

CURRICULUM VITA
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BACKGROUND

Education

- 8/88 *PhD* Special Education, Major Area: Rehabilitation Counseling; The University of Texas at Austin.
- 5/74 *MS* Rehabilitation Counseling, University of Scranton; Scranton, Pennsylvania.
- 5/72 *BS* Biology, Rensselaer Polytechnic Institute; Troy, New York.

Current and Recent Employment

- 7/08—present *President*, Minnesota State University Moorhead.
- 8/06—5/08 *Senior Vice President for Academic Affairs and Provost*, University of Maine, Orono. (Responsibilities include academic and student affairs as well as research. The university's six colleges and other academic units serve approximately 12,000 students.)
- 7/99—7/06 *Dean and Professor*, College of Education, University of Maryland – College Park. (The college's 6 departments served over 2,000 bachelor's, master's, and doctoral degree students.)
- 8/97 –6/99 *Chair*, Department of Rehabilitation Psychology and Special Education; University of Wisconsin - Madison.
- 6/93 –6/99 *Professor*, Department of Rehabilitation Psychology and Special Education; University of Wisconsin - Madison. (Course responsibilities included doctoral and master's level research courses and master's and undergraduate level career related courses; additional non-voting joint appointment held in the Department of Educational Administration since 1/95.)
- 6/93 - 7/97 *Associate Dean*, School of Education, University of Wisconsin - Madison (Duties, which changed each year, included assessment, program review, student services, teacher education, minority programs, disability issues, and Acting Chair of the Dance Program from 95-97.)

- 10/93 - 12/96 *Director and Principal Investigator*, Rehabilitation Research and Training Center on Career Development and Advancement (Duties included programmatic and fiscal direction for the center and oversight of all research and training activities.)
- 8/89 - 6/93 *Assistant (89-91), Associate (91-93) Professor*, Department of Rehabilitation Psychology and Special Education; University of Wisconsin - Madison
- 7/88 - 7/90 *Staff Consultant*, Disability and Human Resource Development; Research Associates of Syracuse.
- 10/88 - 6/89 *Research Associate*, Rehabilitation Counselor Education Program; Special Education Department; The University of Texas at Austin.
- 11/80 - 12/86 *Senior Vocational Rehabilitation Counselor* (Supervisor, Youth Services Unit, School to Work Transition), New York State Office of Vocational Rehabilitation - Utica District Office. (since renamed Vocational and Educational Services for Individuals with Disabilities)
- 09/75 - 11/80 *Vocational Rehabilitation Counselor*, New York State Office of Vocational Rehabilitation - Utica District Office.

AWARDS AND HONORS

Research Awards

- 3/00 1999 *American Rehabilitation Counseling Association James F. Garrett Award for a Distinguished Career in Rehabilitation Research.*
- 4/95 *American Counseling Association Research Award* for research with M. Leahy, D. Linkowski, E. Diamond, and R. Thoreson on validation of rehabilitation counselor accreditation and certification knowledge areas.
- 4/94 *American Rehabilitation Counseling Association Research Award* for research with M. Leahy, D. Linkowski, E. Diamond, and R. Thoreson on validation of rehabilitation counselor accreditation and certification knowledge areas.
- 10/93 *Rehabilitation Education Researcher of the Year Award* from the National Council on Rehabilitation Education and the McKinnon Foundation.
- 3/93 *American Counseling Association Research Award* for research with M. Danek on the relationship of rehabilitation client outcome to rehabilitation counselor education in Maryland. (The American Counseling Association was formerly the American Association for Counseling and Development.)
- 3/91 *American Association for Counselor Education and Supervision Research Award* for research with M. Danek on the relationship of rehabilitation client outcome to rehabilitation counselor education in Maryland.
- 3/90 *American Association for Counseling and Development Research Award* for research with R. Parker on the relationship of rehabilitation client outcome to level of rehabilitation counselor education.
- 3/89 1988 *American Rehabilitation Counseling Association Research Award* for research with R. Parker on the relationship of rehabilitation client outcome to level of rehabilitation counselor education.

Other Awards and Honors

- 4/97 American Rehabilitation Counseling Association, *Distinguished Professional Award*.
- 4/97 *Fellow*, University of Wisconsin - Madison Teaching Academy.
- 7/93 1993-1994 Committee on Institutional Collaboration (CIC) *Academic Leadership Program Fellow*.
- 11/90 1990 National Council on Rehabilitation Education *New Career in Rehabilitation Education Award*.
- 9/87 *Doctoral fellowship*, The University of Texas at Austin.
- 1984 *Switzer scholar*, seminar on Social Influences in Rehabilitation Planning: Blueprint for the 21st Century.

