

**Chan M. Hellman, Ph.D.**

**Professor**

*Anne & Henry Zarrow School of Social Work  
College of Arts & Sciences*

**Founding Director**

*Hope Research Center*

<http://www.ou.edu/tulsa/hope.html>

University of Oklahoma  
Schusterman Center  
4502 East 41<sup>st</sup> Street  
Tulsa, OK 74135-2512  
918-660-3484  
chellman@ou.edu

***Adjunct Professor Appointments:***

Dept. of Health & Promotion Sciences -- College of Public Health  
University of Oklahoma Health Science

**Educational Background**

- Ph.D. (2002) Oklahoma State University. Educational Psychology -- Specialization in Research, Evaluation, Measurements and Statistics. Minor – Leadership.
- M.A. (1994) University of Central Oklahoma. Experimental Psychology with an emphasis on Personnel and Organizational Psychology.
- B.S. (1988) Northwestern Oklahoma State University. Alva, Oklahoma. Major: Psychology; Minor: Business Administration.

## Professional Positions

**Professor – With Tenure (2017 to Present):** Anne & Henry Zarrow School of Social Work.  
Univ. of Oklahoma.

**Associate Dean (2014 to 2017):** College of Arts & Sciences -- Tulsa

- **Unit liaison:** All CAS-Tulsa programs (Human Relations, Library & Information Studies, Political Science, Psychology, and Social Work) and the Sutton Avian Research Center (Bartlesville).
- **External liaison:** Chief liaison to the President of OU-Tulsa and the Executive Associate Vice President of OU-Tulsa.
- **CAS oversight responsibility:** Tulsa budget oversight (\$1.9 Million), instructional support, faculty and student community, recruiting and enrollment management, space management, class scheduling, staff supervision, research development & planning, and *ex officio* member of the OU-Tulsa Academic Affairs Research Committee.

**Professor – With Tenure (2012-2017):** University of Oklahoma, Department of Human Relations

**Associate Professor – With Tenure (2006-2012):** University of Oklahoma, Department of Human Relations.

**Assistant Professor (2002-2006):** University of Oklahoma. Department of Human Relations.

## Research Grants

1. 2021 – AETNA Health – Hope as a Buffer to Secondary Traumatic Stress (\$96,000).
2. 2021 – UnitedHealth – Implementation for Hope Centered Organizations (\$120,000)
3. 2020 – NorthCare – Hope Centered Mental Health (\$33,038)
4. 2020 – OKDHS – Hope Centered Organization – Planning (\$49,736)
5. 2019 – Enid Public School – Trauma Informed & Hope Centered (\$35,000)
6. 2019 – OKDHS – Successful Adulthood for Foster Youth (\$36,937).
7. 2019 – Tulsa Reaches Out – LGBTQ+ Community Needs Assessment (\$16,930).
8. 2019 – Alliance for Hope International – Polyvictimization Screening (\$15,000).
9. 2019 – Dept. of Justice: Office of Violence Against Women – Impact of Family Justice Centers on Survivor Hope and Survivor Defined Success (\$437,671 – Not Funded April 11, 2019).
10. 2019 – Charles & Lynn Schusterman Family Foundation (\$1,500). Hope Workshop.
11. 2018 – Charles & Lynn Schusterman Family Foundation (\$5,000). My Dream Scholarship (DACA Students).
12. 2017 – Alliance for Hope International – Hope research for Family Justice Centers (\$52,500)

13. 2017 – Dept. of Justice: Office of Victims of Crime – Polyvictimization, hope and healing. (\$166,884).
14. 2016 – Charles & Lynn Schusterman Family Foundation – Pocket full of hope (\$7,000).
15. 2016 – Oklahoma SBIRT Training – Health and Human Services, Substance Abuse and Mental Health Administration (\$311,259).
16. 2015 – Oklahoma SBIRT Training – Health and Human Services, Substance Abuse and Mental Health Administration (\$310,828).
17. 2015 – Intensive Child-Focused Adoptive Parent Recruitment – State of Oklahoma (DHS: \$30,254).
18. 2014 – Evaluation of anti-bullying curriculum – Oklahoma Center for Community & Justice (\$5,000).
19. 2013 – STEM Education for FABLAB Tulsa – Hardesty Family Foundation, Inc. (\$27,805)
20. 2013 – Social Service Needs Assessment – United Way of Central Oklahoma (\$20,006)
21. 2012 – Nonprofits as Pathways of Hope Conference – Charles and Lynn Schusterman Family Foundation (\$28,500)
22. 2012 – Tulsa Health Department – Its all about kids (\$33, 575)
23. 2012 – Parent Child Center – Impact of Hope on Parent Child Relationship (\$19,585)
24. 2011 – Parent Child Center – Impact of Hope on Parent Child Relationship (\$19,745)
25. 2011 – Oklahoma Community Service Commission – Impact of Americorp on Nonprofit Agency Mission Capacity” (\$2,000).
26. 2011 – Tulsa Health Department – It’s All About Kids (\$32,385).
27. 2010 – Tulsa City-County Health Department “Its all about Kids” (\$28,445).
28. 2010 – Parent Child Center of Tulsa – Hope, Parent Stress and Well-being in the Parent Child Relationship (\$19,760).
29. 2010 – Oklahoma Center for Nonprofit – Salary Survey (\$5,000).
30. 2009 – Tulsa City-County Health Department “Its all about Kids” (\$28,553).
31. 2009 – National Institute of Health (Not Funded) -- Ethics and Privacy Issues in the Development of Regional Health Information Networks. (\$370,952 -- Subcontract)
32. 2008 – NSF (Not funded) – Innovation in Organizations – Work Engagement Among Human Service Non-Profit Agencies (\$290,104).
33. 2008 – OK Dept. of Human Services. Child Care Portfolio Project (\$20,000).
34. 2008 – TARC – Volunteer Perceptions and Attitudes (\$3000).
35. 2008 – Tulsa Public Schools – Positive Behavior Support (\$32,000).
36. 2008 – Tulsa City-County Health Department “Its all about kids” (\$28,450).
37. 2008 – Charles & Lynn Schusterman Family Foundation – Impact of YPI on Youth Philanthropic Leadership (\$9,995).
38. 2008 – Metro Tulsa Urban League – Impact of Service on Survivors of Hurricane Katrina (\$1,998).
39. 2007 – Tulsa Public Schools – Positive Behavior Support (\$31,728).
40. 2007 – Tulsa Public Schools – School Leadership Mentoring Program (\$20,000).
41. 2007 – Tulsa City-County Health Department “Its all about kids” (\$26,000).
42. 2006 – Tulsa City-County Health Department “Its all about kids” (\$23,856).
43. 2006 – Tulsa Public Schools – School Leadership Mentoring Program (\$20,000).
44. 2006 – Tulsa Mayor’s Citizen Corp – Volunteer Engagement (\$4,999).

45. 2005 – HUD Community Outreach Grant (\$386,000).
46. 2005 – Tulsa City-County Health Department “Its all about kids (\$13,514).
47. 2005 – Tulsa Public Schools – School Leadership Mentoring Program (\$20,000).
48. 2005 Choctaw Nation – Talihina, OK. “Healthy Lifestyles and Diabetes Wellness Center Program (\$3,225).
49. 2005 TARC – Tulsa, OK. “Evaluation of Volunteers Working with Citizens with Developmental Disabilities (\$3,000).
50. 2004 OU-College of Arts & Sciences Faculty Fellowship Award. (\$6,000).
51. 2003 OU-Graduate Research Council Jr. Faculty Summer Research Award. (\$6,000).
52. 2002 Okmulgee, Oklahoma Parks Community Assessment (\$1,300).

