

# BYEOLBEE UM

Assistant Professor  
University of Oklahoma  
Department of Educational Psychology  
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## Education

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- Ph.D.**                    **Counselor Education and Supervision**, August 2019 – May 2023  
The University of Iowa, Iowa City, IA (CACREP Accredited)  
Dissertation: *The Impact of Individual and Organizational Factors on School Counselor Burnout and Work Engagement*
- M.Ed.**                    **Elementary Counselor Education**, March 2015 – August 2017  
Seoul National University of Education, Seoul, Republic of Korea  
Thesis: *The Effects of Acceptance and Commitment Group Counseling Program on Elementary School Children's Anxiety and Psychological Well-being*
- B.Ed.**                    **Elementary Education**, March 2010 – Feb 2014  
Seoul National University of Education, Seoul, Republic of Korea

## Professional Positions

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- Assistant Professor* (Fall 2023 – Present), Department of Educational Psychology  
Jeannine Rainbolt College of Education, University of Oklahoma, Norman, OK
- Graduate Research Assistant* (Spring 2022 – Spring 2023), Scanlan Center for School Mental Health  
College of Education, University of Iowa, Iowa City, IA
- Graduate Research/Teaching Assistant* (Fall 2019 – Fall 2021), Department of Counselor Education  
College of Education, University of Iowa, Iowa City, IA
- Elementary School Teacher* (June 2014 – May 2023), Younghwa Elementary School  
Seoul Metropolitan Office of Education, Seoul, Republic of Korea
- Graduate Research Assistant* (Spring 2016 – Spring 2019), Brain-Up Research Center  
Seoul National University of Education, Seoul, Republic of Korea

## Publications

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### Peer-Reviewed Journals

12. **Um, B.**, & Nam, S. (Accepted). Social Resources and Professional Identity: Predicting Counselors-in-Training's Burnout and Engagement. *Counselor Education and Supervision*.
11. Bardhoshi, G., Erford, B., & **Um, B.** (2023). Psychometric analysis of the Survey of Perceived Organizational Support (SPOS-8) using 1,005 school counselors. *Measurement and Evaluation in Counseling and Development*, 56(3), 241-253. <https://doi.org/10.1080/07481756.2022.2070074>
10. Bardhoshi, G., Kivlighan III, D. M., & **Um, B.** (2023). A psychometric analysis of the Patterns of Adapted Learning Scales (PALS) with a group psychotherapy patient sample: A measure of motivation. *International Journal of Group Psychotherapy*, 73(3), 1-24. <https://doi.org/10.1080/00207284.2023.2189596>
9. **Um, B.**, & Bardhoshi, G. (2023). Psychometric evaluation of the Depression, Anxiety, and Stress Scales-21 (DASS-21) in senior games athletes. *Measurement and Evaluation in Counseling and Development*, 56(2), 138-150. <https://doi.org/10.1080/07481756.2022.2051189>
8. Bardhoshi, G., McDaniel, S. C., **Um, B.**, & Kivlighan III, D. M. (2022). Validation of the Social Emotional Learning Skills Class Assessment (SELS-CA). *School Community Journal*, 32(2), 41-55.
7. Bardhoshi, G., **Um, B.**, Niles, J., Li, H., Han, E., & Brown, M. (2022). Novice school counselors' burnout profiles and professional experiences: A mixed methods study. *Professional School Counseling*, 26(1), 1-13. <https://doi.org/10.1177/2156759X221126686>
6. **Um, B.**, & Bardhoshi, G. (2022). Demands, resources, meaningful work, and burnout of counselors-in-training. *Counselor Education and Supervision*, 61(2), 160-173. <https://doi.org/10.1002/ceas.12232>
5. **Um, B.**, & Wood, S. (2022). Professional identity and social justice engagement in counseling trainees. *Journal of Counselor Leadership and Advocacy*, 9(2), 115-125. <https://doi.org/10.1080/2326716X.2022.2052204>
  - Selected as the 2023 recipient of the Chi Sigma Iota Outstanding Article Award
4. Woodbridge, L., **Um, B.**, & Duys, D. (2021). Women's experiences navigating paid work and caregiving during the COVID-19 pandemics. *The Career Development Quarterly*, 69(4), 284-298. <https://doi.org/10.1002/cdq.12274>