RESEARCH AND PUBLICATIONS

Refereed (Peer Reviewed) Articles

- Szymanski, E. M., & VanCollins, J. (2003). Career development of people with disabilities: Some new and not so new challenges. *Australian Journal of Career Development, 12*(1), 9-16.
- Szymanski, E. M., Mizelle, N. D, Tansey, T. N., Tschopp, M. K., & Willmering, P. P. (2000). The paradox of undergraduate rehabilitation education. *Rehabilitation Education, 14*, 27-31.
- Szymanski, E. M. (1999). Disability, job stress, the changing nature of careers, and the career resilience portfolio. *Rehabilitation Counseling Bulletin, 42*, 279-289.
- Szymanski, E. M., Hewitt, G. J., Watson, E. A., & Swett, E. A. (1999). Faculty and instructor perception of disability support services and student communication. *Career Development for Exceptional Individuals, 22*, 117-128.
- Hershenson, D. B., & Szymanski, E. M. (1999). Vocational and career development in rehabilitation. *Rehabilitation Education, 13*, 105-112.
- Szymanski, E. M., Swett, E. A., Watson, E. A., Lin, S. L., & Chan, S. Y. (1998). The effects of contextualized research instruction on research anxiety, perceived utility of research, and confidence in research ability. *Rehabilitation Education, 12*, 347-360.
- Conyers, L. M., Koch, L., & Szymanski, E. M. (1998). Lifespan perspectives on disability and work: A qualitative study. *Rehabilitation Counseling Bulletin, 42*, 51-75.
- Conyers, L., & Szymanski, E. M. (1998). The effectiveness of an integrated career intervention on college students with and without disabilities. *Journal of Postsecondary Education and Disability, 13*(1), 23-34.
- Merz, M. A., & Szymanski, E. M. (1997). The effects of a vocational rehabilitation based career workshop on commitment to career choice. *Rehabilitation Counseling Bulletin, 41*, 88-104.
- Enright, M. S., Conyers, L., & Szymanski, E. M. (1996). Career and career-related educational concerns for college students with disabilities: An overview of legislation, theory, and research. *Journal of Counseling and Development, 75*, 103-114.
- Szymanski, E. M., Treviño, B., & Fernandez, D. (1996). Rehabilitation career planning with minorities. *Journal of Applied Rehabilitation Counseling, 27*(4), 45-49.
- Treviño, B., & Szymanski, E. M. (1996). A qualitative study of the career development of Hispanics with disabilities. *Journal of Rehabilitation, 62*(3), 5-13.

- Szymanski, E. M., & Hanley-Maxwell, C. (1996). Career development of people with developmental disabilities: An ecological model. *Journal of Rehabilitation, 62*(1), 48-55.
- Millington, M., Szymanski, E. M., & Johnston-Rodriguez, S. (1995). A context-stage model of employment selection. *Journal of Job Placement, 11*(1), 31-36.
- Leahy, M., & Szymanski, E. M. (1995). Rehabilitation counseling: Evolution and current status. *Journal of Counseling and Development, 74*, 163-166.
- Szymanski, E. M., Johnston-Rodriguez, S., Millington, M. J., Rodriguez, B. H., & Lagergren, J. (1995). The paradoxical nature of disability services: Illustrations from supported employment and implications for rehabilitation counseling. *Journal of Applied Rehabilitation Counseling, 26*(2), 17-22.
- Szymanski, E. M., & Linkowski, D. C. (1995). Rehabilitation counseling accreditation: Validity and reliability. *Journal of Rehabilitation, 61*(1), 12-17.
- Szymanski, E. M., & Parker, R. M. (1995). Rehabilitation counselor work motivation, job performance, and job satisfaction: An exploratory study. *Journal of Rehabilitation Administration, 19*(1), 51-64.
- Szymanski, E. M., Whitney-Thomas, J., Marshall, L., & Sayger, T. (1994). The effect of systematic, specific, graduate instruction on research self-efficacy and perceived research utility. *Rehabilitation Education, 4*, 319-331.
- Szymanski, E. M., & Trueba, H. T. (1994). Castification of people with disabilities: Potential disempowering aspects of classification in disability services. *Journal of Rehabilitation, 60*(3), 12-20.
reprinted in R. P. Marinelli & A. E. Dell Orto (Eds.), *The psychological and social impact of disability* (pp. 195-211). New York, NY: Springer.
- Millington, M., Szymanski, E. M., & Hanley-Maxwell, C. (1994). The effect of the label of mental retardation on employer concerns and selection. *Rehabilitation Counseling Bulletin, 38*, 27-43.
- Ip, S. M., Szymanski, E. M., Johnston-Rodriguez, S., & Karls, S. F. (1994). The effects of staff implementation of a choice program on challenging behaviors of persons with developmental disabilities. *Rehabilitation Counseling Bulletin, 37*, 347-357.
- Szymanski, E. M. (1994). Transition: Life-span, life-space considerations for empowerment. *Exceptional Children, 60*, 402-410.
- Szymanski, E. M., Leahy, M. J., & Linkowski, D. C. (1993). Reported preparedness of certified counselors in rehabilitation counseling knowledge areas. *Rehabilitation Counseling Bulletin, 37*, 146-162.
- Szymanski, E. M., Linkowski, D. C., Leahy, M. J., Diamond, E. E., & Thoreson, R. W. (1993). Human resource development: An examination of perceived training needs of certified rehabilitation counselors. *Rehabilitation Counseling Bulletin, 37*, 163-181.
- Leahy, M. J., Szymanski, E. M., & Linkowski, D. C. (1993). Knowledge importance in rehabilitation counseling. *Rehabilitation Counseling Bulletin, 37*, 130-145.
- Linkowski, D. L., & Szymanski, E. M. (1993). Accreditation in rehabilitation counseling: Historical and current content and process. *Rehabilitation Counseling Bulletin, 37*, 81-90.
- Linkowski, D. C., Thoreson, R. W., Diamond, E. E., Leahy, M. J., Szymanski, E. M., & Witty, T. (1993). Instrument to validate rehabilitation counseling accreditation and certification knowledge areas. *Rehabilitation Counseling Bulletin, 37*, 123-129.

