

Kevin W. Glavin, Ph.D, LPC, NCC

kevin.glavin@ucdenver.edu | <https://www.linkedin.com/in/kwglavin> | 720-539-5372

EDUCATION

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

PROFESSIONAL LICENSURE

Licensed Professional Counselor: Registered with the Colorado Department of Regulatory Agencies. License # LPC.0014198

Professional Counselor: Registered with the Ohio Counselor, Social Worker and Marriage and Family Therapist Board. License # C.0602047

National Certified Counselor (NCC): Certified via National Board of Certified Counselors (NBCC)

PROFESSIONAL EXPERIENCE

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

Career Development	COUN 5400
Strategies in Agency Counseling	COUN 5820
Counseling Theories	COUN 5010
Advanced Theories and Techniques in Psychotherapy	COUN 7100

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

Lead the administration of the CU campus-wide graduation survey process in conjunction with Institutional Research, colleges, Graduate School, and Alumni Association in order to provide effectiveness in data collection, synthesis, and visualization. Developed and managed CU Boulder's Graduate Destinations Survey: <http://www.colorado.edu/career/destinations>.

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: Department of Counseling in the College of Psychology, Nova Southeastern University, Fort Lauderdale, FL (2009 – 2018)

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– Department of Behavioral Sciences, Northeast Ohio Medical University, Rootstown, OH (2007 –2009)
Medical Interviewing Skills CSA 001

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

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>

Doctoral Intern - Counseling: College of Education, Youngstown State University, Youngstown, Ohio (2006-2007)
Counseling Practicum I COUNS 7001

Instructor – Instructional Technology: Department of Education, Health & Human Services, Kent State University, Kent, Ohio (2005 –2006)
Educational Technology ITECH 19525
Adding Dynamic Content to Web Pages Using Dreamweaver ITEC 4/50093

Instructor - University of Akron, Akron, OH (2002 - 2003)
Developed training materials and conducted workshops for *Creating Database Driven Websites*

Instructor/Multimedia Developer - Kent State University, OH (1999-2004)
Taught web application development. Managed online learning system to teach 5000 faculty and staff Microsoft Office and WebCT/BlackBoard. Developed online instruments to collect and analyze research data for faculty.

Instructor, Intellisource/NASA, Brookpark, OH (1998-1999)
Developed training materials and database software for NASA. Conducted computer software seminars to assist employees with professional development.

Software Instructor, CompUSA, Akron, OH, 1997-1998
Conducted computer software seminars to teach HTML, MS Office, Windows and Mac Operating Systems.

PEER REVIEWED PUBLICATIONS

Storlie, C. A., Lara, T., **Glavin, K.** (April 2018). Career Narratives of African American Female College Students: Insights for College Counselors. *Journal of College Counseling*.

Glavin, K., Haag, R. A., & Forbes, L. K. (2017). *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.
- Del Corso, 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., Del Corso, 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

EDITORIAL EXPERIENCE

Editor	Journal of Employment Counseling (JEOC)	2017 – Present
Associate Editor	Journal of Employment Counseling (JEOC)	2011 – 2016
Reviewer	Journal of Vocational Behavior (JVB)	2008 – Present

PROFESSIONAL AWARDS

Glavin, K. (September, 2016). *International Contribution Award*. Japanese Association of Industrial Counseling, Tokyo, Japan

DISSERTATIONS - COMMITTEE MEMBER

Kuz, J. (2016). *After the Game Ends: A Narrative Study Exploring the Career Construction of Female Division III Student-Athletes*.

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

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 4th 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