### **Hope Research Center**

<http://www.ou.edu/tulsa/hope.html>

#### **I. A Vision of Nonprofits as Pathways of Hope.**

The Hope Research Center aspires to be the source of community engagement for students, faculty, and staff focused on hope and well-being among those served by nonprofit organizations in Oklahoma. Inspired by the Positive Psychology movement and the potential to flourish, we use Hope as the theory of change for those being served by nonprofit organizations. We are specifically interested in the investigation (1) does hope buffer adversity and stress associated with trauma, (2) does hope predict adaptive outcomes for both children and adults, and (3) can hope be increased and sustained by targeted programming.

##### *Student Civic Engagement:*

Either as administrators, clinicians or volunteers, University of Oklahoma students represent a tremendous resource for nonprofit organizations statewide. Students who work in the Center lead applied research projects in partnership with the nonprofit agency. This is a collaborative effort, agencies are provided scientifically based results regarding their program outcomes and share in the student’s learning of applied research methodology within the culture of philanthropy. Leading projects contribute significantly to student learning about advanced research methods, ethical treatment of subjects, data analyses, and report writing. These students make presentations to the agency staff, board members, and at times, to funders. Ultimately, students submit manuscripts to professional associations in their academic discipline and are encouraged to present findings at local, national and international conferences.

##### *Goals:*

- Advance the science of hope.
- Foster academically based partnerships with the nonprofit community.
- Recruit and train both undergraduate and graduate students in applied methodology.
- Promote the science-practitioner model for nonprofit organizations.
- Develop research-based hope curriculum and intervention strategies.

**Supervised Thesis and Dissertation (Chair Only)**

1. Oyarzo, F. A. (2024). *What internal and external factors do previously low-income individuals describe as key to emerging from poverty?* Unpublished Dissertation, University of Oklahoma.
2. Freeze, C. W. (2023). *The development and validation of the Hope-Centered Leadership Scale.* Unpublished Dissertation, University of Oklahoma.
3. Brabazon, B. (2019). *Exploring the role of continuity operations management in university supported volunteer service organizations.* Unpublished Dissertation, University of Oklahoma.
4. Muse, Y. Y. (2018). *Hope and burnout in human services nonprofit organizations.* Unpublished Dissertation, University of Oklahoma.
5. Scislo, B. S. (2018). *The role of hope and psychological need support in the prediction of academic achievement and psychological well-being of NCAA Division I student-athletes.* Unpublished Dissertation, University of Oklahoma.
6. Welde, C. M. (2017). *Turnover among child development center directors in military overseas settings: A phenomenological study.* Unpublished Dissertation, University of Oklahoma.
7. Bragg, J. E. (2017). *Social justice implications of inclusive measures of sexual and gender minority populations.* Unpublished Dissertation, University of Oklahoma.
8. Sykes, B. E. (2017). *Understanding a nonprofit form of orchestral music education through the ecological political metaphor: The case of El Sistema Oklahoma.* Unpublished Dissertation, University of Oklahoma.
9. Burnside, K. (2015). *Psychological capital and moral potency of interdisciplinary team members: Does profit status matter in hospice care?* Unpublished Dissertation, University of Oklahoma.
10. Fry-Grier, L. (2014). *School aged children of incarcerated parents: The effects of alternative criminal sentencing.* Unpublished master's thesis, University of Oklahoma.
11. Macon, R. K. (2014). *Feeding hope through Tulsa's philanthropic community.* Unpublished Dissertation, University of Oklahoma.
12. Gillert, J. E. (2014). *Psychological capital and burnout relationship with training and performance.* Unpublished Dissertation, University of Oklahoma.
13. Myers-Morgan, M. (2012). *A case study of a public private partnership in arts education.* Unpublished Dissertation, University of Oklahoma.
14. Olinske, J. (2009). *The effects of board members on executive director role strain: A study of human service non-profit agencies.* Unpublished Dissertation, University of Oklahoma.

15. Blagg, H. E. (2009). *Volunteer mentors: Role perceptions and the intent to remain*. Unpublished master's thesis. University of Oklahoma.
16. Ward, L. (2009). *A diversity-focuses approach to work-family conflict among Mexican-American blue-collar workers*. Unpublished master's thesis, University of Oklahoma.
17. Acebo, K. K. (2008). *The ties that blind: The perceived influence of organizational culture and self-efficacy on leadership success for women fundraisers*. Unpublished Dissertation, University of Oklahoma.
18. Macon, R. K. (2007). *Volunteer engagement: Role-identity and intent to leave*. Unpublished master's thesis, University of Oklahoma.
19. Young, T.L. (2007). *Graduate Students and Stress: Positive and Negative Effects of Significant Relationships*. Unpublished master's thesis, University of Oklahoma.

### Scholarly Publications, Proceedings, & Conference Presentations

#### **Book:**

Gwinn, C., & **Hellman, C. M.** (2018). *Hope rising: How the science of hope can change your life*. New York, NY: Morgan James Publishing. [elit Award (Silver 2019) Psychology/Mental Health; Top 10 Best Seller in Oklahoma 2019)

#### **Peer Reviewed Refereed Publications:**

1. Miller, C. R., Pharris, A. B., & **Hellman, C. M.** (In Press). A model of hope as a protective measure to lower burnout and secondary traumatic stress among employees working in developmental and intellectual disabilities services. *Journal of Applied Research in Intellectual Disabilities*.
2. Pharris, A. B., Munoz, R. T., & **Hellman, C. M.** (2023). Case workers as a source of hope leading to perceptions of academic success for transitional age foster youth. *Child & Family Social Work*, 28, 701-711.
3. Issacson, M., & **Hellman, C. M.** (2023). Examining the use of assistance dogs to enhance participation in everyday occupations for people with mobility challenges. *British Journal of Occupational Therapy*, 86, 822-829.
4. Pharris, A. B., Munoz, R. T., Kratz, J., & **Hellman, C. M.** (2023). Hope as a buffer to suicide attempts among adolescents with depression. *Journal of School Health*, 93, 494-499.

5. **Hellman, C. M.**, Pharris, A. B., & Munoz, R. T. (2022). Responding to Adverse Childhood Experiences: The science of hope as a framework for action. *Advances in Social Work*, 22, 1066-1083.
6. Duncan, A. R., Bell, S. E., & **Hellman, C. M.** (2022). Brief hope building intervention for adults actively experiencing homelessness: Effect of participation on life, and perceived standing in society. *Journal of Social Distress and Homelessness*.
7. Pharris, A. B., Miller-Cribbs, J., Goodwin, B. G., Bragg, J. E., & **Hellman, C. M.** (2022). A simulation training to prepare camp counselors with Camp HOPE America. *Journal of Youth Development*, 17, 141-163.
8. Duncan, A. R., Bell, S. E., & **Hellman, C. M.** (2022). Intersections of perceived stress, burnout, dispositional hope, intellectual humility, locus of control, and lifestyle factors in undergraduate medical education. *Current Psychology*.
9. Pharris, A. B., Munoz, R. T., & **Hellman, C. M.** (2022). Hope and resilience as protective factors linked to lower burnout among child welfare workers. *Children and Youth Services Review*, 136, 1-9
10. Duncan, A. R., Bell, S. E., Salvatore, A. L., & **Hellman, C. M.** (2022). Psychosocial factors associated with dispositional hope, agency thinking, and pathways thinking in a homeless adult population. *Journal of Community Psychology*, 50, 3196-3209.
11. Munoz, R. T., Pharris, A. B., & **Hellman, C. M.** (2022). A linear model of adverse childhood experiences (ACEs) as drivers of lower hope mediated by lower attachment security in an adult sample. *Journal of Family Violence*, 37, 671-679.
12. Oyarzo, F., **Hellman, C. M.**, & Williamson, R. (2022). Hope and culture: Relationships and implications for research, clinical and organizational practices. *Global Journal of Psychology Research: New Trends and Issues*, 12, 112–120.
13. Bragg, J. E., Nay, E., Miller-Cribbs, J., Howell, D., **Hellman, C. M.** (2022). Exploring the influence of community and school climates on suicide attempts among LGB-Q 9<sup>th</sup> to 12<sup>th</sup> grade students. *International Journal of Arts, Humanities, Social Sciences*, 3, 21-23.
14. **Hellman, C. M.**, Gwinn, C., Strack, G. (2021). Survivors' voices on law reform. *Domestic Violence Report: Law, Prevention, Protection, Enforcement, Treatment, Health*, 26(2), 28-31
15. **Hellman, C. M.**, Gwinn, C., Strack, G., Burke, M., Munoz, R. T., Brady, S. R., Aguirre, N., & Aceves, Y. (2021). Nurturing hope and well-being among survivors of domestic violence within the family justice center model. *Violence and Victims*, 36, 651-666.
16. Wayant, C., Manquen, J., Wendelbo, H., Kerr, N., Crow, M., Goodell, J., Tricco, A. C., Mack, J. W., **Hellman, C. M.**, & Vassar, M. (2021). Identification of evidence for key positive psychological constructs in pediatric and adolescent/young adult patients with