3. **Um, B.** (2021). Characteristics and counseling needs of prospective first-generation college students: Implications for school counseling. *Professional School Counseling, 25*(1), 1-9.  
<https://doi.org/10.1177/2156759X211050411>
2. Bardhoshi, G., & **Um, B.** (2021). The effects of job demands and resources on school counselor burnout: Self-efficacy as a mediator. *Journal of Counseling & Development, 99*(3), 289-301.  
<https://doi.org/10.1002/jcad.12375>
1. Bardhoshi, G., **Um, B.**, & Erford, B. T. (2021). Conducting a cluster analysis in counseling research: Four easy steps. *Counseling Outcome Research and Evaluation, 12*(1), 54-62.  
<https://doi.org/10.1080/21501378.2020.1768522>

### **Non-Referred Publications**

Kim, Y.M., Kim, Y.H., **Um, B.**, Lee, K., Jang, K., Han, G., & Hong, S. (2019). *Development and application of the standardized model for teachers' competence enhancement training based on their professional life cycle*. Seoul Metropolitan Office of Education.

## Professional Presentations

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### **National / International**

**Um, B.** (2022, June). *First-generation students' work volition and career adaptability: Parental involvement as moderator*. Program presented at the conference of the National Career Development Association.

**Um, B.** (2022, June). *Meaningful work, burnout, and career satisfaction of counseling trainees: A resilience perspective*. Program presented at the conference of the National Career Development Association.

**Um, B.**, & Bardhoshi, G. (2021, October). *School counselor burnout profiles and early training and professional experiences*. Program presented at the conference of the Association for Counselor Education and Supervision.

**Um, B.**, & Li, H. (2021, October). *Demands, resources, and burnout of counselors-in-training: Meaningful work as a mediator*. Poster presented at the conference of the Association for Counselor Education and Supervision.

**Um, B., & Li, H.** (2021, June). *Professional identity and social justice engagement in counseling trainees*. Program presented at the virtual summit of the Association for Multicultural Counseling and Development.

Han, E., & **Um, B.** (2020, June). *Mentorship facilitating critical consciousness development: The link between theory and practice for multiculturalism and social justice counseling*. Program presented at the virtual summit of the Association for Multicultural Counseling and Development.

### **Regional**

**Um, B.** (2022, October). *Personal and Environmental Factors Influencing Counseling Trainees' Social Justice Advocacy*. Poster presented at the conference of the North Central Association for Counselor Education and Supervision.

**Um, B., & Li, H.** (2022, October). *What Influences Burnout and Engagement of Counselors-in-Training? Focusing on Professional Identity*. Program presented at the conference of the North Central Association for Counselor Education and Supervision.

Li, H., & **Um, B.** (2021, September). *Stressors and resiliency in sexual minorities experiences*. Program presented at the 2nd annual symposium of the ACA of Iowa.

Li, H., & **Um, B.** (2021, April). *College sexual minorities experiences in career decision-making*. Program presented at the 9<sup>th</sup> Annual World Languages Graduate Organization Virtual Conference.

**Um, B., Han, E., & Simon, T.** (2020, October). *Aspiring first-generation students and their counseling needs: Implications for school counselors*. Program accepted at the conference of the North Central Association for Counselor Education and Supervision.

**Um, B., & Bardhoshi, G.** (2020, October). *Applying the Job Demands-Resources model to school counselor burnout: Self-efficacy as a mediator*. Program accepted at the conference of the North Central Association for Counselor Education and Supervision.

### **Research Grants**

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**Sponsored Scholarship Program**, Association for Assessment and Research in Counseling 2023  
*Co-Principal Investigator*

· Awarded \$4,000 on a research project entitled “*Development and Validation of Multicultural and Social Justice-Oriented Learning Environment Scale (MSJLES)*”

