TEXAS STATE VITA

I. Academic/Professional Background

A. Name: Millie Cordaro, PhD Title: Professor of Instruction

Website: https://faculty.txst.edu/profile/1922254

B. Educational Background

Degree	Year	University	Major	Thesis/Dissertation
Ph.D.	2006	Florida International University	Lifespan Developmental Psychology	Dissertation Manuscript *"Treatment Process Predictors of Program Completion or Dropout of a Brief Motivational Substance Abuse Intervention for Minority Adolescents."*
M.A.	2002	University of West Florida	Psychology	Master's Thesis *"The Relationship Efficacy and Motivation Orientation of Young Adults."*
B.A.	2000	University of West Florida	Psychology	

C. University Experience

Position	University	Dates
Professor of Instruction	Texas State University	2024-current
Senior Lecturer	Texas State University	2010-2024
Lecturer	Texas State University	2007-2010
Postdoctoral Teaching Fellowship	University of West Florida	2006-2007
Graduate Teaching Assistant	Florida International University	2002-2006

D. Relevant Teaching Experience

Position	Entity	Dates
Teaching Online @ TXST Certification	ODEL	2020
Foundations of Positive Psychology Specialization	University of Pennsylvania	2019
Sloan-C Online Instructor Certification Supervisor	Sloan-C	2014

E. Relevant Counseling Experience

Position	Entity	Dates
Certified Compassion Fatigue Professional	Evergreen Certifications	2022
Breathwork Certification	My Vinyasa Practice	2022
500-hour Yoga Teacher Certification	My Vinyasa Practice	2021-2022
Mindfulness-Based Stress Reduction Certification	Palouse Mindfulness	2021
Licensed Professional Counselor (LPC) in Private Practice Austin, TX and Telehealth	Texas Board for Professional Counselors	2008-current
Cognitive Behavioral Therapy, Motivational Interviewing and Guided Self-Change	Florida International University	2004-2006

II. **TEACHING**

B. Courses Taught:

2024-current — Professor of Instruction, *Texas State University*
- Psychology of Adulthood and Aging
- Professional Seminar

2007-2023 — Senior Lecturer, *Texas State University*
- Lifespan Development
- Introduction to Clinical Psychology
- Adolescent Psychology
- Psychology of Adulthood and Aging
- Psychopathology
- Professional Seminar

2002-2006 — Graduate Teaching Assistant, *Florida International University*.
- Abnormal Psychology
- General Psychology
- Psychology of Human Sexuality
- Psychology of Adolescence
- Infant and Child Development

III. **SCHOLARLY/CREATIVE**

Publications

Tooley, K. M., Dailey, S. L., Schmiedehaus, E., **Cordaro, M**., Dwyer, N., Jerkins, D., & Howard, K. (2026). Between Class and Career: Applying the Job Demands–Resources Model to Working College Students. *Behavioral Sciences*, *16*(1), 61. https://doi.org/10.3390/bs16010061

Perrotte, J. K., Grigsby, T. J., **Cordaro, M**., Chambless, S., Lee, J., Howard, J. T., & Howard, K. J. (2024). A Conditional Indirect Effects Analysis of Intimate Partner Violence, Depression, Social Support, and Race With Alcohol Consumption among Postpartum Mothers. *Journal of interpersonal violence*, 8862605241303959. Advance online publication. https://doi.org/10.1177/08862605241303959

Cordaro, M., Johnson, E., Kinstley, C., Haskard-Zolnierek, K., Medina, R. ., Perrotte, J., Howard, J., & Howard, K. (2024). Loneliness During the COVID-19 Pandemic: Implications for Mental Health and Substance Use. *Graduate Student Journal of Psychology*, *22*(1). https://doi.org/10.52214/gsjp.v23i1.12264

Cordaro, M., Howard, K., Schmiedehaus, E., & Dailey, S. (2024). Faculty mental health and compassion fatigue: A call to the profession, a call to the institution. *Journal of Workplace Behavioral Health, 39(3*), 318–346. https://doi.org/10.1080/15555240.2023.2292120

Cordaro, M. (2023, November 28). *Practice what you profess: Faculty mental health, compassion fatigue, and cultivating a resilience practice.* https://www.apa.org/ed/precollege/psychology-teacher-network/introductory-psychology/resillience-in-practice