- cancer: A scoping review. *Journal of Adolescent and Young Adult Oncology*, 10, 247-259.
17. Duncan, A. R., Jaini, P. A., & **Hellman, C. M.** (2021). Positive psychology and hope as lifestyle medicine modalities in the therapeutic encounter: A narrative review. *American Journal of Lifestyle Medicine*, 6-13.
  18. **Hellman, C. M.**, Gwinn, C., & Strack, G. (2021). Survivors' voices on law reform. *Domestic Violence Report: Law, Prevention, Protection, Enforcement, Treatment, Health*, 26, 28-31.
  19. McIntosh, H. C., Kezbers, K., Nichols, R., & **Hellman, C. M.** (2021). Mindfulness-based stress reduction and hope in women participating in alternative sentencing programs. *Research on Social Work Practice*, 31, 469-475.
  20. Duncan, A. R., & **Hellman, C. M.** (2020). The potential protective effect of hope on students' experience of perceived stress and burnout during medical school. *The Permanente Journal*, 24, 77-83.
  21. **Hellman, C. M.**, & Passmore, S. (2020). *In Response to* Lynoe, N., Eriksson, A. (2020). Can burnout among child abuse clinicians be caused by doubt that they are doing the right thing? *Permanente Journal*, 24,
  22. Jarolim, K., Isaacson, M., Dickerson, S., Rankin, A., & **Hellman, C. M.** (2020). The professor paws project: Innovative strategies for educating middle and high school student about OT and service dogs. *The American Journal of Occupational Therapy*, 74, supplement 1.1-1.
  23. Muñoz, R.T., & Hanks, H., & **Hellman, C. M.** (2020). Hope and resilience as distinct contributors to psychological flourishing among childhood trauma survivors. *Traumatology*, 26, 177-184.
  24. Passmore, S., Hemming, E., McIntosh, H., **Hellman, C. M.** (2020). The relationship between hope, meaning in work, secondary traumatic stress and burnout among child abuse pediatric clinicians. *The Permanente Journal*, 24, 29-34.
  25. Munoz, R. T., Quinton, K. A., Worley, J. A., & **Hellman, C. M.** (2019). Locus of hope: External hope in parents/guardians as an antecedent of adolescents' internal hope and life satisfaction. *Child Indicators Research*, 12, 1107-1124.
  26. Sulimani-Aidan, Y., Melkman, E., & **Hellman, C. M.** (2019). Nurturing the hope of youth in care: The contribution of mentoring. *American Journal of Orthopsychiatry*, 89, 134-143.



27. Munoz, R. T., Pearson, L. C., **Hellman, C. M.**, McIntosh, H. C., Kohjastah, J., & Fox, M. D., Pearson, L. C. (2018). Adverse childhood experiences and post-traumatic stress as an antecedent of anxiety and lower hope. *Traumatology, 24*, 209-218.
28. **Hellman, C. M.**, Robinson-Keilig, R. A., Dubriwny, N. M., Hamill, C., & Kraft, A. (2018). Hope as a coping resource for parents at-risk for child maltreatment. *Journal of Family Social Work, 21*, 365-380.
29. **Hellman, C. M.**, Munoz, R. T., Worley, J. A., Feeley, J. A., & Gillert, J. E. (2018). A reliability generalization on the Children's Hope Scale. *Child Indicators Research, 11*, 1193-1200.
30. **Hellman, C. M.**, Worley, J. A., & Munoz, R. T. (2018). Hope as a coping resource for caregiver well-being. In W. A. Bailey and A. W. Harrist (Eds.). *Family Caregiving: Fostering Resilience Across the Life Course*. Springer. Pp. 81-98.
31. Baxter, M. A., Hemming, E. J., McIntosh, H. C., & **Hellman, C. M.** (2017). Exploring the relationship between adverse childhood experiences and hope. *The Journal of Child Sexual Abuse, 8*, 948-956.
32. Bragg, J. E., Miller-Cribbs, J., Gordon, J., Gaudet, J., **Hellman, C. M.**, & Munoz, R. T. (2017). Increasing self-efficacy and building hope through simulation-based education. *International Journal of Arts & Sciences, 10*, 549-558.
33. Fry-Grier, L., & **Hellman, C. M.** (2017). School aged children of incarcerated parents: The effects of alternative criminal sentencing. *Child Indicators Research, 10*, 859-879.
34. **Hellman, C. M.** & Gwinn, C. (2017). Children exposed to domestic violence: Examining the effects of Camp HOPE on children's hope, resilience, and strength of character. *Child and Adolescent Social Work Journal, 34*, 269-276.
35. Munoz, R.T., Brunk, K., & **Hellman, C. M.** (2017). The relationship between hope and life satisfaction among survivors of intimate partner violence: The enhancing effect of self-efficacy. *Applied Research in Quality of Life, 12*, 981-995.
36. Olinske, J. L., & **Hellman, C. M.** (2017). Leadership in the human service nonprofit organization: The influence of board of directors on executive director well-being and burnout. *Human Service Organizations: Management, Leadership, and Governance, 41*, 95-105.
37. Dubriwny, N. M., Pritchett, N., Hardesty, M., & **Hellman, C. M.** (2016). Impact of Fab Lab Tulsa on student self-efficacy toward STEM education. *Journal of STEM Education: Innovations and Research, 17*, 21-25.
38. Muñoz, R.T., **Hellman, C. M.**, Buster, B., Robbins, A., Carroll, C. Kabbani, M., Cassody, L., Brahm, N., & Fox, M. (2016). Life satisfaction, hope, and positive emotions as

antecedents of health-related quality of life among homeless individuals. *International Journal of Applied Positive Psychology*, 1, 69-89.