- Graduate Student Research Award**, The University of Iowa 2023  
*Principal Investigator*  
 · Awarded \$1,000 on a research project entitled *“Self-Concealment and Counseling-Seeking Intentions Among First-Generation College Students: The Mediating Role of Social Support and Emotional Distress”*
- ACES Student Research Grant Award**, Association for Counselor Education and Supervision 2023  
*Principal Investigator*  
 · Awarded \$1,000 on a research project entitled *“The relationship between minority stress and burnout among counseling students of color: Counseling self-efficacy and social support as moderators”*
- KCA-IC 2022 Research Grant**, Korean Counseling Association-International Chapter 2022  
*Principal Investigator*  
 · Awarded \$250 on a research project entitled *“Experiences of challenges and support for LGBT+ students in counseling programs: An analysis based on the psychology of working theory”*
- Graduate & Professional Student Government Research Grant**, The University of Iowa 2022  
*Principal Investigator*  
 · Awarded \$1,350 on the dissertation project entitled *“The impact of professional identity and organizational factors on school counselor burnout and work engagement”*
- North Central ACES Research Grant Award**, North Central ACES 2021  
*Principal Investigator*  
 · Awarded \$625 on a research project entitled *“Personal and environmental factors influencing counseling trainees’ social justice advocacy”*
- ACES Research Grant Award**, Association for Counselor Education and Supervision 2021  
*Principal Investigator*  
 · Awarded \$1,100 on a research project entitled *“The impact of social resources and professional identity on burnout and engagement of counselors-in-training”*
- Graduate Student Research Award**, The University of Iowa 2021  
*Principal Investigator*  
 · Awarded \$500 on a research project entitled *“A psychometric comparison of burnout instruments for counselors-in-training”*
- Excellence in Counseling Research Grant**, Chi Sigma Iota 2021  
*Principal Investigator*

· Awarded \$1,035 on a research project entitled “*Professional identity and social justice engagement in counseling trainees*”

**North Central ACES Research Grant Award**, North Central ACES 2020  
*Principal Investigator*

· Awarded \$750 on a research project entitled “*Demands, resources, and burnout of counselors-in-training: Meaningful work as a mediator*”

**Graduate Student Research Award**, The University of Iowa 2020  
*Principal Investigator*

· Awarded \$500 on a research project entitled “*Work volition and career adaptability of first-generation college students: The moderating roles of career counseling and social support*”

## Travel Grants

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**The Audrey Qualls Travel Award**, The University of Iowa 2022  
· Awarded \$300 for the conference of the North Central Association for Counselor Education and Supervision

**The Office of the Dean Graduate Student Travel Award**, The University of Iowa 2022  
· Awarded \$300 for the conference of the North Central Association for Counselor Education and Supervision

**Iowa Center for School Mental Health Travel Award**, The University of Iowa 2022  
· Awarded \$1,500 for the conference of the National Career Development Association

**The Audrey Qualls Travel Award**, The University of Iowa 2021  
· Awarded \$300 for the conference of the Association for Counselor Education and Supervision

**The Office of the Dean Graduate Student Travel Award**, The University of Iowa 2021  
· Awarded \$300 for the virtual summit of the Association for Multicultural Counseling and Development

## Scholarships, Awards, and Honors

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**Outstanding Article Award**, Chi Sigma Iota 2023  
· Selected as an exemplary article published in *Journal of Counselor Leadership and Advocacy*

<b>Albert Hood Promising Scholar Award</b> , The University of Iowa	2022
· Awarded \$2,000 as an acknowledgment of student’s academic achievements	
<b>News Spotlight for Graduate Student Appreciation Week</b> , The University of Iowa	2022
· “Um aims to impact counselor education, support students”	
<a href="https://education.uiowa.edu/news/2022/03/um-aims-impact-counselor-education-support-students">https://education.uiowa.edu/news/2022/03/um-aims-impact-counselor-education-support-students</a>	
<b>Richard L. Sanner Graduate Scholarship</b> , The University of Iowa	2021
· Awarded \$2,000 as an acknowledgment of student’s academic achievements	
<b>Academic Excellence Award</b> , The University of Iowa	2019
· Awarded \$2,000 as an acknowledgment of student’s academic achievements	
<b>Graduate Entrance Scholarship</b> , Seoul National University of Education	2015
· Awarded a merit-based full tuition fee for one semester	

### Counseling Experience

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<b>Grant Wood Elementary School</b>	Spring 2022
<i>Internship Counselor, Iowa City, IA</i>	
<b>Grant Wood Elementary School</b>	Fall 2021
<i>Practicum Counselor, Iowa City, IA</i>	
<b>Introduction to Group Counseling (RCE:5202)</b>	Spring 2020
<i>Co-Facilitator, The University of Iowa</i>	