- Szymanski, E. M., Linkowski, D. C., Leahy, M. J., Diamond, E. E., & Thoreson, R. W. (1993). Validation of rehabilitation counseling accreditation and certification knowledge areas: Methodology and initial results. *Rehabilitation Counseling Bulletin*, 37, 109-122.
Note: The above six manuscripts were also published in *Journal of Applied Rehabilitation Counseling*, 24(4), which was a special joint issue with the *Rehabilitation Counseling Bulletin*.
- Kosciulek, J. F., & Szymanski, E. M. (1993). Statistical power analysis of rehabilitation counseling research. *Rehabilitation Counseling Bulletin*, 36, 212-219.
- Szymanski, E. M., Patterson, J. B., Linkowski, D. L., Butler, A., & Spinti, J. E. (1992). Rehabilitation counseling accreditation: Comparison of two review processes. *Rehabilitation Education*, 6, 283-287.
- Szymanski, E. M., Herbert, J., Parker, R. M., & Danek, M. M. (1992). State vocational rehabilitation agency counselor education and performance in Pennsylvania, Maryland, and Wisconsin. *Journal of Rehabilitation Administration*, 16, 109-113.
- Schaller, J., & Szymanski, E. M. (1992). Supported employment, consumer choice, and independence. *Journal of Vocational Rehabilitation*, 2(4), 45-50.
- Szymanski, E. M., Hanley-Maxwell, C., Schaller, J., Parker, R. M., & Kidder, S. (1992). Impact of the supported employment systems change project on employment outcomes for target populations in Wisconsin. *Rehabilitation Counseling Bulletin*, 35, 210-217.
- Szymanski, E. M., & Danek, M. M. (1992). The relationship of rehabilitation counselor education to rehabilitation client outcome: A replication and extension. *Journal of Rehabilitation*, 58(1), 49-56.
- Szymanski, E. M., Schaller, J. L., Millington, M., Wenkman, J., & Johnston-Rodriguez, S. (1992). Vocational rehabilitation, rehabilitation counseling, and transition: Service delivery and professional issues. *The Forum*, 18(1), 5-6, 18.
- Danek, M. M., Parker, R. M., & Szymanski, E. M. (1991). Disability research and policy: Forging an alliance. *Journal of Applied Rehabilitation Counseling*, 22(4), 5-10.
- Szymanski, E. M. (1991). Quantitative research: Common myths and cautions for utilization in supported employment. *Journal of Disability Policy Studies*, 2(1), 115-126.
- Szymanski, E. M. (1991). The relationship of level of rehabilitation counselor education to rehabilitation client outcome in the Wisconsin Division of Vocational Rehabilitation. *Rehabilitation Counseling Bulletin*, 35, 23-37.
- Hanley-Maxwell, C., Szymanski, E. M., Seay, P., & Parker, R. M. (1990). Application for learning principles in the clinical practice of supported employment. *Vocational Evaluation and Work Adjustment Bulletin*, 23, 125-131.
- Szymanski, E. M., Shafer, M. S., Danek, M. M., & Schiro-Geist, C. (1990). Supported employment in rehabilitation education. *Rehabilitation Education*, 4, 261-276.
- Hanley-Maxwell, C., Szymanski, E. M., Parent, W., & Schriener, K. (1990). Supported employment: Revolution, passing fad, or a remake of an old song? *Rehabilitation Education*, 4, 233-246.
- Hanley-Maxwell, C., Szymanski, E. M., Seay, P., & Parker, R. M. (1990). Some theoretical principles of learning. *Vocational Evaluation and Work Adjustment Bulletin*, 23(3), 101-104.
- Turner, K. D., & Szymanski, E. M. (1990). Work adjustment of people with congenital disabilities: A longitudinal perspective from birth to adulthood. *Journal of Rehabilitation*, 56(3), 19-24.