39. Munoz, R.T., Hoppes, S., **Hellman, C.M.**, Brunk, K.L., Bragg, J.E., & Cummins, C. (2016). The effects of mindfulness meditation on hope and stress. *Research on Social Work Practice*, Advance online publication. doi:10.1037/a0028240.
40. Munoz, T. R., Bull, L., Sheth, D., Gower, S., Engstrom, E., Brunk, K., **Hellman, C. M.**, & Fox, M. (2014). The predictive power of Adverse Childhood Experiences on Trust in the Medical Profession among residents of a public housing facility. *Annals of Community Medicine and Practice*, 1, 995-1002.
41. **Hellman, C. M.**, Pittman, M. K., & Munoz, R. T. (2013) The first twenty-years of the will and the way: An examination of score reliability distribution on Snyder's Dispositional Hope Scale. *Journal of Happiness Studies*, 14, 723-729.
42. Hoppes, S. Bryce, H., **Hellman, C. M.**, & Finlay, E. (2012). The effects of brief mindfulness training on caregivers' well-being. *Activities, Adaptation, & Aging*, 36, 147-166.
43. Johnson, C. V., Bartgis, J., Worley, J. A., **Hellman, C. M.**, & Burkhart, R. (2010). Urban Indian voices: A community based participatory research project. *American Indian and Alaska Native Mental Health Research*, 17, 49-70.
44. Fox, MD., Afroze, A., Studebaker, J., Wei, T., & **Hellman, C. M.** (2010). The prevalence of elevated blood pressure among overweight adolescents in a resident continuity clinic. *Journal of the Oklahoma State Medical Association*, April/May, 111-114.
45. **Hellman, C. M.**, Johnson, C. V., & Dobson, T. (2010). Taking action to stop violence: A study on readiness to change among male batterers. *Journal of Family Violence*, 25, 431-438.
46. Worley, J. A., Fuqua, D. R., & **Hellman, C. M.** (2009). The survey of perceived organizational support: Which measure should we use? *South African Journal of Industrial Psychology*, 35(1), 1-5.
47. Fox, M. D., **Hellman, C. M.** & Jelley, M. R. (2009). Equipoise trumps randomization. *American Journal of Bioethics*, 9(2), 13-14.
48. **Hellman, C. M.**, Muilenburg-Trevino, E. M. & Worley, J. A. (2008). The belief in a just world: An examination of reliability estimates across three measures. *Journal of Personality Assessment*, 40, 399-401.
49. Vice, H., Peabody, L., Mulkey, K., **Hellman, C. M.**, Jelley, M. & Scheer, J. (2007). Enhancing public awareness about clinical research. *The Monitor: Clinical Research Concerns*, 21.

50. Hoppes, S., & **Hellman, C. M.** (2007). Understanding Occupational Therapy students' attitudes and intentions regarding community service. *American Journal of Occupational Therapy, 61*, 527-534.
51. Miller, J. W., & **Hellman, C. M.** (2007). An examination of mediators and moderators in applied research. *Journal of Applied Research in the Community College, 12*, 133-137.
52. Cherry, A. L., Dillon, M. E., **Hellman, C. M.**, & Barney, L. D. (2007). The AC-COD Screen: Rapid detection of people with the co-occurring disorders of substance abuse, mental illness, domestic violence, and trauma. *Journal of Dual Diagnosis: Research and Practice in substance abuse comorbidity, 4*, 35-53.
53. **Hellman, C. M.**, Fuqua, D. R., & Worely, J. (2006). The effects of mean age and number of items on score reliability: A reliability generalization study on the survey of perceived organizational support. *Educational & Psychological Measurement, 66*, 631-642.
54. **Hellman, C. M.**, Hoppes, S., & Ellison, G. C. (2006). Factors associated with college student intent to engage in community service. *The Journal of Psychology, 140*, 29-39.
55. **Hellman, C. M.**, & House, D. (2006). Volunteers serving victims of sexual assault. *The Journal of Social Psychology, 146*, 117-123.
56. **Hellman, C. M.**, & Miller, J. W. (2005) Development of a multidimensional educational commitment scale. *Journal of Applied Research in the Community College, 13*, 19-30.
57. **Hellman, C. M.**, & Caselman, T. D. (2004). A psychometric evaluation of the Harvey Imposter Phenomenon Scale. *Journal of Personality Assessment, 83*, 161-166.
58. Williams, P. E., & **Hellman, C. M.** (2004). Differences in self-regulation for on-line learning between first- and second-generation college students. *Research in Higher Education, 45*, 71-83.
59. **Hellman, C. M.** (1999). Faculty evaluation by students: A comparison between full-time and adjunct faculty. *Journal of Applied Research in the Community College, 6*, 45-50.
60. Witt, L. A., Hochwarter, W. A., Hilton, T. F., & **Hellman, C. M.** (1999). Team-member exchange and commitment to a matrix team. *Journal of Social Behavior & Personality, 14*, 63-74.
61. **Hellman, C. M.**, & Nye, L. G. (1998). Statistical significance testing revisited: Dogma or is the emperor naked? *Journal of Applied Research in the Community College, 5*, 117-121.
62. **Hellman, C. M.**, Rickman, C. A., & McMillin, W. L. (1998). Measurement of newcomer socialization: Scale development and validation. *Central Business Review, 17*, 36-40.

63. Williams, J. E., & **Hellman, C. M.** (1998). Self-regulated learning among first-generation students. *Journal of Applied Research in the Community College*, 5, 83-87.
64. Camp, D. A., & **Hellman, C. M.** (1997). Chaos and the withering family: Explaining American criminality. *Humanity and Society*, 21, 190-198.
65. **Hellman, C. M.** (1997). Job satisfaction and the intent to leave. *The Journal of Social Psychology*, 137, 677-689.
66. **Hellman, C. M.**, & Harbeck D. J. (1997). Academic Self-Efficacy: Highlighting the first-generation student. *Journal of Applied Research in the Community College*, 4, 69-75.
67. **Hellman, C. M.**, & McMillin, W. L. (1997). The relationship between psychological reactance and self-esteem. *The Journal of Social Psychology*, 137, 135-138.
68. **Hellman, C. M.**, & Rickman, C. A. (1997). Newcomer socialization and perceived organizational effectiveness. *Central Business Review*, 16, 12-16.
69. **Hellman, C. M.** (1994). Predicting employer satisfaction with newcomer knowledge, skills, and abilities. *Psychological Reports*, 75, 1629-1630.
70. **Hellman, C. M.** (1994). Participation in decision making and committee members' intent to remain. *Psychological Reports*, 74, 490.
71. **Hellman, C. M.**, & McMillin, W. L. (1994). Newcomer socialization and affective commitment. *The Journal of Social Psychology*, 134, 261-262.
72. **Hellman, C. M.**, Rickman, C., & McMillin, W. L. (1994). The effects of organizational socialization on commitment to the organization. *Central Business Review*, 13, 35-38.
73. Witt, L. A., Hilton, T. F., Broach, D., & **Hellman, C. M.** (1994). The interactive effects of negative affectivity and a career-impacting performance outcome on self-serving attributions of causality. In M. Martinko (Ed.), *Attribution theory: An organizational perspective*. St. Lucie Press. (pp. 79-101).

#### **Published Conference Proceedings:**

1. Hellman, C. M., Triveno, E. M., & Worley, J. A. (2007). Measurement of Just World Theory: A reliability generalization study of three scales. American Educational Research Association. Chicago, IL.
2. Macon, R. K., & Hellman, C. M. (2007). Quality of work life and perceived organizational effectiveness. American Educational Research Association. Chicago, IL.

