

## Kevin W. Glavin, Ph.D.

### EDUCATION

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<b>Ph.D.</b>	Counselor Education & Supervision: Kent State University, Kent, Ohio (CACREP)	2009
<b>MS.Ed.</b>	Community Counseling: Kent State University, Kent, Ohio (CACREP)	2004
<b>M.Sc.</b>	Business Information Technology Systems: Strathclyde Graduate Business School Glasgow, Scotland	1995
<b>B.Sc.</b>	Mathematics and Economics: Strathclyde University, Glasgow, Scotland	1993

### PROFESSIONAL LICENSURE

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**Licensed Professional Counselor:** Licensed by the Ohio Counselor, Social Worker and Marriage and Family Therapist Board. License # C.0602047

### PROFESSIONAL EXPERIENCE

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**Associate Clinical Professor - Counseling Program:** University of Colorado Denver, School of Education & Human Development, Denver, CO (2016-Present)

Career Development	CPCE 5400
Strategies in Agency Counseling	CPCE 5820
Advanced Theories and Techniques in Psychotherapy	COUN 7100

**Adjunct Faculty - Mental Health Counseling:** Nova Southeastern University, College of Psychology, Fort Lauderdale, FL (2012 – Present)

Career and Lifestyle Assessment	PYCL 0631
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**Affiliate Faculty - Clinical Mental Health Counseling:** School of Education & Human Development, University of Colorado, Denver, CO (2014-2016)

Career Development	CPCE 5400
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**Research Program Manager - Career Services,** University of Colorado, Boulder CO (2013-2016)

**Senior Lecturer/Course Coordinator – Career Development Graduate Diploma:** School of Education, Australian Catholic University, Sydney, Australia (2012 – 2013)

Counseling for Career Development	EDSS 609
Professional Career Practice and Development	EDSS 611
Educational Psychology: Understanding Learning	EDFD 133
Contexts for Learning and Development	EDFD 127

**Assistant Professor - Mental Health Counseling:** College of Psychology, Nova Southeastern University, Fort Lauderdale, FL (2009 – 2012)

Career and Lifestyle Assessment	PYCL 631
Research and Evaluation for Counselors	PYCL 507
Introduction to Mental Health Counseling Techniques	PYCL 0511
Practicum I & II	PYCL 680 & 681

Internship PYCL 682

Doctoral Psychology Seminar: College Teaching PSY 4435

**Instructor** - Clinical Mental Health Counseling, Youngstown State University, Youngstown, OH  
(2006 – 2008)

Career Counseling COUNS 6972

Counseling Methods and Practice COUNS 6900

Research in Counseling COUNS 6968

**Instructor**– Department of Behavioral Sciences, Northeast Ohio Medical University, Rootstown, OH  
(2007 –2009)

Medical Interviewing Skills CSA

**Research Assistant**, Northeastern Ohio Universities College of Medicine and Pharmacy, OH (2005-2008)

Conducted research in test development and measurement with counseling based instruments.

Developed web-based career assessments to collect and analyze data related to career maturity and adaptability. Assessments can be found at <http://www.vocopher.com>

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### PEER REVIEWED PUBLICATIONS

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**Glavin, K.**, & Forbes, L. K. (In Progress). *Fostering Career Adaptability and Resilience and Promoting Employability using Life Design Counseling*. In J. G. Maree, *The Psychology of Career Adaptability, Employability, and Resilience*. Springer, New York: Springer Publishing.

**Glavin, K.** (2014). Career Maturity and Adaptability. In P. J. Hartung, M. L. Savickas, & B. Walsh (Eds.), *APA Handbook of Career Intervention: Foundations (Volume 1)*. Washington, D.C.: American Psychological Association.

**Glavin, K.**, & Berger, C. A. (2013). Assessing Career Adaptability Using the Career Adapt-Abilities Scale. In J. G. Maree, & A. Di Fabio (Eds.), *Psychology of Career Counseling: New challenges for a new era*. Hauppauge, New York: Nova Sciences Publishers.

**Glavin, K.**, & Berger, C. A. (2012). Using Career Construction Theory in Employment Counseling for Sales/Office and Administrative Support Occupations. *Journal of Employment Counseling*, 49(4), 185-191

**Glavin, K.**, Smal, P., & Gonzalez, J. (2011). The RIASEC Game: Matching Famous Personalities to Holland's Types. In T. M. Lara, M. Pope, & C. W. Minor (Eds.), *Experiential Activities for Teaching Career Counseling and for Facilitating Career Groups (Volume III)*. Tulsa, Oklahoma: NCDA.