- Szymanski, E. M., Parker, R. M., & Butler, A. J. (1990). Sensitivity of client outcome measures in relating state vocational rehabilitation agency counselor performance to level of counselor education. *Rehabilitation Education, 4*, 93-107.
- Szymanski, E. M., Parker, R. M., & Borich, G. D. (1990). Aptitude treatment interaction designs in research on the relationship between rehabilitation counselor education and rehabilitation client outcome. *Rehabilitation Education, 4*, 83-92.
- Szymanski, E. M., Hanley-Maxwell, C., & Asselin, S. (1990). Rehabilitation counseling, special education, and vocational special needs education: Three transition disciplines. *Career Development for Exceptional Individuals, 13*, 29-38.
- Hanley-Maxwell, C., Griffin, S., Szymanski, E. M., & Godley, S. (1990). Supported and time-limited transitional employment services for persons with blindness or visual impairment: An overview. *Journal of Visual Impairment and Blindness, 84*, 160-166.
- Szymanski, E. M., & Parker, R. M. (1989). Relationship of rehabilitation client outcome to level of rehabilitation counselor education. *Journal of Rehabilitation, 55*(4), 32-36.
- Szymanski, E. M., Parker, R. M., Hanley-Maxwell, C., & Koch, W. R. (1989). Dimensions of Role Strain between Rehabilitation Counselors and Job Coaches. *Rehabilitation Counseling Bulletin, 33*, 90-99.
- Humes, C. W., Szymanski, E. M., & Hohenshil, T. H. (1989). Roles of counseling in enabling persons with disabilities. *Journal of Counseling and Development, 68*, 145-150.
- Szymanski, E. M., & Parker, R. M. (1989). Rehabilitation counseling in supported employment. *Journal of Applied Rehabilitation Counseling, 20*(3), 65-72.
- Parker, R. M., Szymanski, E. M., & Hanley-Maxwell, C. (1989). Ecological assessment in supported employment. *Journal of Applied Rehabilitation Counseling, 20*(3), 26-33.
- Szymanski, E. M., King, J., Parker, R. M., & Jenkins, W. M. (1989). The state-federal rehabilitation program: Overview and interface with special education. *Exceptional Children, 56*, 70-77.
- Szymanski, E. M., Dunn, C., & Parker, R. M. (1989). Rehabilitation of persons with learning disabilities: An ecological framework. *Rehabilitation Counseling Bulletin, 33*, 38-53.
- Szymanski, E. M., & Parker, R. M. (1989). Competitive closure rate of vocational rehabilitation clients with severe disabilities as a function of counselor education and experience. *Rehabilitation Counseling Bulletin, 32*, 292-299.
- Szymanski, E. M., & King, J. (1989). Rehabilitation counseling in transition planning and preparation. *Career Development for Exceptional Individuals, 12*(1), 3-10.
- Szymanski, E. M., & Corn, A. L. (1989). Enabling gifted individuals with disabilities: A challenge to rehabilitation counselors. *Journal of Applied Rehabilitation Counseling, 20*(1), 8-12.
- Szymanski, E. M., Hanley-Maxwell, C., & Parker, R. M. (1988). Quality dimensions of supported employment: A guide for rehabilitation educators. *Rehabilitation Education, 2*, 75-84.
- Szymanski, E. M., Hanley-Maxwell, C., Hansen, G. M., & Myers, W. A. (1988). Work adjustment training, supported employment, and time-limited transitional employment programs: Context and common principles. *Vocational Evaluation and Work Adjustment Bulletin, 21*, 41-45.

- Szymanski, E. M., & Parker, R. M. (1988). Supported employment and time-limited transitional employment training: Options for rehabilitation counselors. *Journal of Applied Rehabilitation Counseling, 19*(2), 11-15.
- Szymanski, E. M. (1988). Rehabilitation planning with social security work incentives: A sequential guide for the rehabilitation professional. *Journal of Rehabilitation, 54*(2), 28-32.
- Szymanski, E. M. (1987). Rehabilitation counseling and AER: A call for articulation. *Journal of Visual Impairment and Blindness, 81* 433-434.
- Szymanski, E. M., & Danek, M. M. (1985). School to work transition for students with disabilities: Historical, current and conceptual issues. *Rehabilitation Counseling Bulletin, 29*(2) 81-89.
- Szymanski, E. M. (1984). Rehabilitation counselors in school settings. *Journal of Applied Rehabilitation Counseling, 15*(4) 10-13.