- Glavin, K.** (June 2018 – In Progress). *Co-Constructing Careers and Designing Lives*, University of Colorado Denver, School of Education & Human Development. Denver, CO.
- Glavin, K.** (January, 2018). *Listening for Their Stories*. Singapore Career Development Interest Group (CDIG). Singapore.
- Glavin, K.**, (October, 2017). *Constructing and Designing Careers in the 21st Century*. National Career Development Institute, Long Beach, CA.
- Savickas, M. L., **Glavin, K.**, Lara, T. H., Savickas, S., Taber, B., Barclay, S., Hartung, P. J., Briddick, W. C., Stolz, K. B., Apodaca, M., Kus, J., Jackson, P., Feller, R., & Taylor, J. (July, 2017). *Career Construction Institute: Practicing Life Designing Dialogues*. Kent, OH.
- Glavin, K.**, Savickas, M. L., Savickas, S., Taber, B., Briddick, C., Barclay, S., Antalvari, S., & Hess, L. (June, 2017). *Building Career Construction Counseling Competency*. National Career Development Association Conference, Orlando, FL.
- Glavin, K.** (March, 2017). *Convergence of Career Construction and Education Abroad*. Italy International Advising Institute, Florence, Italy.
- Glavin, K.** (March, 2017). *Using the Career Construction Interview to Engage Students in Educational and Vocational Exploration*. Moraine Valley Community College Counselor Consortium Spring Conference, Chicago, IL.
- 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.**, Savickas, M. L., Hartung, P. J., Savickas, S., Lara, T. H., Rehfuss, M. C., Feller, R., & Taylor, J. (August, 2016). *Career Construction Institute: Practicing Life Designing Dialogues*. Boulder, CO.
- 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)
- 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.

PRESENTATIONS

- Glavin, K.** (June, 2018). *Using the Career Construction Interview to Navigate Occupational Transitions and Address Work/Life Traumas*. National Career Development Association, Phoenix, AZ.

- Glavin, K.** (June, 2017). *Keynote Address: Walt Disney's Career Through the Lens of Career Construction Theory*. National Career Development Association, Orlando, FL.
- Glavin, K., & Sterns, J.** (June, 2017). *Exploring the Joy of Work using the Career Construction Interview: A Live Demonstration*. National Career Development Association, Orlando, FL.
- Del Corso, J., **Glavin, K.**, & Savickas, M. L. (2017). *Infusing Positive Counseling Dimensions into Career Counseling Courses: Life Designing and Career Construction*. National Career Development Association, Orlando, FL.
- Wheeler, K., Flores, Q. T., Pyfer, N., & **Glavin, K.** (June 2017). *Using StrengthsFinder to Engage Students in Career Exploration and Social Justice Efforts*. National Career Development Association, Orlando, FL.
- Miyoshi, M., Hasegawa, N., & **Glavin, K.** (June 2017). *Multicultural Considerations for Practicing the Career Construction Interview in Japan*. National Career Development Association, Orlando, FL.
- Hayden, S. C., **Glavin, K.**, Morgan, L. M., & Storlie, C. A. (March, 2017). *Intersections of Career and Self-Concept*. American Counseling Association, San Francisco, CA.
- Flores, Q. T., Pyfer, N., Wheeler, K., & **Glavin, K.** (2016). *Using Personal Strengths to Engage in Social Justice*. Faculty Council LGBTQ+ and Ethnic Minority Affairs Committees Symposium, Boulder, CO.
- Glavin, K.**, Nguyen, T. (2016). *Cross Culturally Competent Career Counseling: A demonstration*. Faculty Council LGBTQ+ and Ethnic Minority Affairs Committees Symposium, Boulder, CO.
- Glavin, K.**, Heaton, R. (2016). *Using the Career Construction Interview to Help Athletes in Transition*. Colorado Career Development Association, Lafayette, CO.
- Glavin, K.**, & Nickerson, A. (July, 2016). *A Demonstration of the Career Construction Interview*. National Career Development Association, 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.**, Rehfuss, 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.**, Rehfuss, 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., & Reh fuss, 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.

CLINICAL EXPERIENCE

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

Editor	Journal of Employment Counseling	(2017 – Present)
Associate Editor	Journal of Employment Counseling	(2012 – 2016)
Co-Founder	Career Construction Institute	(2016 – Present)
Editor	Vocopher: The Career Collaboratory	(2004 - Present)
Reviewer	National Career Development Association Conference Proposals	(2015, 2016)
Member	ACES/NCDA Commission	(2008 – 2016)
Member	Membership Committee, NCDA	(2005 – 2010)
Membership Chair	NCDA	(2008 – 2010)
Participant	Leadership Academy, NCDA	(2005 – 2007)
President	Ohio Career Development Association	(2007 – 2008)

PROFESSIONAL AFFILIATIONS

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

RESEARCH & SOFTWARE DEVELOPMENT PROJECTS

- 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)
- 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
- Body Image Survey (2001). Web application developed to collect research data for Dr. Kelly Wester, Kent State University