**Glavin, K.**, & Savickas, M. L. (2011). Interpreting Self-Directed Search Profiles: Validity of the “rule of eight”. *Journal of Vocational Behavior*, 79(2), 414-418.

DelCorso, J., Rehfuss, M. C., & **Glavin, K.** (2011). Striving to adapt: Addressing the work task in the 21st century. *Journal of Individual Psychology*, 67(2), 88-106.

Rehfuss, M. C., DelCorso, J., **Glavin, K.**, & Wykes, S. (2011). Impact of the Career Style Interview on individuals with career concerns. *Journal of Career Assessment*, 19(4), 405-419.

- Glavin, K.**, & Savickas, M. L. (2010). Vocopher: The career collaboratory. *Journal of Career Assessment*, 18(3), 223-238.
- Glavin, K.**, Smal, P., & Jungersen, T. (2010). Online career advising for undergraduate students. *Career Planning and Adult Development Journal*, 25(4), 190-200.
- Glavin, K.**, Richard, G., & Porfeli, E. (2009). Predictive validity of the Medical Specialty Preference Inventory. *Journal of Vocational Behavior*, 74(1), 128-133.
- Glavin, K.**, Smal, P., & Vandermeeren, N. (2009). Integrating career counseling and technology. *Career Planning and Adult Development Journal*, 25(1), 160-176.
- Glavin, K.** (2008). Adult Career Concerns Inventory. In F. T. L. Leong (Ed.), *Encyclopedia of Counseling, Volume 3: Career Counseling*. Thousand Oaks, CA: Sage.
- Glavin, K.**, & Savickas, M. L. (2007). Career Development Inventory. In N. J. Salkind (Ed.) *Encyclopedia of Measurement and Statistics*. Thousand Oaks, CA: Sage.
- Thombs, D., Olds, R., Osborn, C., Casseday, S., **Glavin, K.**, & Berkowitz, A. (2007). Outcomes of a technology-based social norms intervention to deter alcohol use in freshman residence halls. *Journal of American College Health*, 55(6), 325-332.
- Glavin, K.**, & Savickas, M. L. (2006). Career Development Inventory. In Greenhaus, J. H., & Gerard, G. C. (Eds.), *Encyclopedia of Career Development*. Thousand Oaks, CA: Sage.
- Watson, M., Duarte, M., & **Glavin, K.** (2005). Cross-cultural perspectives on career assessment. *Career Development Quarterly*, 54(1), 29-35

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#### PAPERS IN PROGRESS

- Sickinger, P., Rehfuss, M., & **Glavin, K.** (under review). Social cognitive career theory and middle school student career exploration. *Professional School Counselor*.
- Storlie, C. A., Lara, T., **Glavin, K.** (work in progress). Examining the Career Development of Career Navigation Instructors.

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#### EDITORIAL EXPERIENCE

<b>Associate Editor</b>	Journal of Employment Counseling (JEOC)	2011 – Present
<b>Reviewer</b>	Journal of Vocational Behavior (JVB)	2008 – Present

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#### DISSERTATIONS - COMMITTEE MEMBER

- Sickinger, P. (2012). *Social Cognitive Career Theory and Middle School Student Career Exploration*.
- Del Corso, J. (2010). *The retention and impact of the Career Style Interview*.

## PAPERS PRESENTED

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- Glavin, K.** (2016). *Integrating Organization and Individual Stories in the 21st Century*. Symposium presented at the annual meeting of the Japanese Association of Industrial Counseling, Tokyo, Japan.
- Savickas, M. L., & **Glavin, K.** (2009). *Vocopher: The career collaboratory*. In W. B. Walsh (Chair) Career assessment and new technology on the internet. Symposium presented at the annual meeting of the American Psychological Association, Toronto.
- Glavin, K.** (2007). *Career Construction: Integrating the differential, developmental, and dynamic perspectives of vocational behavior*. National Career Development Association Conference, Seattle, WA.
- Glavin, K.,** Richard, G., & Savickas, M. L. (2007). *The predictive validity of the Medical Specialty Preference Inventory*. Paper presented at the Association of American Medical College's 4<sup>th</sup> Biennial Careers in Medicine Conference. Salt Lake City, UT.
- Glavin, K.** (2005). *Converting paper based instruments to electronic format: The applications and implications*. Paper presented at the Society for Vocational Psychology Conference, Vancouver, BC.
- Glavin, K.** (2004). *Generalizing constructs versus adapting psychological tests for global use*. Paper presented at the International Association for Educational and Vocational Guidance Conference, San Francisco, CA.
- Glavin, K.** (2004). *Examining career aspirations with undecided college students using coherency and occupational daydreams*. Paper presented at the National Employment Counseling Association, Kansas, MO.

