

# Emily Kitching, PhD

Assistant Professor

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## EDUCATION

Ph.D.	Education Counselor Education & Supervision concentration, CACREP-accredited Virginia Commonwealth University, Richmond, VA  Dissertation: <i>The Development and Initial Validation of a Measure of Professional Mentoring Engagement Among School Counselors</i>	2026
Graduate Certificate	Educational Leadership Virginia Commonwealth University, Richmond, VA	2020
M.Ed.	Counselor Education School Counseling concentration, CACREP-accredited Virginia Commonwealth University, Richmond, VA	2016
B.S.	Commerce Marketing and Management concentrations; Sociology minor University of Virginia, Charlottesville, VA	2011

## LICENSURE AND CERTIFICATIONS

Educator License, North Carolina Department of Public Instruction School Counselor School Administrator: Principal	through 6/30/2030
Postgraduate Professional License, Virginia Department of Education School Counselor PK-12 Administration and Supervision PK-12	through 6/30/2028
National Board for Certified Counselors Approved Clinical Supervisor, No. ACS-5653 National Certified Counselor, No. 1732810 National Certified School Counselor, No. 1732810	

## ACADEMIC POSITIONS

Assistant Professor University of North Carolina at Chapel Hill School Counseling Program, School of Education	July 2026–present
Graduate Assistant, Research & Teaching Adjunct Instructor Virginia Commonwealth University School of Education Counseling and Special Education Department, Counselor Education Program	2023–2026

## SCHOOL COUNSELING AND PROFESSIONAL EXPERIENCE

Elementary School Counselor 2016–2023  
Hanover County Public Schools, Hanover, VA

Marketing Manager 2011–2014  
Capital One, Washington, DC

## SCHOLARSHIP

\*Indicates empirical research.

### Peer-Reviewed Publications

15. \* Poandl, M. M., & **Kitching, E.** (in press). Exploring individual and therapeutic factors for posttraumatic growth following interpersonal trauma: A qualitative study with counselors. *Journal of Mental Health Counseling*.
14. \* Gutierrez, D., Poandl, M. M., & **Kitching, E.** (2026). The bridge of hope: Mediating the relationship between mindfulness and loneliness. *Journal of Humanistic Counseling*.  
<http://doi.org/10.1002/johc.70050>
13. \* Oyefuga, E., Shakeshaft, C., Carlyle, K., Conley, A., Ramezani, N., Ingram, M., Ortiz, A., Smilde, A., Lefeavers, S., Russo, J., & **Kitching, E.** (2026). Evaluating an online training program for child sexual abuse prevention in schools: The role of training, leadership, and policy in educator awareness and reporting. *Journal of Child Sexual Abuse*. <https://doi.org/10.1080/10538712.2026.2681211>
12. **Kitching, E.**, Niles, J. K., Harris, P. C., & Mullen, P. R. (2026). Evidence-based survey design: A practical framework for school counselors. *Professional School Counseling*.  
<https://doi.org/10.1177/2156759X261438368>
11. \* Mullen, P. R., Poandl, M. M., Xie, L., **Kitching, E.**, Dukes, A., & Sperandio, K. (2026). Work-related rumination among mental health professionals. *Journal of Mental Health Counseling*.  
<https://doi.org/10.17744/mehc.48.2.03>
10. \* Poandl, M. M., & **Kitching, E.** (2026). Exploring the construct of posttraumatic growth following interpersonal trauma: A qualitative study with therapists. *Journal of Aggression, Maltreatment & Trauma*.  
<https://doi.org/10.1080/10926771.2026.2673512>
9. \* Carlyle, K., Ramezani, N., Oyefuga, E., Russo, J., Lefeavers, S., **Kitching, E.**, Daugherty, S., Shakeshaft, C., & Conley, A. (2026). That's inappropriate: Development of the Educator Misconduct Prevention and Reporting Inventory. *Journal of Child Sexual Abuse*. <https://doi.org/10.1080/10538712.2026.2667231>
8. \* Poandl, M. M., Gutierrez, D., & **Kitching, E.** (2026). Posttraumatic growth following interpersonal trauma: The roles of social desirability, spiritual bypass, and optimism. *Journal of Aggression, Maltreatment & Trauma*. <https://doi.org/10.1080/10926771.2026.2646521>
7. Niles, J. K., Ho, Y. J., & **Kitching, E.** (2026). A scoping review of spirituality and school counseling literature. *Professional School Counseling*, 30(1). <https://doi.org/10.1177/2156759X251412864>
6. \* Poandl, M. M., Gutierrez, D., & **Kitching, E.** (2025). Dimensions of dispositional forgiveness and posttraumatic growth following interpersonal trauma. *Spirituality in Clinical Practice*, 13(2).  
<https://doi.org/10.1037/scp0000407>