Book Chapters

- Szymanski, E. M., Parker, R. M., & Patterson, J. B. (2005). Beyond the basics: A sociopolitical context of rehabilitation counseling practice. In R. M. Parker, E. M. Szymanski, & J. B. Patterson (Eds.), *Rehabilitation counseling: Basics and beyond* (4th ed.; pp. 395-412). Austin, TX: Pro-Ed.
- Szymanski, E. M., & Hershenson, D. B. (2005). An ecological approach to vocational behavior and career development of people with disabilities. In R. M. Parker, E. M. Szymanski, & J. B. Patterson (Eds.), *Rehabilitation counseling: Basics and beyond* (4th ed.; pp. 225-280). Austin, TX: Pro-Ed.
- Patterson, J. B., Szymanski, E. M., & Parker, R. M. (2005). Rehabilitation counseling: The profession. In R. M. Parker, E. M. Szymanski, & J. B. Patterson (Eds.), *Rehabilitation counseling: Basics and beyond* (4th ed.; pp. 1-25). Austin, TX: Pro-Ed.
- Patterson, J. B., Bruyere, S., Szymanski, E. M., & Jenkins, W. (2005). Philosophical, historical, and legislative aspects of vocational rehabilitation counseling profession. In R. M. Parker, E. M. Szymanski, & J. B. Patterson (Eds.), *Rehabilitation counseling: Basics and beyond* (4th ed.; pp. 27-53). Austin, TX: Pro-Ed.
- Szymanski, E. M., Willmering, P. P., Tschopp, M., Tansey, T. T., & Mizzelle, N. D. (2004). Career counseling with people with disabilities. In F. Chan, N. Berven, & K. R. Thomas (Eds.), *Counseling theories and techniques for rehabilitation health professionals* (pp. 282-299). New York: Springer.
- Szymanski, E. M., Enright, M. S., Hershenson, D. B., & Ettinger, J. (2003). Career development theories, constructs, and research: Implications for people with disabilities. In E. M. Szymanski & R. M. Parker (Eds.), *Work and disability: Issues and strategies in career development and job placement* (2nd ed., pp. 91-153). Austin, TX: Pro-Ed.
- Szymanski, E. M., Parker, R. M., Ryan, C., Merz, M. A., Treviño, B., & Johnson-Rodriguez, S. (2003). Work and disability: Basic constructs. In E. M. Szymanski & R. M. Parker (Eds.), *Work and disability: Issues and strategies in career development and job placement* (2nd ed., pp. 1-25). Austin, TX: Pro-Ed.
- Szymanski, E. M., & Parker, R. M. (2001). Epistemological and methodological issues in counseling. In D. C. Locke, J. E. Myers, & E. L. Herr (Eds.). *Handbook of counseling* (pp. 455-466). Thousand Oaks, CA: Sage

- Szymanski, E. M. (2000). Disability and vocational behavior. In R. G. Frank & T. R. Elliott (Eds.), *Handbook of rehabilitation psychology* (pp. 499-517). Washington, DC: American Psychological Association.
- Szymanski, E. M. (1998). Career development, school to work transition, and diversity: An ecological approach. In F. R. Rusch & J. Chadsey-Rusch (Eds.), *Beyond high school: Transition from school to work* (pp.127-145). Belmont, CA: Wadsworth.
- Szymanski, E. M., & Hershenson, D. B. (1998). Career development of people with disabilities: An ecological model. In R. M. Parker & E. M. Szymanski (Eds.), *Rehabilitation counseling: Basics and beyond* (3rd. ed., 327-378). Austin, TX: Pro-Ed.
- Hanley-Maxwell, C., Szymanski, E. M., & Owens-Johnson, L. (1998). School-to-adult life transition and supported employment. In R. M. Parker & E. M. Szymanski (Eds.), *Rehabilitation counseling: Basics and beyond* (3rd. ed., 143-179). Austin, TX: Pro-Ed.
- Jenkins, W., Patterson, J. B., & Szymanski, E. M. (1998). Philosophical, historic, and legislative aspects of the rehabilitation counseling profession. In R. M. Parker & E. M. Szymanski (Eds.), *Rehabilitation counseling: Basics and beyond* (3rd ed., pp. 1-40). Austin: PRO-ED.
- Szymanski, E. M. (1997). School to work transition: Ecological considerations for career development. In W. E. Martin & J. L. Swartz (Eds.), *Applied ecological psychology for schools within communities: Assessment and intervention* (pp. 167-185). Hillsdale, NJ: Erlbaum.
- Szymanski, E. M., Hershenson, D. B., Enright, M. S., & Ettinger, J. (1996). Career development theories, constructs, and research: Implications for people with disabilities. In E. M. Szymanski & R. M. Parker (Eds.), *Work and disability: Issues and strategies in career development and job placement* (pp. 79-126). Austin, TX: Pro-Ed.
- Szymanski, E. M., Ryan, C., Merz, M. A., Treviño, B., & Johnston-Rodriguez, S. (1996). Psychosocial and economic aspects of work: Implications for people with disabilities. In E. M. Szymanski & R. M. Parker (Eds.), *Work and disability: Issues and strategies in career development and job placement* (pp. 9-38). Austin, TX: Pro-Ed.
- Szymanski, E. M., Hershenson, D. B., Ettinger, J., & Enright, M. S. (1996). Career development interventions for people with disabilities. In E. M. Szymanski & R. M. Parker (Eds.), *Work and disability: Issues and strategies in career development and job placement* (pp. 255-276). Austin, TX: Pro-Ed.
- Szymanski, E. M., & Parker, R. M. (1996). Work and disability: An introduction. In E. M. Szymanski & R. M. Parker (Eds.), *Work and disability: Issues and strategies in career development and job placement* (pp. 1-8). Austin, TX: Pro-Ed.
- Szymanski, E. M., Johnston-Rodriguez, S., Heiss, D. A., & Heinrichs, M. (1995). Special education: Overview and relationship with rehabilitation. In A. E. Dell Orto & R. P. Marinelli (Eds.), *Encyclopedia of disability and rehabilitation* (pp. 681-688). New York: MacMillan.
- Davis, P. D., Hanley-Maxwell, C., & Szymanski, E. M. (1992). Supported employment. In W. C. Crimando & T. F. Riggat (Eds.), *Utilizing community resources: An overview of human services*. Orlando, FL: Paul M. Deutch.
- Hanley-Maxwell, C., & Szymanski, E. M. (1992). Transition and supported employment. In R. M. Parker & E. M. Szymanski (Eds.), *Rehabilitation counseling: Basics and beyond* (2nd ed., pp. 135-163). Austin: PRO-ED.