## INVITED WORKSHOPS & PROFESSIONAL DEVELOPMENT INSTITUTES

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- Glavin, K.** (September, 2016). *Life Design Counseling for Career Construction*. Japanese Institute of Career Development, Tokyo, Japan
- Glavin, K.** (September, 2016). *Integrating life design and work settings*. Japanese Association of Industrial Counseling, Tokyo, Japan
- Glavin, K.,** Klimkiewicz, A. (2012). *The Use of Digital Media in Career Services*. National Career Development Association Career Practitioner Institute, Charleston, SC. (4 hour CEUs)
- Glavin, K.** (2012). *Using Online Assessments to Provide Career Guidance and Counseling to the Masses*. Careers Conference, Madison, WI. (4 hour CEUs)

## PRESENTATIONS

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- Glavin, K.,** & Nickerson, A. (July, 2016). *A Demonstration of the Career Construction Interview*. National Career Development Association, Chicago, IL
- Hartung, P. J., Savickas, M. L., Briddick, W. C., **Glavin, K.,** Savickas, S., Santil, S., & Taber, B. (2016). *Developing skills for career construction counseling*. National Career Development Association Conference, Chicago, IL.

- Glavin, K., & Rehfuss, M.** (April, 2016). *Using Digital Media to Voice Self-Stories that Clarify Career Direction and Commitment*. American Counseling Association, Montreal, Canada
- Hayden, S. C., Evans, K., Osborn, D., **Glavin, K.**, Rehfuss, M., & Burns, S. T. (April, 2016). *Linking Online Resources to Innovative Teaching in Career Counseling*. American Counseling Association, Montreal, Canada
- Glavin, K., & Sterns, J.** (2015). *Managing Career Transitions using Career Construction Theory*. Colorado Career Development Association, Denver, CO
- Glavin, K., & Fraser, B.** (2015). *Using the Career Construction Interview to Help Clients Narrate the next Chapter in their Career Story*. National Career Development Association, Denver, CO
- Burns, S. T., Evans, K., Gibbons, M. M., **Glavin, K.**, Hayden, S. C., & Marco-Scanlon, C. D. (2015). *Re-Imagining your Career Course for the 21st Century*. American Counseling Association, Orlando, FL
- Schleisinger, J., & **Glavin, K.** (2014). *Career Center Analytics: Putting Data to Work*. National Career Development Association, Long Beach, CA.
- Gibbons, M. M., Roseman, F., **Glavin, K.**, Hayden, S., Dodson, T., Tate, A. K., Scanlon, M., & Stoltz, K. (2014). *Advocating for the Centrality of Career in Counseling*. National Career Development Association, Long Beach, CA.
- Glavin, K., Wurzel, B., & Killam, R.** (2014). *Addressing Mid-Life Career Changes and Loss of Identity by Exploring and Co-Constructing New Vocational Narratives*. Colorado Career Development Association, Denver, CO.
- Glavin, K., & Rehfuss, M.** (2014). *Using YouTube and GrooveShark to Explore Individuals Narratives Related to Life and Career*. American Counseling Association, Honolulu, HI.
- Lara, T. M., **Glavin, K.**, & Scanlon, C. (2014). *Career Counseling: Is It Really Counseling?* American Counseling Association, Honolulu, HI.
- Berger, C., & **Glavin, K.** (2013). *Training Future School Counselors to Effectively Prepare Diverse K-12 Students for College & Careers*. Association of Counselor Education and Supervision, Denver, CO.
- Glavin, K., Lara, T. M., Gibbons, M., Toporek, R., & Tang, M.** (March, 2013). *Strategies for the Next 100! A Celebration of Sharing Innovative Teaching Practices*. American Counseling Association, Cincinnati, OH.
- Glavin, K., Klimkiewicz, A., & Berger, C.** (2013). *Exploring and Constructing Vocational Narratives using Social and Digital Media*. National Career Development Association, Boston, MA.
- Glavin, K.** (2013). *Exploring Vocational Narratives through Digital Storytelling*. Career Development Association of Australia, Sydney, Australia.
- Goodman, J., Savickas, M. L., Hansen, S., **Glavin, K.**, Sangganjanavanich, F. V., Waller, B., Rivera, L., & Evans, K. (2012). *A Response from the Counseling Profession to the Insecure World: A Proposal*. National Career Development Association Conference, Atlanta, GA.