3. Hellman, C. M., Hoppes, S., & Ellison, G. C. (2006). College student intent to engage in community service. *Proceedings of the 2006 International Conference on Education, Honolulu, HI.*\*
4. Baker, R., Schmid, S., Howard, C. A., Hellman, C. M., & Jennings, W. (2004). Primary breast lymphoma. *Proceedings of the 2004 Health Research Forum.* Tulsa, OK.\*
5. Hoppes, S., Hellman, C. M., Caselman, T., Jarolim, D., & Westmoreland, B. (2004). Understanding faculty and students' attitudes about community service at the University of Oklahoma. *Proceedings of the 2004 Health Research Forum.* Tulsa, OK.\*
6. Hellman, C. M., Rickman, C. A., & Rickman, L. (April, 1997). Newcomer socialization and job satisfaction: Comparing formal and informal socialization. *Proceedings of the Southwest Business Symposium.* Edmond, OK:
7. Hellman, C. M. (Fall, 1996). Development of a multicultural diversity scale. *Proceedings of the Oklahoma Association For Institutional Research and Planning.* Oklahoma City, OK.
8. Hellman, C. M. (Fall, 1995). A comparison of first-generation and second generation student perceived academic ability and expected college success. *Proceedings of the Oklahoma Association For Institutional Research and Planning.* (pp. 63-76). Norman, Ok.
9. Hellman, C. M. (Spring, 1995). Weekend college assessment: Perceptions and attitudes of students and instructors. *Proceedings of the Oklahoma Association For Institutional Research and Planning.* (pp. 63-76). Stillwater, Ok.
10. Witt, L. A., Rickman, C. A., Hellman, C. M., & Jones, J. W. (1994). How to overcome low team cohesiveness to improve job attitudes. *Proceedings of the Southwest Business Symposium (pp. xxx-xxx).* Edmond, OK:
11. Witt, L. A., & Hellman, C. M. (1993). Person-situation predictors and job satisfaction: A social exchange perspective. In K. A. Vaverek (Ed.) *Proceedings of the Southwest Academy of Management (pp. xxx-xxx).* Houston: The Mescon Group.
12. Witt, L. A., & Hellman, C. M. (1992). Effects of subordinate feedback to the supervisor and PDM in the prediction of organizational support. In K. A. Vaverek (Ed.) *Proceedings of the Southwest Academy of Management (pp. 191-195).* Houston: The Mescon Group.
13. Witt, L. A., & Hellman, C. M. (1991). Job satisfaction predicting attrition intentions: A cross-level study. In M. Standley (Ed.) *Proceedings of the 33rd conference of the military testing association (pp. 37-42).* San Antonio: Armstrong Laboratory Human Resources Directorate.

**Conference Presentations:**

1. Hellman, C. M., Reimagining Domestic Violence Courts. DV/IDV Symposium. (November, 2022). Keynote/Plenary Address.
2. Hellman, C. M. The Science of Hope: What you can do to build hope for children and families. 29<sup>th</sup> Annual Washington State Child Advocate Conference. (November, 2022) Keynote/Plenary Address, Conference.
3. Hellman, C. M. The Science and Power of Hope. Justice & Recovery Conference. Keynote/Plenary Address. (September 2022) Keynote/Plenary Address.
4. Hellman, C. M. The Science and Power of Hope. Healthy Marriage and Responsible Fatherhood Conference. US HHS – ACF Office of Family Assistance. (August 2022) Keynote/Plenary Address.
5. Freeze, C., Sadler, B., Pharris, A. B., & Hellman, C. M. (July 2022). Hope as a protective factor against burnout in a human service organization. 10<sup>th</sup> Annual European Positive Psychology Conference. Poster Presentation.
6. Hellman, C. M., The Science and Power of Hope. International Symposium on Child Abuse. National Children’s Advocacy Center. (March 2022) Keynote/Plenary Address.
7. Munoz, R. T., Pharris, A. B., & Hellman, C. M. The relative contribution of hope and resilience to post traumatic growth for survivors of adverse childhood experiences (ACEs). Society for Social Work and Research. (January 2022).
8. Hellman, C., 50th Foster Parent Association Conference, "Forward With Hope," Virtual. (November 2021). Keynote/Plenary Address.
9. Hellman, C., Jane Goodall's Activating Hope Summit, "Hope Rising: Nurturing and Restoring Hope Following Trauma and Adversity," Virtual. (November 2021). Oral Presentation, Conference.
10. Hellman, C., DOJ - Office for Victims of Crime Virtual Grantee Meeting, "The Science and Power of Hope," Office for Victims of Crime, Virtual. (October 2021). Oral Presentation, Seminar.
11. Hellman, C., Rural Adverse Childhood Experiences (ACEs) Summit, "Hope as a Framework for Action: Responding to Adverse Childhood Experiences," Public Health Institute, California. (September 2021). Keynote/Plenary Address, Conference.
12. Hellman, C., Sexual Risk Avoidance Education, "The Science of Hope and its application to SRAE Programs," Family & Youth Services Bureau, Virtual. (August 2021). Keynote/Plenary Address, Conference.
13. Hellman, C. (Author & Presenter), Stitt, S. (Author & Presenter), Oklahoma Judicial Conference, "Hope Rising." (July 2021). Keynote/Plenary Address, Conference.

14. Hellman, C., The Kennedy Forum, "Beyond Employee Assistance Programs: How Organizations Take Care of Those Taking Care of Others," Virtual. (July 15, 2021). Oral Presentation, Panel.
15. Hellman, C., 2021 Indiana School Health Network Virtual Conference, "The Science and Power of Hope," Covering Kids & Families of Indiana, Indiana. (June 2021). Keynote/Plenary Address, Conference.
16. Hellman, C., The Science of Rape, "The Science and Power of Hope," St. Marys SARC, Manchester England. (March 2021). Oral Presentation, Conference.
17. Hellman, C. (Author & Presenter), Hope Rising, "The Science and Power of Hope," Potts Family Foundation, Oklahoma City. (December 17, 2019). Oral Presentation, Seminar.
18. Bragg, J. (Author & Presenter), Miller-Cribbs, J., Hellman, C., Nay, E., Zarrow Mental Health Symposium, "Hopelessness and suicidality among LGB-Q adolescents," Mental Health Association of Oklahoma, Tulsa. (October 2019). Oral Presentation, Conference.
19. Hellman, C. (Author & Presenter), Violence Against Women: Restoring the Balance with Special Focus on Violence Against Women in Indian Country, "The Science and Power of Hope," Minnesota Judicial Branch, Bemidji, Minnesota. (October 18, 2019). Keynote/Plenary Address, Conference.
20. Hellman, C. (Author & Presenter), Student Success Summit, "Hope Rising," State Superintendent of Public Instruction, Norman Oklahoma. (October 7, 2019). Keynote/Plenary Address, Conference.
21. Hellman, C. (Author & Presenter), Zarrow Mental Health Symposium, "Hope Rising," Mental Health Association of Oklahoma, Tulsa, Oklahoma. (October 4, 2019). Keynote/Plenary Address, Conference.
22. Hellman, C. (Author & Presenter), STEM-tember Teacher Night, "Hope Rising," Tulsa Regional STEM Alliance, Tulsa Oklahoma. (September 5, 2019). Keynote/Plenary Address, Seminar.
23. Hellman, C. (Author & Presenter), Lawton Chamber of Commerce Conference, "The Science and Power of Hope," Lawton Chamber of Commerce, Lawton Oklahoma. (September 4, 2019). Keynote/Plenary Address, Seminar.
24. Hellman, C. (Author & Presenter), School Nurse Organization of Oklahoma Summer Conference, "The Science and Power of Hope," School Nurse Organization of Oklahoma, Bristow Oklahoma. (July 18, 2019). Keynote/Plenary Address, Conference.
25. Hellman, C. (Author & Presenter), Community Seminar Workshop, "The science of Hope," Stanislaus Family Justice Center, Modesto California. (July 10, 2019). Keynote/Plenary Address, Seminar.