5. Poandl, M. M., **Kitching, E.**, Cothren, T., & Kurt, E. (2025). Digital boundaries in counselor education: Applying the ACA Ethical Decision-Making Model. *Counseling and Values*, 70(2), 233–252. <https://doi.org/10.1163/2161007x-bja10034>
4. **Kitching, E.**, Poandl, M. M., Awopetu, N., & LaBrot, A. T. (2025). Ethical considerations for youth-based community–academic partnerships. *Journal of Child and Adolescent Counseling*, 11(1–2), 64–75. <https://doi.org/10.1080/23727810.2025.2496838>
3. **Kitching, E.**, & Poandl, M. M. (2025). Fostering students' posttraumatic growth: A multitiered approach for school counselors. *Professional School Counseling*, 29(1). <https://doi.org/10.1177/2156759X251320931>
2. \* **Kitching, E.**, Mullen, P. R., Chae, N., & Backer, A. (2024). School counselors' experiences of induction and mentoring. *Professional School Counseling*, 28(1). <https://doi.org/10.1177/2156759X241290492>
1. \* Niles, J. K., Mullen, P. R., **Kitching, E.**, & Schofield, K. (2024). School counselors' hope, stress, and job satisfaction. *Professional School Counseling*, 28(1). <https://doi.org/10.1177/2156759X241259487>

#### Peer-Reviewed Publications: Under Consideration

**Kitching, E.**, Niles, J. K., Mullen, P. R., Harris, P. C., & Bazemore, S. (under review). Needs assessment instruments in school counseling. *Measurement and Evaluation in Counseling and Development*.

\* Mullen, P. R., Poandl, M. M., **Kitching, E.**, & Harper, E. K. N. (under review). A survey of counselor educators' psychological safety. *Counselor Education and Supervision*.

\* **Kitching, E.**, & Mullen, P. R. (under review). The development and initial validation of the Mentoring Engagement Scale. *Journal of Counseling & Development*.

\* Mullen, P. R., **Kitching, E.**, & Niles, J. K. (under review). Examination of the Frequency of Ethical and Legal Issues in Counseling Scale with school counselors. *Counseling and Values*.

**Kitching, E.**, & Conley, A. H. (under review). From harm to healing: School counselors' leadership in preventing and addressing educator sexual misconduct. *Counseling Scholarship & Practice in Educational Communities*.

\* Poandl, M. M., **Kitching, E.**, Gutierrez, D., & Zhang, Y. (under review). The roles of adverse and benevolent childhood experiences in posttraumatic growth and social connectedness following interpersonal trauma. *Trauma Counseling and Resilience*.

\* Mullen, P. R., Niles, J. K., **Kitching, E.**, & Schofield, K. (under review). Principals' ethical leadership and school counselors' job satisfaction, stress, and hope. *Journal of Education*.

Shakeshaft, C., Oyefuga, E., Carlyle, K., Conley, A., Lefeavers, S., Ramezani, N., Russo, J., **Kitching, E.**, Ingram, M., Ortiz, A., & Smilde, A. (under review). Challenges with engaging schools in school employee sexual misconduct prevention research. *Journal of Child Sexual Abuse*.

#### Book Chapters

Niles, J. K., & **Kitching E.** (under review). Maximizing elementary students' academic achievement: A tiered school counseling approach. In J. Cerrito & J. Behun (Eds.), *Contemporary case studies in school counseling: An evolving profession in a post-pandemic era*. Cognella.

## Other Publications

**Kitching, E.,** & Watson, L. (2026, January). Future-focused elementary programs. *ASCA Newsletter*.

**Kitching, E.,** & Poandl, M. M. (2025, November/December). Helping students thrive through challenging times. *ASCA School Counselor Magazine*.

## **GRANT FUNDING**

2025–2026      Consultant. *Building capacity for social justice supervision in K-12 schools: A pilot study*. Funded by the Association for Counselor Education and Supervision Research Grant (\$31,406, Co-PIs J. V. Taylor & K. L. Zeanah, University of Virginia).