- Glavin, K., & Cooper, H.** (2012). *Vocopher 2.0: The Updated Career Collaboratory for Career Practitioners*. National Career Development Association Conference, Atlanta, GA.
- Glavin, K.** (2011). *Using Career Construction Theory to Teach and Practice Career Counseling in the 21st Century*. Association for Counselor Education and Supervision, Nashville, TN.
- Evans, K., Lara, T. M., Sangganjanavanich, F. V., & **Glavin, K.** (2011). *Teaching Career Counseling? These Strategies and Resources are for you!*. Association for Counselor Education and Supervision, Nashville, TN.
- Glavin, K.,** Evans, K., Goodman, J., & Tang, M. (2011). *The Excitement and Challenge of Teaching Career Development Counseling*. American Counseling Association Conference, New Orleans, LA.
- Lara, T., **Glavin, K.,** Goodman, J., Pope, M., Rivera, L., & Willis, C. (2010). *Traversing client career concerns: Experiential Activities and the Career Style Interview*. National Career Development Association Conference, San Francisco, CA.
- Osborn, D., **Glavin, K.,** Sampson, J., & Harvey, T. (2010). *Technology and teaching: A panel presentation*. National Career Development Association Conference, San Francisco, CA.
- Glavin, K., & Smal, P.** (2010). *Digital narratives: Integrating technology and storytelling to explore clients' career narratives*. National Career Development Association Conference, San Francisco, CA.
- DiFabio, A. M., **Glavin, K., & Sampson, J.** (2010). *Techniques and technologies for career development*. International Association for Educational and Vocational Guidance Conference, San Francisco, CA.
- Glavin, K.,** (2009). *Helping employees attend to career establishment and work Adjustment*. National Career Development Association Conference, St. Louis, MO.
- Glavin, K.,** Baker, J., & Burns, S. (2009). *Using the virtual world of Second Life to educate counselor trainees*. American Counseling Association Conference, Charlotte, NC.
- Hartung, P. J., Savickas, M. L., Briddick, H., Briddick, W. C., Burns, S., **Glavin, K.,** Reh fuss, M., & Taber, B. (2009). *Inspiring the practice of career construction counseling*. National Career Development Association Conference, Washington, DC.
- Hartung, P. J., Savickas, M. L., Briddick, H., Briddick, W. C., Burns, S., **Glavin, K.,** Reh fuss, M., & Taber, B. (2008). *Career construction counseling: Principles and practice*. National Career Development Association Conference, Washington, DC.
- Glavin, K., & Savickas, M. L.** (2008). *A Collaboratory for Career Practitioners*. National Career Development Association Conference, Washington, DC.
- Glavin, K., & Miller, J.** (2007). *Cutting edge technologies in counselor education*. Association for Counselor Education and Supervision Conference, Columbus, OH.
- Hoffman, R. M., & **Glavin, K.** (2007). *Preparing counselor-trainees to use the DSM: Incorporating common sense & creativity into diagnostic processes*. Association for Counselor Education and Supervision Conference, Columbus, OH.
- Savickas, S., & **Glavin, K.** (2007). *Using poetry therapy as a narrative tool in counseling for career construction*. National Career Development Association Conference, Seattle, WA.

**Glavin, K., & Hoffman, R. M. (2007).** *Teaching for the 21st century: How counselor educators can integrate technology with classroom teaching.* American Counseling Association Conference, Detroit, MI.

Niles, S., & **Glavin, K. (2006).** *Career development, assessment, and counseling: The C-DAC model.* National Career Development Association Conference, Chicago, IL.

Waller, B., & **Glavin K. (2006).** *The impact of career counseling and life management skills for ex-offenders.* National Career Development Association Conference, Chicago, IL.

**Glavin, K. (2006).** *Research to practice: Addictions and offenders.* American Counseling Association Conference, Montreal, Canada.

**Glavin, K., & Lopienski, S. (2005).** *Using the stages of change model in conjunction with SOCRATES to teach case conceptualization and treatment planning.* Association for Counselor Education and Supervision Conference, Pittsburgh, PA.

**Glavin, K., & Rehfuss, M. (2005).** *Using the Adult Career Concerns Inventory to measure career planning and one's concerns with career development tasks at various life stages.* National Career Development Association Conference, Orlando, FL.

