certified Counselors (NBCC)	August 2022 – present
School Counselor Provisional Certification New York State Department of Education	January 2018 – August 2023
Certificate in University Teaching Future Professoriate Program (FPP), Syracuse University	March 2021
<ul style="list-style-type: none">Awarded to graduate students who undertake teaching assignments that parallel the range of duties and activities that faculty must perform and have a documented readiness to hold faculty appointments through the preparation of an FPP portfolio.	
Collaborative Institutional Training Initiative Training Certificate Institutional Review Board and Ethics Committee, Syracuse University	September 2019
<ul style="list-style-type: none">Certificate #20125214	
National Certified Counselor (NCC; #1000435) National Board for Certified Counselors (NBCC)	September 2017 – present