- Hershenson, D., & Szymanski, E. M. (1992). Career development of people with disabilities. In R. M. Parker & E. M. Szymanski (Eds.), *Rehabilitation counseling: Basics and beyond* (2nd ed., pp. 273-303). Austin: PRO-ED.
- Szymanski, E. M., Turner, K. D., & Hershenson, D. (1992). Career development of people with disabilities: Theoretical perspectives. In F. R. Rusch, L. DeStefano, J. Chadsey-Rusch, L. A. Phelps, & E. M. Szymanski (Eds.), *Transition from school to adult life: Models, linkages, and policy* (pp. 391-406). Sycamore, IL: Sycamore.
- Szymanski, E. M., Hanley-Maxwell, C., & Asselin, S. (1992). The vocational rehabilitation, special education, vocational education interface. In F. R. Rusch, L. DeStefano, J. Chadsey-Rusch, L. A. Phelps, & E. M. Szymanski (Eds.), *Transition from school to adult life: Models, linkages, and policy* (pp. 153-171). Sycamore, IL: Sycamore.
- Asselin, S., Hanley-Maxwell, C., & Szymanski, E. M. (1992). Transdisciplinary personnel preparation. In F. R. Rusch, L. DeStefano, J. Chadsey-Rusch, L. A. Phelps, & E. M. Szymanski (Eds.), *Transition from school to adult life: Models, linkages, and policy* (pp. 265-283). Sycamore, IL: Sycamore.
- Rusch, F. R., Szymanski, E. M., & Chadsey-Rusch, J. (1992). The emerging field of transition services. In F. R. Rusch, L. DeStefano, J. Chadsey-Rusch, L. A. Phelps, & E. M. Szymanski (Eds.), *Transition from school to adult life: Models, linkages, and policy* (pp. 5-16). Sycamore, IL: Sycamore.
- Szymanski, E. M., Hanley-Maxwell, C., & Parker, R. M. (1990). Transdisciplinary planning for supported employment. In F. R. Rusch (Ed.), *Supported employment: Models, methods, and issues* (pp. 199-214). Sycamore, IL: Sycamore.
- Szymanski, E. M., Hershenson, D. B., & Power, P. W. (1988). Enabling the family in supporting transition from school to work. In P. W. Power, A. Dell Orto, & M. B. Gibbons (Eds.), *Family interventions throughout chronic illness and disability* (pp. 216-233). NY: Springer.
- Szymanski, E. M., Buckley, J., Parent, W. S., Parker, R. M., & Westbrook, J. D., (1988). Rehabilitation counseling in supported employment: A conceptual model for service delivery and personnel preparation. In S. E. Rubin & N. M. Rubin, (Eds.), *Contemporary challenges to the rehabilitation counseling profession* (pp. 111-133). Baltimore: Brookes.
- Szymanski, E. M., Rubin, S. E., & Rubin, N. M. (1988). Contemporary challenges: An introduction. In S. E. Rubin & N. M. Rubin, (Eds.), *Contemporary challenges to the rehabilitation counseling profession* (pp. 1-14). Baltimore: Brookes.