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## CLINICAL EXPERIENCE

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### **Career Counselor**

Career Services, University of Colorado, Boulder CO

(2013 - 2016)

Responsibilities include: Providing career counseling to CU Boulder students and alumni; Administering and interpreting career assessments; Assisting clients with career/major exploration. Helping clients develop professional interviewing skills. Teaching job/internship search skills. Providing resume/cover letter critiques.

### **Counselor**

Children's Advantage Family Behavioral Health Services, Ravenna, OH

(2008 – 2009)

Responsibilities included: Conducting individual therapy with children, adolescents and families; Diagnosing and treating mental and emotional disorders; Substance abuse/addictions counseling. Administering intakes and assessments; Developing treatment plans; Documenting client progress through cases notes; Case Management; Working as part of a treatment team that included case managers, mental health counselors, and psychiatrists.

### **Counselor**

Community Counseling Clinic, Youngstown State University

(2006 - 2007)

Responsibilities included: Conducting individual therapy with adolescents and adults; Diagnosing and treating mental and emotional disorders; Administering intakes and assessments; Developing treatment plans; Documenting client progress through cases notes. Additional responsibilities included; Co-teaching Practicum; Providing live supervision for Masters' level practicum students as they conducted counseling with individuals, couples, and families; Advising and mentoring graduate students.

### **Counselor Supervisor**

Counseling and Human Development Center, Kent State University

(2005 - 2006)

Responsibilities included: Supervising Masters' level practicum students as they conducted counseling with individuals, couples, and families. Assisted counselor trainees with the diagnosis and treatment of mental and emotional disorders. Helped trainees conceptualize client cases, and develop appropriate treatment plans. Reviewed intakes, assessments, and case notes.

**Counselor Intern**

Akron Health Department, Division of Substance Abuse & Addiction Counseling (2004 - 2005)

Responsibilities included: Conducting individual and group substance abuse/addiction counseling with adolescents and adults; Providing counseling through intensive outpatient and aftercare programs; Administering intakes, assessments and evaluations to place clients in appropriate treatment programs; On-site drug screening; Developing treatment plans, and documenting case notes; Coordinating treatment plans with a team of professionals including mental health counselors, psychiatrists, and parole/probation officers.

**PROFESSIONAL SERVICE**

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<b>Editor</b>	Vocopher: The Career Collaboratory	(2004 - Present)
<b>Member</b>	ACES/NCDA Commission	(2008 – 2016)
<b>Member</b>	Membership Committee, NCDA	(2005 – 2010)
<b>Membership Chair</b>	NCDA	(2008 – 2010)
<b>Participant</b>	Leadership Academy, NCDA	(2005 – 2007)
<b>President</b>	Ohio Career Development Association	(2007 – 2008)

**PROFESSIONAL AFFILIATIONS**

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- American Counseling Association
- Association for Counselor Education and Supervision
- Colorado Career Development Association
- National Career Development Association
- National Employment Counseling Association
- Ohio Career Development Association

**RESEARCH & DEVELOPMENT PROJECTS**

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- Vocopher: The Career Collaboratory (<http://www.vocopher.com>). Web application developed in collaboration with Dr. Mark Savickas. Vocopher provides access to commonly used career counseling instruments and serves a user base of over 20,000 individuals (ongoing)
- The Career Adaptability Project <http://career.activeboard.com/>. Online discussion forum to facilitate collaborative research on Career Adaptability. Developed in collaboration with Dr. Mark Savickas (ongoing)
- Body Image Survey (2001). Web application developed to collect research data for Dr. Kelly Wester, Kent State University
- Steptracker Study (2002). Web application developed to collect research data for Department of Exercise and Leisure Studies, Kent State University



- Career Ready Program (2002). Web application developed to collect research data for Undergraduate Studies Student Advising Center, Kent State University
- Counselor Education Program Admissions Criteria Survey (2002). Web application developed to collect data for College of Education, Kent State University

## **TECHNOLOGY/SOFTWARE DEVELOPMENT**

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### **Instructor/Multimedia Developer, Kent State University, OH (1999-2004)**

Taught web application development. Managed online learning system to teach faculty and staff Microsoft Office and WebCT. Developed online instruments to collect and analyze research data for faculty.

### **Instructor for Intellisource/NASA, Brookpark, OH (1998-1999)**

Developed training materials and database software. Conducted computer software seminars to assist employees with professional development.