2025–2026      Principal Investigator. *The development and initial validation of a measure of school counselors' engagement in professional mentoring*. Funded by the Association for Counselor Education and Supervision Graduate Student Grant (\$1,989.50).

2025–2026      Principal Investigator. *The role of adolescents' adverse and positive childhood experiences on mental health outcomes*. Funded by the Virginia Association for Counselor Education and Supervision Research Award (\$500).

2024–2026      Graduate Research Assistant. *Rigorously evaluating approaches to prevent adult-perpetrated child sex abuse*. Funded by the Centers for Disease Control and Prevention (\$1,586,916, Co-PIs C. Shakeshaft & K. Carlyle, Virginia Commonwealth University).

## **PRESENTATIONS**

### National and International Refereed Presentations

**Kitching, E.** (upcoming 2026, September). *Measuring mentoring engagement: Development and validation of the Mentoring Engagement Scale*. Content session at the Association for Assessment and Research in Counseling annual conference. Dallas, TX.

**Kitching, E.** (upcoming 2026, September). *Engagement in professional mentoring: Supporting school counselors' well-being*. Content session at the Association for Assessment and Research in Counseling annual conference. Dallas, TX.

**Kitching, E.** (2026, March). *Engagement in professional mentoring: Supporting counselors' wellbeing*. Content session at the Evidence-Based School Counseling Conference. Virtual.

Harper, E., **Kitching, E.**, Poandl, M. M., & Mullen, P. R. (2025, October). *Fostering counselor educators' psychological safety*. Content session at the Association for Counselor Education and Supervision biannual conference. Philadelphia, PA.

**Kitching, E.** (2025, September). *Fostering school counselors' psychological safety*. Roundtable session at the Association for Assessment and Research in Counseling annual conference. Daytona, FL.

**Kitching, E.** (2025, September). *Sustaining school counselors: The role of professional mentoring*. Roundtable session at the Association for Assessment and Research in Counseling annual conference. Daytona, FL.

**Kitching, E.** (2025, July). *School counselors fostering posttraumatic growth: A practical approach*. Content session at the International Association for Counselling annual conference. St. Julian's, Malta.

- Kitching, E.** (2025, July). *Correlates and predictors of posttraumatic growth following interpersonal trauma: Original research and practical implications*. Content session at the International Association for Counselling annual conference. St. Julian's, Malta.
- Poandl, M. M., & **Kitching, E.** (2025, June). *Exploring trauma transcendence: Predictors of posttraumatic growth following interpersonal trauma*. Roundtable session at the Association for Spiritual, Ethical, and Religious Values in Counseling annual conference. Portsmouth, VA.
- Gutierrez, D., Poandl, M. M., & **Kitching, E.** (2025, March). *Exploring posttraumatic growth: How to employ a strengths-based approach to trauma counseling*. Content session at the American Counseling Association annual conference. Orlando, FL.
- Kitching, E.** (2025, March). *School counselors fostering students' posttraumatic growth*. Content session at the Evidence-Based School Counseling Conference. Columbus, OH.
- Kitching, E.** (2025, March). *School counselors preventing and addressing educator sexual misconduct*. Content session at the Evidence-Based School Counseling Conference. Columbus, OH.
- Niles, J. K., Harris, P. C., & **Kitching, E.** (2025, March). *Recruitment and sampling strategies for quantitative research*. Invited pre-conference session at the Evidence-Based School Counseling Conference. Columbus, OH.
- Kitching, E.** (2024, October). *The state of school counseling induction: A call to action*. Content session at the European Branch of the American Counseling Association annual conference. Heidelberg, Germany.
- Kitching, E.**, & Poandl, M. (2024, October). *Addressing trauma in US schools: School counselors & posttraumatic growth*. Content session at the European Branch of the American Counseling Association annual conference. Heidelberg, Germany.
- Kitching, E.** (2024, March). *A scoping review of school counseling induction programs: A call to action*. Content session at the Evidence-Based School Counseling Online Conference. Virtual.
- Kitching, E.** (2024, February). *The state of school counseling induction programs: A call to action*. Content session at the Association for Child and Adolescent Counseling conference. Virtual.
- Kitching, E.**, & Watson, L. (2023, July). *Build a future-focused elementary counseling program*. Content session at the American School Counselor Association annual conference. Atlanta, GA.
- Griffith, K., & **Kitching, E.** (2023, July). *School counseling interventions*. Invited content session at the American School Counselor Association annual conference. Atlanta, GA.