26. Hellman, C. (Author & Presenter), From Hurt to Hope, "Evaluating the Effectiveness of Family Justice Centers," Foyle Family Justice Center, Londonderry Ireland. (June 4, 2019). Keynote/Plenary Address, Conference.
27. Hellman, C. (Author & Presenter), Student Support Conference, "The Power of Hope," Washington Superintendent of Public Instruction, Wenatchee, Washington. (May 24, 2019). Keynote/Plenary Address, Conference.
28. Hellman, C. (Author & Presenter), Stop the Violence Conference, "Hope Rising," Violence Free Families Community Partnership, Springfield MO. (February 28, 2019). Keynote/Plenary Address, Conference.
29. Nay, E. (Author & Presenter), Bragg, J., Miller-Cribbs, J., Hellman, C., Stanley, J., Conference on Academic Research in Education (3rd Annual), "The influence of community and school climates on lesbian, gay, bisexual, and questioning 9th to 12th grade students," Las Vegas, NV. (February 2019). Poster, Conference.
30. Bragg, J. (Author & Presenter), Miller-Cribbs, J., Hellman, C., Munoz, R., Havig, K., International Conference on Education, "A queer theory perspective on diversity issues in education: How human sexuality impacts our learning environment," Honolulu, HI. (January 2019). Poster, Conference.
31. Sulimani-Aidan, Y. (Author & Presenter), Melkman, E. (Author), Hellman, C., Society for Social Work and Research, "Nurturing the Hope of Youth in Care: The Contribution of Mentoring," San Francisco. (January 2019). Oral Presentation, Conference.
32. Miller-Cribbs, J. (Author & Presenter), Bragg, J., Miller, G., McLeod, D., Hellman, C., Wells, S., Pharris, A., Miller, C., International Conference on Education, "Simulation based training: Preparing camp counselors for extreme reactions from at-risk campers," Honolulu, HI. (January 2019). Poster, Conference.
33. Bragg, J. (Author & Presenter), Miller-Cribbs, J., Hellman, C., Munoz, R., Havig, K., International Conference on Education, "The impacts of sexuality in education: Turning adversity into a strength," Honolulu, HI. (January 2019). Poster, Conference.
34. Miller-Cribbs, J. (Author & Presenter), Bragg, J., Miller, G., McLeod, D., Hellman, C., Wells, S., Pharris, A., Miller, C., International Conference on Education, "Using simulation to train counselors for high risk situations: Improving competence in programming for at-risk kids," Honolulu, HI. (January 2019). Poster, Conference.
35. Hellman, C. (Author & Presenter), Bainbridge Youth Services, "The Power and Science of Hope," Bainbridge Island Coordinating Council, Bainbridge Island, Washington. (January 22, 2019). Keynote/Plenary Address, Seminar.



36. Sulimani-Aidan, Y., Melkman, E., & Hellman, C. M. (2019). Nurturing the hope of youth in care: The contribution of mentoring. *23<sup>rd</sup> Annual Conference of the Society for Social Work and Research*.
37. Baluh, R. & Hellman, C. M. (2018). A program evaluation of Tulsa Public Schools community eligibility program. *16<sup>th</sup> Annual Hawaii International Conference on Education*.
38. Gwinn, C. & Hellman, C. M. (2018). Hope Rising: How the Science of Hope Can Change Your Life. *18<sup>th</sup> Annual International Family Justice Center Conference. Ft. Worth, TX*.
39. Melkman, E., Sulimani-Aidan, Y., & Hellman, C. M. (2018). Nurturing the hope of youth in care: The contribution of mentoring. *15<sup>th</sup> Conference of the European Scientific Association on Residential & Family Care for Children and Adolescents. Porto, Portugal*.
40. Gwinn, C., & Hellman, C. M. (2017). The adverse child experiences study and its implications for our work. *17<sup>th</sup> Annual International Family Justice Center Conference. Milwaukee, WI*.
41. Hellman, C. M. (2017). Applying hope theory in your own life and work. *17<sup>th</sup> Annual International Family Justice Center Conference. Milwaukee, WI*.
42. Bragg, J., Miller-Cribbs, J., Munoz, R., Hellman, C. M., Gaudet, J., & Gordon, J. (2017). Self-efficacy's role in building hope. *American Psychological Association. Washington, DC*.
43. Bragg, J., Miller-Cribbs, J., Munoz, R., Hellman, C. M., Gaudet, J., & Gordon, J. (2017). Exploration of hope and self-efficacy. *International Journal of Arts & Sciences Conference. Las Vegas, NV*.
44. Bragg, J., Miller-Cribbs, J., Munoz, R., Hellman, C. M., Gaudet, J., & Gordon, J. (2017). Increasing self-efficacy and building hope through simulations. *International Journal of Arts & Sciences Conference. Las Vegas, NV*.
45. Muñoz, R.T. Quinton, K. & Hellman, C. (2017) Locus of hope: Hope in parents/guardians as a antecedent of dispositional hope and life satisfaction among adolescents. *The 5th World Congress of Positive Psychology. Montreal, Canada*.
46. Muñoz, R.T. Pearson, L. & Hellman, C. (2017). Childhood trauma as an antecedent of lower hope mediated by PTSD and anxiety among homeless individuals. *The 5th World Congress of Positive Psychology. Montreal, Canada*.
47. Muñoz, R.T., Quinton, K., & Hellman, C. (2017). Self-control as an antecedent of resilience mediated by hope among adolescents. *The 5th World Congress of Positive Psychology. Montreal, Canada*.

48. Chapman, M., Hellman, C. M., & Pettruci, C. (2016). Measuring impact of family justice centers. *16<sup>th</sup> Annual International Family Justice Center Conference*. San Diego, CA
49. Gwinn, C., & Hellman, C. M. (2016). Mitigating trauma and measuring our own hope. *16<sup>th</sup> Annual International Family Justice Center Conference*. San Diego, CA
50. Gwinn, C., Gwinn, K., & Hellman, C. M. (2016). Camp HOPE America: Changing the ending for high ACE score children. *16<sup>th</sup> Annual International Family Justice Center Conference*. San Diego, CA
51. Hellman, C. M. (2016). Nonprofits and community service providers as pathways of hope. *The Science of Hope Conference*. Foundation for Healthy Generations. Seattle, WA
52. Munoz, R., Worley, J., Hellman, C. M. & Quinton, K. (2016). Locus of hope: A structural equation model of external hope in parents/guardians as a driver of life satisfaction mediated by internal hope. *Canadian Positive Psychology Conference*.
53. Munoz, R., Hellman, C. M., & Quinton, K. (2016). Exploring life satisfaction as an antecedent of hope: Results of a two-wave cross-lagged panel analysis. *Canadian Positive Psychology Conference*.
54. Munoz, R. Hellman, C.M. & Bartholomew, B. (2016). Adverse Childhood Experiences (ACEs) as a Driver of Lower Hope Mediated by PTSD and Anxiety. *Canadian Positive Psychology Conference*.
55. Chancellor McIntosh, H., Hellman, C. M. (2015). Hope among abused foster children: a community-based intervention. *Child Maltreatment in Context: The First Haruv International Conference*. Jerusalem, Israel.
56. Hellman, C. M. & Gwinn, C. (2015). Hope Index and the ACE study. *15<sup>th</sup> Annual International Family Justice Center Conference*. San Diego, CA
57. Chancellor McIntosh, H., Hellman, C. M., Berumen, R. (2015). Assessing hope and implementing a theory of change in working with foster-care children. *Foster Family Treatment Association Conference*.
58. Chancellor McIntosh, H., Hemming, E. Munoz, R. Gwinn, C. (2015). Assessing hope as an outcome variable: Camp hope and child victims of family violence. *American Evaluation Association*.
59. Munoz, R., Brunk, K., Hoppes, S., & Hellman, C. M. (2014). The executive control of attention: The thread that links mindfulness and hope. *The Society of Social Work Research*.