Edited Books

- Parker, R. M., Szymanski, E. M., & Patterson, J. B. (Eds.). (2005). *Rehabilitation counseling: Basics and beyond* (4th ed.). Austin, TX: Pro-Ed.
- Szymanski, E. M., & Parker, R. M. (Eds.). (2003). *Work and disability: Issues and strategies in career development and job placement*. (2nd ed.). Austin, TX: Pro-Ed.
- Parker, R. M., & Szymanski, E. M. (Eds.). (1998). *Rehabilitation counseling: Basics and beyond* (3rd ed.). Austin, TX: PRO-ED.
- Szymanski, E. M., & Parker, R. M. (Eds.). (1996). *Work and disability: Issues and strategies in career development and job placement*. Austin, TX: Pro-Ed.
(Selected as finalist for the Kulp-Wright Book Award of the American Risk and Insurance Association.)

- Parker, R. M., & Szymanski, E. M. (Eds.). (1992). *Rehabilitation counseling: Basics and beyond* (2nd ed.). Austin, TX: PRO-ED.
- Rusch, F. R., DeStefano, L., Chadsey-Rusch, J., Phelps, L. A., & Szymanski, E. M. (Eds.). (1992). *Transition from school to adult life: Models, linkages, and policy*. Sycamore, IL: Sycamore.

Other Publications

- Szymanski, E. M. (2002). Make an investment in the future. (sidebar insert on the importance of teacher education to university presidents). *The Presidency*, 5(2), 32.
- Szymanski, E. M. (1998, November). Tips and tidbits for chairs conducting strategic planning. *Quality in Higher Education*, 7(11), 3, 8.
reprinted from:
Szymanski, E. M. (1998, May/June). Tips and tidbits for chairs conducting strategic planning. *The Planning and Improvement exChange*. University of Wisconsin-Madison.
- Szymanski, E. M. (1995, April). Methodologies and tools in disability research using participatory action research (PAR) strategies. Paper presented at "Forging Collaborative Partnerships in the Study of Disabilities: A NIDRR Conference on Participatory Action Research (PAR)". Washington, DC.
- Szymanski, E. M., Fernandez, D., Koch, L., & Merz, M. A. (1995). *Career planning: Preparing for placement*. Training Materials. Madison, WI: University of Wisconsin - Madison, Rehabilitation Research and Training Center on Career Development and Advancement.
- Szymanski, E. M. (1993). Research design and statistical design. [editorial]. *Rehabilitation Counseling Bulletin*, 36, 178-182.
- Szymanski, E. M., & Leahy, M. J. (1993). Rehabilitation counseling: Research and practice: Prologue. [editorial]. *Rehabilitation Counseling Bulletin*, 37, 67-70.
- Leahy, M. J., & Szymanski, E. M. (1993). Epilogue: Rehabilitation counseling credentialing. [editorial]. *Rehabilitation Counseling Bulletin*, 37, 197-200.
- Szymanski, E. M. (1993). Transition: Life-span, life-space considerations for empowerment. In P. Browning (Ed.), *Transition II in Alabama: A profile of commitment* (pp. 17-29). Auburn, AL: Program for Training and Development, Department of Rehabilitation and Special Education, Auburn University.
- Parker, R. M., & Szymanski, E. M. (1992). Fishing and error rate problem. [editorial]. *Rehabilitation Counseling Bulletin*, 36, 66-69.
- Szymanski, E. M., & Parker, R. M. (1992). Low statistical power: A blight on research [editorial]. *Rehabilitation Counseling Bulletin*, 36, 2-5.
- Patterson, J. B., & Szymanski, E. M. (1992). Rehabilitation counselors and rehabilitation agencies. In L. K. Jones (Ed.), *The encyclopedia of career change and work issues* (pp. 248-250). Phoenix: Oryx.
- Hanley-Maxwell, C., & Szymanski, E. M. (1989). Issues in supported employment [editorial]. *Journal of Applied Rehabilitation Counseling*, 20(3), 3.
- Szymanski, E. M., & Parker, R. M. (1987). Supported employment research: A commentary. *Rehabilitation Counseling Bulletin*, 31, 59-63.

Szymanski, E. M., Hanley-Maxwell, C., & Parker, R. M. (1987). *Supported employment and time-limited transitional employment service delivery: An introductory guide for rehabilitation professionals*. Offset. Department of Special Education, Career Planning Program, University of Texas at Austin.

Szymanski, E. M. (1985). Presidential address. Rehabilitation Counseling: A profession with a vision, an identity, and a future. *Rehabilitation Counseling Bulletin*, 29, 2-5.

Seely, D. W., & Szymanski, E. M. (1983). VORSE: Vocational rehabilitation as a bridge from school to work. In P. Busset (Ed.), *Proceedings: Delivery of services to deaf blind*. Region I, Center for Services to Deaf Blind Children, New York.

Szymanski, E. M., & Nowak, F. (1982). Because we can. *Inside Education*. New York State Education Department. Spring/Summer.