#### Regional and State Refereed Presentations

- Kitching, E.**, & Poandl, M. M. (2026, March). *Late adolescents' adverse and positive childhood experiences and mental health outcomes: A cluster analysis*. Content session at the Virginia Association for Counselor Education and Supervision annual conference. Richmond, VA.
- Kitching, E.**, & Tillery, C. A. (2025, October). *Fostering school counselors' psychological safety*. Content session at the Virginia School Counselor Association annual conference. Hampton, VA.
- Taylor, J. V., Hurley, J., **Kitching, E.**, Lancaster-Boyce, A., Meadows, M., Tillery, C. A., & Turner, C. M. (2025, October). *So, you want to earn a PhD?*. Panel session participant at the Virginia School Counselor Association annual conference. Hampton, VA.

- Kitching, E.,** & Poandl, M. (2024, November). *An exploration of school counselors' training in and practice of facilitating posttraumatic growth*. Roundtable session at the Southern Association for Counselor Education and Supervision biannual conference. Dallas, TX.
- Kitching, E.,** & Poandl, M. (2024, October). *Exploring school counselors' role in facilitating posttraumatic growth*. Content session at the Virginia School Counselor Association annual conference. Hampton, VA.
- Kitching, E.,** Conley, A. H., Oyefuga, E., Shakeshaft, C., Carlyle, K., & Ortiz, A. (2024, June). *The power of school counselors' collaboration, advocacy, and leadership in preventing and addressing educator sexual misconduct*. Content session at the Metropolitan Educational Research Consortium Annual Summit. Richmond, VA.
- Taylor, J. V., Goodman-Scott, E., Carroll, A., **Kitching, E.,** Meadows, M., Rutledge, M., Stone, T., & Tillery, C. A. (2023, October). *So, you want to earn a PhD?*. Panel session participant at the Virginia School Counselor Association annual conference. Hampton, VA.
- Kitching, E.,** & Hobbs, S. (2022, October). *"What if I get lost?": Supporting elementary students' move to middle school*. Content session at the Virginia School Counselor Association annual conference. Hampton, VA.

#### Invited Presentations

- Kitching, E.,** Dorough, K., Morgan-Swaney, C. (2026, April) *Supervision in the current sociopolitical climate: A panel discussion*. Invited panel presentation for the Association for Counselor Education and Supervision. Virtual.
- Mullen, P. R., & **Kitching, E.** (2026, February). *Scale development within counselor education and supervision*. Invited presentation for the Association for Counselor Education and Supervision. Virtual.
- Kitching, E.** (2025, August). *Helping students thrive: Practical strategies for school counselors*. Invited presentation for the American School Counselor Association. Virtual.
- Kitching, E.** (2025, April). *ASCA flash: School counselors' experiences of induction and mentoring*. Invited presentation/research dissemination for the American School Counselor Association. Virtual.
- Kitching, E.,** & Poandl, M. M. (2025, April). *ASCA flash: Fostering students' posttraumatic growth*. Invited presentation/research dissemination for the American School Counselor Association. Virtual.
- Kitching, E.,** Backer, A., Chae, N., & Niles, J. K. (2025, February). *Sustaining school counselors' personal and professional well-being: Maximizing external resources*. Invited webinar for Chi Sigma Iota International Honor Society. Virtual.
- Niles, J. K., Chae, N., Backer, A., & **Kitching, E.** (2025, January). *Sustaining school counselors' personal and professional well-being: Strengthening intrapersonal factors*. Invited webinar for Chi Sigma Iota International Honor Society. Virtual.
- Mullen, P. R., **Kitching, E.,** Poandl, M., & Salazar-Layton, S. (2024, August). *Strategies for change: Motivational interviewing techniques for school counselors*. Invited training session for Penn Manor School District, Lancaster, PA. Virtual.
- Mullen, P. R., **Kitching, E.,** & Poandl, M. (2024, April). *Effective evaluation procedures in counseling supervision*. Invited webinar for counselor education program, St. Joseph's University. Virtual.
- Mullen, P. R., & **Kitching, E.** (2023, December). *Foundations of practical and developmental counseling supervision*. Invited webinar for counselor education program, St. Joseph's University. Virtual.

**Kitching, E., & Watson, L.** (2023, November). *Build a future-focused elementary counseling program*. Invited webinar for the American School Counselor Association. Virtual.