60. Baxter, M., Wallace, N., Passmore, S., Hemming, E., Chancellor, H., & Hellman, C. M. (2014). Adverse childhood experiences and hope among caregivers seeking investigation for their child's abuse. *Pediatric Academic Societies*.
61. Passmore, S., Hellman, C., M., Chancellor, H., & Hemming, E. (2014). An investigation of the relationship between secondary trauma and burnout among child abuse pediatricians. *Helper Child Abuse Pediatric Society*.
62. Passmore, S., Hellman, C. M., Chancellor, H., & Hemming, E. (2014). Child abuse pediatricians and hope. *Pediatric Academic Societies*.
63. Thomas, J. R. Mushtaq, N., Hellman, C. M., Studebaker, J., & Fox, M. D. (2012). Adherence to blood pressure screening guidelines: Analysis of NAMCS/NHAMCS data. *Pediatric Academic Societies*.
64. Thomas, J. R., Mushtaq, N., Studebaker, J., Hellman, C. M., & Fox, M. D. (2012). The epidemiology of elevated blood pressure among pediatric patients in the NAMCS/NHAMCS data. *Pediatric Academic Societies*.
65. Fox, M., Miller-Cribbs, J. & Hellman, C. (2010). The Impact of the Summer Institute: An Innovative Pre-Orientation Experiential Curriculum in Community Medicine. *Association of American Medical Colleges: Patients and Populations: Public Health in medical Education*.
66. Studebaker IJ, Stewart DW, Walker JF, Hellman CM, Fox MD. (2010) A Novel Measurement of the Effect of Continuity Clinic Responsibilities. *Pediatric Academic Societies*.
67. Fox MD, Studebaker J, Walker J, Hellman CM. (2010). The Effect of New ADHD Medications on Blood Pressure. *Pediatric Academic Societies*.
68. Hellman, C. M., Johnson, C. V., & Worley, J. A. (2009). Severity of risk and judicial dismissal of protective orders. *American Psychological Association*.
69. Muilenburg-Trevino, E. M., Guilfoyle-Holmes, M., & Hellman, C. M. (2009). Brief sense of community scale: A psychometric evaluation. *American Psychological Association*.
70. Muilenburg-Trevino, E. M., & Hellman, C. M. (2009). Positive-affect negative-affect schedule: A reliability generalization study. *American Psychological Association*.
71. Fox, M. D., Afroze, A. F., & Hellman, C. M. (2009). The prevalence of elevated blood pressure among overweight children and adolescents. *American Society of Hypertension, San Francisco, CA*.
72. Studebaker, J., Hellman, C. M., & Fox, M. D. (2009). The age of onset of overweight children in Oklahoma. *Pediatric Academic Society*. Baltimore, MD.

73. Fox, M. D., & Hellman, C. M. (2009). The impact of ADHD medications on blood pressure. *Pediatric Academic Society*. Baltimore, MD.
74. Hellman, C. M. (2009). Youth philanthropy leadership development. *International Conference on Education*. Honolulu, HI.
75. Fox, M. D., & Hellman, C. M. (2009). The impact of school health on childhood obesity. *International Conference on Education*. Honolulu, HI.
76. Hellman, C. M. (2009). Youth philanthropic engagement and awareness of community needs. *American Educational Research Association*. San Diego, CA.
77. Blagg, H. E., & Hellman, C. M. (2009). Positive Behavior Supports impact in an urban school district. *American Educational Research Association*. San Diego, CA.
78. Hellman, C. M., & Johnson, C. V. (2008). Taking action to stop violence: A study on the readiness to change among male batterers. *American Psychological Association*, Boston, MA. Division 43.
79. Muilenburg-Trevino, E. M., & Hellman, C. M. (2008). A psychometric evaluation of the Zarit Burden Interview. *American Psychological Association*. Boston, MA. Division 5.
80. Davis, S. A., & Hellman, C. M. (2008). Perceived effectiveness of an Aspiring Principals leadership program. *American Psychological Association*. Boston, MA.
81. Hellman, C. M., & Young, T. L. (2008). Family support and psychological strain: A comparison between college students with and without children. *International Conference on Education*. Honolulu, HI.
82. Macon, R. K., & Hellman, C. M. (2008). Role-Identity, Commitment and the Intent to Leave Among Disaster Response Volunteers. *American Educational Research Association*. New York, NY.
83. Young, T. L., & Hellman, C. M. (2008). Graduate Students and Stress: The Positive and Negative Effects of Significant Relationships. *American Educational Research Association*. New York, NY.
84. Vassar, M., Worley, J. A., Hellman, C. M., & Bravo, M. M. (2008). Moderating effects in management research: A review of methodological practices and constraints. *American Educational Research Association*. New York, NY.
85. Koehn, A., & Hellman, C. M. (2007). Prosecution rates of domestic violence in a rural community. *Society for Community Research and Action Conference*. Pasadena, CA.

86. Hellman, C. M., Trevino, E. M., & Worley, J. A. (2007). A reliability generalization study on measures of the Belief in a Just World. *American Educational Research Association, Chicago, IL.*
87. Macon, R. K., & Hellman, C. M. (2007). Perceived quality of work life among firefighters. *American Educational Research Association. Chicago, IL.*
88. Kisamore, J. L., Hellman, C. M., & Mharapara, T. M. (2007). Correlates of volunteer performance perceptions: Implications for volunteer administration. Poster accepted to the 2007 APA convention, San Francisco, CA
89. Hellman, C. M., Fuqua, D. R., & Worley, J. (2006). Perceived organizational support: A reliability generalization study. American Educational Research Association. San Francisco, CA.
90. Hellman, C. M., Hoppes, S., & Ellison, G. C. (2006). College student intent to engage in community service. International Conference on Education. Honolulu, HI.
91. Dobson, T., & Hellman, C. M. (2005). Factors related to readiness to change among batterers in a group treatment program. OCAST – Oklahoma Research Day.
92. Muilenburg, E. M., & Hellman, C. M. (2005). Volunteers serving victims of sexual assault. OCAST – Oklahoma Research Day.
93. Muilenburg, K. J., & Hellman, C. M. (2005). Factors related to job satisfaction among nurses at a rural hospital. OCAST – Oklahoma Research Day.
94. Stauss, K. A., & Hellman, C. M. (2005). Exploring knowledge management and knowledge transfer in a non-profit human service organization. International Conference on Knowledge Management (ICKM2005). Westin Charlotte, North Carolina.
95. Baker, R., Schmid, S., Howard, A., Hellman, C. M., Peabody, L., Vice, H., Sheehan, W., & Jennings, W. (2005). Primary breast lymphoma: A review of 466 cases published with treatment and outcome data during the past 20 years. Presented at the 57<sup>th</sup> Southwest Surgical Congress.
96. Worely, J., & Hellman, C. M. (2005). Academic progress of community college students who were home-schooled. Presented at the Oklahoma Association for Institutional Research and Planning.
97. Baker, R., Schmid, S., Howard, C. A., Hellman, C. M., & Jennings, W. (2004). Primary breast lymphoma. 2004 Health Research Forum. Tulsa, OK.
98. Hellman, C. M., & Collins-Correia, F. (2004). Leadership in the community and nonprofit environment. Presented at the OU-Tulsa Fall 2004 Seed Sower Public Lecture Series.