Shrestha, N. R., Deason, R. G., **Cordaro, M.,** Howard, K., & Haskard-Zolnierek, K. (2023). Evaluating the relationship of empathic concern to college students' responses to the COVID-19 pandemic. *Journal of American College Health*, 1–7. Advance online publication. https://doi.org/10.1080/07448481.2023.2224432

Schmiedehaus, E., Snyder, E., Perrotte, J., Deason, R., Howard, K., & **Cordaro, M.** (2023). The Ongoing Mental Health Plight of Depressed College Students: Clinical Recommendations and the Importance of Early Screening and Detection. Issues in mental health nursing, 44(6), 562–570. https://doi.org/10.1080/01612840.2023.2215866

Cordaro, M., Meca, A., Garcia, A.J., Ramos, S., & Howard, K.J. (2023). Al Mal Tiempo, Buena Cara (keeping a good face during bad times): Differential psychosocial and health profiles between Hispanic and non-Hispanic public-school teachers in Texas. *Journal of Workplace Behavioral Health*.

Kaitlin M. Brunett, Chris Kinstley, Krista Howard, Jessica Perrotte, Rebecca Deason & **Millie Cordaro** (2023). Generalized Anxiety Disorder in College Students During the COVID-19 Pandemic: The Importance of Screening and Early Detection During Traumatic Stressor Events, Journal of College Student Psychotherapy, DOI: 10.1080/87568225.2023.2191880

Schmiedehaus, E., **Cordaro, M**., Perrotte, J., Stern, M., Dailey, S., & Howard, K. J. (2023). The Great Resignation in higher education: An occupational health approach to understanding intentions-to-quit for faculty in higher education. Teaching and Teacher Education, 123, e103992. https://doi.org/https://doi.org/10.1016/j.tate.2022.103992

Grelle, K., Shrestha, N., Ximenes, M., Perrotte, J., **Cordaro, M**., Deason, R. G., & Howard, K. (2023). The Generation Gap Revisited: Generational Differences in Mental Health, Maladaptive Coping Behaviors, and Pandemic-Related Concerns During the Initial COVID-19 Pandemic. Journal of adult development, 1–12. Advance online publication. https://doi.org/10.1007/s10804-023-09442-x

Howard, K. J., Leong, C., Chambless, S., Grigsby, T. J., **Cordaro, M**., Perrotte, J. K., & Howard, J. T. (2022). Major Depression in Postpartum Women during the COVID-19 Pandemic: Can Social Support Buffer Psychosocial Risks and Substance Use? International Journal of Environmental Research and Public Health, 19(23), 15748. MDPI AG. Retrieved from http://dx.doi.org/10.3390/ijerph192315748

Giblin, M. J., **Cordaro, M**., Haskard-Zolnierek, K., Jordan, K., Bitney, C., & Howard, K. (2022). Identifying the risk of opioid misuse in a chronic pain population: the utility of the MMPI-2-RF personality psychopathology five (PSY-5-RF) and higher-order scales. Journal of behavioral medicine, 10.1007/s10865-022-00347-w. Advance online publication. https://doi.org/10.1007/s10865-022-00347-w

Uwadiale, A., **Cordaro, M.,** Brunett, K., Stern, M., & Howard, K. (2022). Lessons Learned about the Need for Early Screening for Depression during the First Months of the COVID-19 Pandemic in the

United States. Issues in mental health nursing, 43(3), 272–281. https://doi.org/10.1080/01612840.2021.1975333

Cordaro, M., Grigsby, T.J., Howard, J.T., Deason, R.G., Haskard-Zolnierek, K., & Howard, K. (2021). Pandemic-Specific Factors Related to Generalized Anxiety Disorder During the Initial COVID-19 Protocols in the United States. *Issues in Mental Health Nursing*

Cordaro, M. (2020). Pouring from an empty cup: The case for compassion fatigue in higher education. *Journal of Healthy Academic Communities, 4* (2), 17-28.

Cordaro, M. (2012). Pet loss and disenfranchised grief: Implications for mental health counseling practice. *Journal of Mental Health Counseling. 34*(4), 283-294.

Cordaro, M., Tubman, J.G., Wagner, E.F. & Leon Morris, S. (2011). Treatment process predictors of program completion or dropout among minority adolescents enrolled in a brief motivational substance abuse intervention. *Journal of Child and Adolescent Substance Abuse, 21*, 51-68.