**Kitching, E.** (2023, September). *Understanding stress & prioritizing your wellness*. Presentation at Advance College Academy Orientation at Reynolds Community College. Richmond, VA.

**Kitching, E.** (2023, March). *ASCA National Model: Advocacy with educational stakeholders*. ASCA training session for Chapel Hill-Carrboro City Schools. Chapel Hill, NC.

**Kitching, E.** (2023, January). *ASCA National Model: Mission & vision, data collection & analysis*. ASCA training session for Chapel Hill-Carrboro City Schools. Chapel Hill, NC.

**Kitching, E.** (2022, October). *ASCA National Model: Program assessment and data*. ASCA training session for Chapel Hill-Carrboro City Schools. Chapel Hill, NC.

## **TEACHING & SUPERVISION**

### Courses Taught

Virginia Commonwealth University

- CLED 200: The Science of Resilience and Holistic Health - Spring 2025, Fall 2024, Summer 2024, Spring 2024, Fall 2023 (TA)
- CLED 602: Techniques of Counseling - Fall 2025, Fall 2024
- CLED 604: School Counseling Practicum - Fall 2025
- CLED 622: School Counseling Services - Spring 2026, Spring 2025
- CLED 672: School Counseling Internship - Spring 2026

### Clinical Supervision

Virginia Commonwealth University

- CLED 602: Techniques of Counseling - Fall 2025, Fall 2024
- CLED 603: Group Procedures in Counseling - Spring 2025, Spring 2024
- CLED 604: School Counseling Practicum - Fall 2025, Fall 2024
- CLED 672: School Counseling Internship - Spring 2026

## **EDITORIAL BOARD & PEER REVIEW EXPERIENCE**

2026–present	Editorial Board Member	<i>Professional School Counseling</i>
2026–present	Editorial Board Member	<i>Journal of Child and Adolescent Counseling</i>
2025–present	Graduate Editorial Board Member	<i>Teaching and Supervision in Counseling</i>
2025–present	Invited Reviewer	<i>Journal of School Leadership</i>
2025–present	Invited Reviewer	<i>Counseling and Values</i>
2024–2025	Emerging Reviewer	<i>Journal of Child and Adolescent Counseling</i>

## **LEADERSHIP & SERVICE**

### **Southern Association for Counselor Education and Supervision**

2024, 2025      Research and Practice Grant Reviewer

### **Virginia Commonwealth University**

2024–2025      Member, Counseling & Special Education Department Student Advisory Committee

2024              Student Member, Counselor Education & Supervision Faculty Search Committee

2024              Student Member, Peer Review Committee

### **American School Counselor Association**

2022–2025      Board of Directors Nominations & Elections Committee

2021–2024      Lead RAMP Reviewer

2021–2023      ASCA-Certified Trainer, invited

### **Virginia Department of Education**

2021              SEL Curriculum Framework Workgroup

2020              Virginia School Counseling Model Committee, invited

2019              Community Schools Advisory Committee, invited

## **HONORS & AWARDS**

2026              **Glen E. Hubele National Graduate Student Award**  
American Counseling Association

2025              **Outstanding Graduate Student Leadership Award**  
Association for Counselor Education and Supervision

2025              **Exemplary Research and Assessment Award: Doctoral-Level Student**  
Association for Assessment and Research in Counseling

2025              **Outstanding Graduate Student Doctoral Level Award**  
Southern Association for Counselor Education and Supervision

2025              **First Place Team, ACA Graduate Student Ethics Award for Doctoral Students**  
American Counseling Association

2021              **ASCA-Certified School Counselor recipient**  
Recognized in the inaugural class of 18 counselors nationwide for demonstrating knowledge in designing, implementing, and assessing a school counseling program

2020              **Laurel Meadow Elementary School Teacher of the Year**  
Nominated and selected by staff as Teacher of the Year during first year at the school

2019              **Recognized ASCA Model Program (RAMP) recipient**  
Awarded nationally to comprehensive, data-informed school counseling programs

## **CURRENT PROFESSIONAL MEMBERSHIPS**

American Counseling Association

American Educational Research Association, Division E

American School Counselor Association

Association for Assessment and Research in Counseling

Association for Child and Adolescent Counseling

Association for Counselor Education and Supervision

Chi Sigma Iota

National Board for Certified Counselors

Southern Association for Counselor Education and Supervision

Virginia Association for Counselor Education and Supervision

Virginia School Counselor Association