99. Hoppes, S., Hellman, C. M., Caselman, T., Jarolim, D., & Westmoreland, B. (2004). Understanding faculty and students' attitudes about community service at the University of Oklahoma. 2004 Health Research Forum. Tulsa, OK.
100. Hellman, C. M. (April, 2002). Development of a multidimensional educational commitment scale. Presented at the Oklahoma Association for Institutional Research and Planning. Spring Conference.
101. Hellman, C. M. (October, 2001). Development of a withdrawing student questionnaire. Presented at the Oklahoma Association for Institutional Research and Planning. Fall Conference.
102. Hellman, C. M., & Worley, J. (October, 2000). *An investigation of student achievement for condensed course delivery*. Presented at the Fall 2000 Conference for Oklahoma Association of Institutional Research and Planning.
103. Hellman, C. M. (October, 1998). *Development and structural validity of a measure of student withdrawal decisions*. Paper presented at the 1998 Fall conference of the Oklahoma Association of Institutional Research & Planning.
104. Hellman, C. M., & Williams, J. E. (Spring, 1998). *Test anxiety and the first-generation Student*. American Education Research Association. Montreal, Canada.
105. Hellman, C. M. (October, 1997). *Test-anxiety and college placement test performance: Comparing first- and second-generation students*. Presented at the Oklahoma Association for Institutional Research and planning. Fall Conference.
106. Hellman, C. M. (October, 1996). *Measuring the climate for multicultural diversity at the community college*. Presented at the Oklahoma Association for Institutional Research and Planning. Fall Conference.
107. Hellman, C. M. (April, 1995). *Special links for special needs: Attitudes and perceptions toward weekend college*. Presented at the Oklahoma Association for Institutional Research and Planning Spring Conference.
108. Hellman, C. M., & Neal, R. (April, 1995). *The influence of teacher support on high school student feelings of self-efficacy*. Presented at the spring conference of the Oklahoma Psychological Society.
109. Hellman, C. M. (April, 1994). *The effect of management support on perceived safety conditions*. Presented at the Southwestern Psychological Association Conference. Tulsa, OK.
110. Gonzalez, S. G., & Hellman, C. M., (November, 1994). *Locus of control and feelings of self-worth among community college students*. Presented at the Oklahoma Psychological Association Fall conference. Oklahoma City.

111. Hellman, C. M. (April, 1994). *Participation in decision-making and the intent to remain*. Presented at the Southwestern Psychological Association Conference. Tulsa, OK.
112. Hellman, C. M. (April, 1994). *A meta-analytic investigation of the relationship between job satisfaction and the intent to leave*. Paper presented at the 1994 spring conference of the Oklahoma Psychological Society. Stillwater, OK.
113. Hellman, C. M., & McMillin, W. L. (April, 1994). *Development and construct validity of a newcomer socialization scale*. Paper presented at the spring conference of the Oklahoma Psychological Society. Stillwater, OK.
114. Hellman, C. M., McMillin, W. L., McAlpin, J. A., & Kreaps, E. (April, 1994). *Dispositional influences: An examination of undergraduate attitudes towards the university*. Presented at the spring conference of the Oklahoma Psychological Society.
115. McMillin, W. M., Hellman, C. M., & McAlpin, J. D. (April, 1994). *The effect of newcomer socialization on satisfaction to the group*. Presented at the Southwestern Psychological Association Conference. Tulsa, OK.
116. Witt, L. A., Hellman, C. M., & Hilton, T. F. (July, 1994). *Management influences on perceived safety conditions*. Presented at the annual conference of the American Psychological Society. Washington.
117. Hellman, C. M. (March, 1993). *The effects of safety perceptions on satisfaction with the work section*. Presented at the 11th annual Oklahoma Psychological Society Spring Conference. Edmond.
118. Hellman, C. M. (April, 1993). *Age as a moderator of the job satisfaction -- intent to leave relationship*. Presented at the Southwest Psychological Association. Corpus Cristi, TX.
119. Hellman, C. M., Witt, L. A., & Hilton, T. F. (May, 1993). *Member-team exchange, team identification, and team commitment*. Presented at the 8th Annual Conference of the Society for Industrial and Organizational Psychology. San Francisco.
120. McMillin, W. M., & Hellman, C. M. (March, 1993). *An evaluation of a safety climate model*. Presented at the 11th Annual Oklahoma Psychological Society Spring Conference. Edmond.
121. McMillin, W. M., Hellman, C. M., & McAlpin, J. D. (November, 1993). *The effect of newcomer socialization on satisfaction to the group*. Presented at the Fall Oklahoma Psychological Association Conference.
122. Silver, N. C., Witt, L. A., & Hellman, C. M. (April, 1993). *Person-situation predictors of perceived performance appraisal fairness*. Presented at the Southeastern Psychological Association, Atlanta.

123. Witt, L. A., Hilton, T. F., & Hellman, C. M. (March, 1993). *Person-organization fit and job satisfaction: A social exchange perspective*. Presented at the meeting of the Southwest Academy of Management, New Orleans.
124. Hellman, C. M., Witt, L. A., & Silver, N. C. (April, 1992). *Demographic influences on the delay of gratification*. Presented at the meeting of the Southeast Psychological Association, Knoxville, TN.
125. Witt, L. A., & Hellman, C. M. (March, 1992). *Effects of subordinate feedback to the supervisor and participation in decision-making in the prediction of organizational support*. Presented at the meeting of the Southwest Academy of Management, San Antonio.
126. Hellman, C. M. (July, 1991). *Teamwork: Implications for research and practice in the FAA*. Colloquium presentation to the Human Resources Research Division, FAA, CAMI, Oklahoma City, Oklahoma.
127. Witt, L. A., & Hellman, C. M. (October, 1991). *Job satisfaction predicting attrition intentions: A Cross-level study*. Presented at the 33rd Conference of the Military Testing Association. San Antonio.

#### **US Government Technical Reports:**

- Hellman, C. M., Witt, L. A., & Hilton, T. F. (1993). *Factors associated with continuance commitment to FAA matrix teams*. Technical Report # DOT/FAA/AM-93-18, Washington, D. C.: Office of Aviation Medicine, Federal Aviation Administration.
- Witt, L. A., & Hellman, C. M. (1992). *Effects of subordinate feedback to the supervisor and participation in decision-making in the prediction of organizational support*. Technical Report # DOT/FAA/AM-92-13, Washington, D. C.: Office of Aviation Medicine, Federal Aviation Administration.
- Witt, L. A., & Hellman, C. M. (1991). *Cross-level inferences of job satisfaction in the prediction of intent to leave*. Technical Report # DOT/FAA/AM-91-15, Washington, D. C.: Office of Aviation Medicine, Federal Aviation Administration.



**References**

Julie Miller-Cribbs, Ph.D.  
Director  
Anne & Henry Zarrow School of Social Work  
University of Oklahoma  
4502 East 41<sup>st</sup> Street  
Tulsa, Oklahoma 74135  
(918) 660-3378

Angela Pharris, Ph.D.  
Assistant Professor  
Anne & Henry Zarrow School of Social Work  
University of Oklahoma  
700 Elm Ave., Norman, OK 73069  
(405) 325-9063  
Angela.b.pharris-1@ou.edu

Ricky T. Munoz, MSW, JD.  
Associate Professor  
Anne & Henry Zarrow School of Social Work  
University of Oklahoma  
4502 East 41<sup>st</sup> Street  
Tulsa, Oklahoma 74135  
(918) 660-3377  
[rmunoz@ou.edu](mailto:rmunoz@ou.edu)

Shawn M. Schaefer, Professor  
Director – Urban Design Studio  
University of Oklahoma – Tulsa  
4502 East 41<sup>st</sup> Street  
Tulsa, Oklahoma 74135  
(918) 660-3493  
[sschaefer@ou.edu](mailto:sschaefer@ou.edu)