Invited Talks & Keynotes

Adjudicator Resilience: Avoiding Compassion Fatigue, Depression and Burnout. National Association of Hearing Officials (NAHO). (December 3, 2025). San Antonio, TX. **Invited Speaker**

Enhancing Resilience: Practical Tools for Empowering Physical, Emotional and Mental Health (September, 2025). Missouri State University Public Affairs Conference **Virtual Panel Speaker.**

Welcoming all of you: Faculty mental health, compassion fatigue, burnout, and cultivating resilience (March, 2024) Southwestern Psychological Association **Keynote**. San Antonio, TX.

Compassion fatigue and burnout in higher education: Advocating for faculty mental health and resilience (August, 2023). American Psychological Association Convention. Washington, DC. **Invited speaker**

Rethinking Diversity: A Novel Exploration of the Intrapersonal with an Introduction to Cultural Vulnerability (April, 2022) University of West Florida. Pensacola, FL.

Compassion Fatigue: How to Prevent Emotional Burnout and Flourish Through Adversity (March, 2022) Texas State University, Student Affairs Division Meeting. San Marcos, TX. **Invited Speaker**

The Impact of the COVID-19 Pandemic on Adolescent Mental Health (February, 2022). ACLI Medical Section Annual Meeting. San Antonio, TX.

Athlete Empowerment Through Mindfulness and Self-Compassion (November, 2021). Project Serve NCAA clinic. Austin, TX.

Conference Presentations

Cordaro, M. (2024, July). The Internationalization of an American Psychology Course: Living the Blue Zone Lifestyle with an Intercultural Context Perspective. Presented at the Biennial International Seminar of the Teaching of Psychological Science (BISTOPS). Paris, France.

Tormala, T., Pena-Shaff, J., Garcia, A. **Cordaro, M.** (2023, October). Navigating Tough, Sociocultural Classroom Dynamics in a Diverse and Polarized World. Presented at the Society for the Teaching of Psychology (STP) Annual Conference on Teaching (ACT). Portland, OR.

Garcia, A. J.,Tormala, T., Gohar, D., & **Cordaro, M.** (2021, October). Presidential Task Force on the Integration of Diversity, Equity and Inclusion and International Initiatives Across the Society for the Teaching of Psychology (STP). Asynchronous symposium facilitated at the Annual Conference on Teaching (ACT) – Virtual Program, Society for the Teaching of Psychology (STP) – American Psychological Association (APA) Division 2.

Cordaro, M. & Garcia, A. (October, 2020). Rethinking Diversity: Exploring the Intrapersonal Landscape of Faculty in the Classroom. Presented at Society for Teaching of Psychology Annual Conference on Teaching (ACT). Virtual, Synchronous.

Cordaro, M. (October, 2019). Careers in Psychology Seminar: The Essential Elements for Student Preparedness Beyond Graduation. Presented at Society for Teaching of Psychology Annual Conference on Teaching (ACT). Denver, CO.

Oskam, J. & **Cordaro, M**. (March, 2010). Online Courses: Strategies for Student Success. Presented at the annual TEXAAN conference. San Marcos, TX.

Media Coverage

Why Grieving a Pet Can Be as Hard as Grieving a Person (January 8, 2026). Women's Agenda

Why Grieving a Pet Can Be as Hard as Grieving a Person (January 7, 2026). The Conversation

Adopting a New Pet After Losing One (July 29, 2023). Psychology Today

Why Gen Z and Young Millennials Are Taking More Sick Days. (November 19, 2024). VeryWell Health

Pet Loss and Disenfranchised Grief: Social, Psychological and Physical Aspects of Grieving the Loss of a Pet. (October 24, 2025) Medium.com

Deep In the Heart of Texas: Investigating Teacher Turnover (April 30, 2024) Enlighten Me Podcast.

Not 'Just' a Pet: Pet Loss Grief and the Hidden Toll It Takes (November 18, 2019) Yahoo News Australia

Poster Presentations

Cordaro, M., Howard, K. J., Perrotte, J., Schmiedehaus, E., & Dailey, S. (2023). Faculty mental health and compassion fatigue: A call to the profession. Texas State Translational Health Research Showcase. San Marcos, TX.

Coles, K., Junk, B., Schroer, A., & **Cordaro, M.** (April, 2010). A preliminary investigation of optimal functioning: Relationships between coping skills, general self-efficacy, emotional intelligence and satisfaction with life. Poster presented at the 2010 San Antonio Area Psychology Research Conference, San Antonio, TX.

Cordaro, M., Brennan, E., Holloway, L., House, E., Nanez-Gonzalez, A., & Strait, S. (May, 2007). The good life: Using relational efficacy to predict life satisfaction. Poster presented at the 2007 Association for Psychological Science Convention, Washington, D.C.