### Teaching and Supervision Experience

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<b>Supervision Theory and Practice (RCE:7454)</b>	Spring 2022
<i>Panel Speaker, The University of Iowa</i>	
<b>Culturally Relevant Social-Emotional Learning (RCE:5300)</b>	Spring 2022
<i>Teaching Assistant, The University of Iowa</i>	
· Supervisor: Dr. Gerta Bardhoshi (Graduate-level course)	
<b>Internship in School Counseling (RCE:6322)</b>	Spring 2022
<i>Supervision Intern, The University of Iowa</i>	
· Supervisor: Dr. Gerta Bardhoshi (Graduate-level course)	

- Practicum in School Counseling (RCE:6300)** Fall 2021  
*Co-Instructor, The University of Iowa*  
 · Supervisor: Dr. Gerta Bardhoshi and Mr. Steven Shuett (Graduate-level course)
- Trauma Across the Lifespan (RCE:4173)** Fall 2021  
*Instructor, The University of Iowa*  
 · Supervisor: Dr. John Wadsworth (Undergraduate and graduate-level course)
- Assessment and Appraisal (RCE:5254)** Spring 2021  
*Teaching Intern, The University of Iowa*  
 · Supervisor: Dr. Gerta Bardhoshi (Graduate-level course)
- Personality Psychology (PSY:3530)** Spring 2020  
*Co-Instructor, The University of Iowa*  
 · Supervisor: Dr. Norwood-Strickland (Undergraduate-level course)
- Younghwa Elementary School** Jun 2014 – Aug 2019  
*Elementary School Teacher, Seoul*  
 · Counseled students and parents and managed classrooms  
 · Led group counseling and peer counselor education sessions  
 · In charge of educational welfare, teacher evaluation, and student club activities
- Self-Directed Learning/Career Camp** Fall 2015 – Fall 2016  
*Instructor, Brain-Up Research Center, Seoul National University of Education*  
 · Taught classes about academic motivation, emotional regulation, and life goals to students from elementary and middle schools located in Seoul, Korea

## Research Experience

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- Scanlan Center for School Mental Health** Spring 2022 – Current  
*Research Assistant, The University of Iowa*
- Department of Counselor Education** Fall 2019 – Fall 2021  
*Research Assistant, The University of Iowa*
- Brain-Up Research Center** Spring 2016 – Spring 2019  
*Research Assistant, Seoul National University of Education*  
 · Contributed to several government research projects for K-12 students and teachers



## Professional Service

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<b>2023 ACES Conference</b>	Fall 2023
<i>Proposal Reviewer, Association for Counselor Education and Supervision</i>	
<b>NCACES Graduate Student Committee</b>	Summer 2022 – Current
<i>Board Member, North Central Association for Counselor Education and Supervision</i>	
<b>Journal of Employment Counseling</b>	Fall 2021 – Current
<i>Editorial Board Member, The National Employment Counseling Association</i>	
<b>Journal of Counselor Preparation and Supervision</b>	Fall 2021 – Current
<i>Editorial Board Member, North Atlantic Region Association for Counselor Education and Supervision</i>	
<b>International Student Advisory Board</b>	Fall 2021 – Spring 2022
<i>Board Member, The University of Iowa</i>	
<b>NARACES Graduate Gazette (5<sup>th</sup> issue)</b>	Fall 2021
<i>Proposal Reviewer, North Atlantic Region Association for Counselor Education and Supervision</i>	
<b>Graduate &amp; Professional Student Government</b>	Fall 2020 – Spring 2022
<i>Grant Reviewer, The University of Iowa</i>	
<b>Chi Sigma Iota (CSI) - Rho Upsilon Chapter</b>	Fall 2020 – Spring 2022
<i>Treasurer, The University of Iowa</i>	

## Professional Training

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<b>Teaching Certification in Elementary Education (1<sup>st</sup> grade)</b>	2018
· Certificated by the Korean Ministry of Education	
<b>Teaching Certification in Elementary Education (2<sup>nd</sup> grade)</b>	2014
· Certificated by the Korean Ministry of Education	

## Statistical Skills

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SPSS, AMOS, MPlus, STATA, HLM, and R

## Affiliations

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American Counseling Association (ACA) – Member

Association for Counselor Education and Supervision (ACES) – Member

North Central Association for Counselor Education and Supervision (NCACES) – Member

National Career Development Association (NCDA) – Member

Chi Sigma Iota (CSI) – Member