Swain, E., Cordaro, M., Holloway, M., House, E., Nanez-Gonzales, A., Strait, S., & Shannon Van Heest (April, 2007). Examining associations among psychosocial variables for emerging adult interpersonal functioning. Poster presented at SEA STARS, University of West Florida, Pensacola, Florida.

Cordaro, M., Tubman, J., & Wagner, E. (January, 2007). Differences in treatment process among adolescent participants of a Guided Self-Change substance abuse intervention. Poster presented at the 2007 Society for Social Work and Research Conference, San Franscico, CA.

Cordaro, M., & Mathews, S. (February, 2007). Gender differences in relational motivation orientation among emerging adults. Poster was presented at the 2007 Emerging Adulthood Conference, Tuson, AZ.

Cordaro, M., Montgomery, M. J., Hernandez, L., & Han, H. P. G. (March, 2004).Differentiation of self, attachment, and psychosocial intimacy as predictors of identity maturity in emerging adults. Poster presented at the 2004 Society for Research in Identity Formation Conference, Baltimore, MD.

Hernandez, L., Hollander, S., Han, H. P. G., Montgomery, M., Hospital, M., Bryson, J., McIntosh, K., Valdez, R., Gonzalez, G., Cordaro, M., Brown, J., Waid, L., & Lalama, C. (November, 2003). Differentiation of self and inter- and intra-personal functioning. Poster presented at the 2003 Society for Study of Human Development, Cambridge, MA.

Hernandez, L., Cordaro, M., & Montgomery, M. J. (May, 2003). The co-occurrence of identity and emotional distress, peer victimization, and alcohol and other drug use among adolescents. Poster presented at the 2003 Society for Research in Identity Formation Conference, Vancouver, BC, Canada.

Montgomery, M., Cordaro, M., Craig, J., Hernandez, L., & Hollander, S. (May, 2003).Relational therapies and the development of the self: Implications for identity

theory and interventions. Interactive session presented at the 2003 Society for Research in Identity Formation Conference, Vancouver, BC, Canada.

Cordaro, M. & Mathews, S. (July, 2001). Gender Differences, Weaknesses, and Sexual Victimization. Poster presented at the Southeastern Psychological Association Conference, Atlanta, Georgia.

IV. **SERVICE**

A. University

2023-2025	Bobcat Day
2020	BookCats Faculty Book Club, facilitator
2017-current	Faculty Advisor- Phi Sigma Pi
2017- 2020	Texas State University Student Behavior Assessment Team
(SBAT) 2012- 2015	Round Rock Faculty Speakers Committee
2011- 2012	Nontenure Line Faculty Committee

B. Departmental

2025-2026	Belongingness and Cohesion Committee, Member
2024-2026	Mentoring Program Committee, Member & Subcommittee Chair
2024	Pre-Clinical Careers Committee, Member
2022	Belongingness and Cohesion Committee, Member
2020-2023	Faculty Review Committee, Member
2020	Psychology Inclusive Excellence committee, Member
2016-current	Undergraduate Program Committee
2010- current	Mentoring Committee
2008-2014	Round Rock Psychology Association Faculty Adviser Texas State University Round Rock campus

A. Community

2008-current	Licensed Professional Counselor, #63624 *Community Counseling,* Austin, Texas

2005	Mental Health Counseling Intern, *Florida International University Counseling and Psychological Services Center*, Miami, Florida.
2004	Mental Health Counseling Intern, *Broward Outreach Center*, Pompano, Florida.
2003	Mental Health Counseling Intern, *Youth Development Project,* Florida International University.
2002	Guided Adolescent Problem Solving (GAPS) Graduate Evaluation Specialist, *Community-Based Interventions Research Group*, Florida International University
2002	Mental Health Counseling Practicum, *Youth and Family Development Program*, Florida International University

B. Professional

2024-2026	Society for the Teaching of Psychology International Travel Grant Committee, Chair
2021	Society Teaching Psychology Presidential DEI Task Force,
Member 2019-current	Society Teaching Psychology (STP) Mentoring Program
2014-2015	President, Capital of Texas Counseling Association
2012-2014	President- Elect, Capital of Texas Counseling Association
2011-2012	Secretary, Capital of Texas Counseling Association

Professional Memberships

American Psychological Association
Southwestern Psychological Association
Society for Teaching of Psychology