Research Support

- 10/93 - 9/96 Rehabilitation Research and Training Center on Career Development and Advancement. PI and Director of grant from the National Institute on Disability and Rehabilitation Research for three years at approximately \$1.2 M over 3 years. (Note: The priority under which the grant was funded was not re-competed.)
- 9/91-9/92 Grant from the Wisconsin Division of Vocational Rehabilitation. Co-director with Cheryl Hanley-Maxwell. This grant supported three project assistants who work under our supervision.
Approximately \$75,000/year
- 1/91 - 12/91 Recruitment and Retention of Effective, Qualified Rehabilitation Counselors in the Wisconsin Division of Vocational Rehabilitation: A Preliminary Study. La Follette Institute Grant.
\$8,000.
- 9/89-9/90 The Relationship of Rehabilitation Client Outcome to Rehabilitation Counselor Education in State Federal Vocational Rehabilitation Agencies, National Institute on Disability and Rehabilitation Research Grant No. H133C90067 to Research Associates of Syracuse. Primary author and PI.
\$49,600
- 4/90-8/91 Grant from Wisconsin Division of Vocational Rehabilitation to the Department of Continuing and Vocational Education. Director of Evaluation Research. This grant supported two doctoral project assistants.
Approximately \$18,000
- 5/89 Texas Consortium for Community Integration - A University Affiliated Program, Administration on Developmental Disabilities Grant to The University of Texas at Austin. Member of grant writing team and evaluation consultant.
\$200,000 federal and \$200,000 state funds per year for three years.

Other Grant Support

- 8/94 - 7/95 Research training grant from the Spencer Foundation to the School of Education. Primary author and director of grant that supported cohorts of three doctoral students per year for three years of training in educational research.
- 3/89 Long-Term Training Grant on Supported Employment, Rehabilitation Services Administration to University of Texas at Austin. Coauthor. \$127,532.00 per year for three years.
- 10/80 - 9/83 Grant from the Rehabilitation Services Administration to the University of the State of New York, the State Education Department, Office of Vocational Rehabilitation. *Cooperative vocational rehabilitation, vocational education and special education services to severely handicapped students in six central New York counties (VORSE)* RSA grant no. G008006411. Major Author and Project Coordinator. \$225,000 for three years.

TEACHING

Classroom Teaching

University of Wisconsin - Madison

- Fall 98, Spring 99 University Teaching Seminar (194-660).
Experimental, 1-credit offering co-taught for 7-15 doctoral students.
- Spring 90-99 Individuals with Disabilities: Advanced Research Methodology (194-985) approximately 9-12 doctoral students in Rehabilitation Psychology and Special Education.
- Spring 94-99 Advanced Research Methods in Educational Administration (305-825) approximately 11-38 doctoral students in Educational Administration and other disciplines. (*Note: The two courses, 194-985 and 305-825, met together.*)
- Summer 92-3, 97-8 Rehabilitation Psychology Research (194-700) approximately 15-30
Falls 90-94, 97-98 master's level students, both Rehabilitation Psychology and Special Education Majors.
- Fall 96 Six sessions of Professional Issues in Rehabilitation (194-938), doctoral seminar in Rehabilitation Psychology with 13 students.
- Fall 93 Foundations in Special Education and Clinical Practices (194-801; Special Education Doctoral Seminar). Taught 6 weeks of course to 18 doctoral students.
- Summer 92, 93 Transition Leadership Cadres
(305-502), Multidisciplinary groups of school and community agency personnel.
- Spring 93 Race, Ethnicity, and Disability
(194-660, 272-675, 310-920) Co-taught with Henry Trueba; 20 advanced graduate students from five different departments.

- Millington, M. J. (1993, July). RP. *The effect of the label of mental retardation upon selection concerns of manufacturing employers in the state of Wisconsin.*
- Ryan, C. R. (1996, April). RP. *Issues relating to work and disability in the African American community.*
- Schaller, J. L. (1991, September). RP. *The relationship between type of service agency and selected supported employment outcomes: An initial evaluation.*
- Swett, E. A. (1999, December). RP. *Measurement of the impacts on workforce participation of people receiving SSDI and SSI.*
- Treviño, B. (1996, April). RP. *The meaning of disability in the lives of migrant and seasonal farm workers with disabilities.*
- Tseng, C. (1992, May) RP. *The relationship of disability and life history to career indecision among college students.*
- Wenkman, J. (1994, April). RP. *The effect of work experience on career decisiveness of college students with disabilities.*
- Willmering, P. P. (1999, January). RP. *Journeys into forgiveness: Potential roles in adjustment to disability.*

Dissertation Committee Chairperson

- Bailey, B. R. (1994, March) SE. *An investigation of parental confidence and preferences for information and learning among parents of young children with dual sensory impairments relative to geographical considerations.*
- Cusick, G. M. (1990, May). RP. *A vocational outcome study of vocational rehabilitation clients with arthritis.*
- Schwarz, P. A. (1991, August). SE. *The effects of paid supervisors expectations on the employment outcomes of persons with intellectual disabilities in supported employment settings.*
- Udvari-Solner, A. (1990, July). SE. *Variables associated with the integration of individuals with intellectual disabilities in supported employment settings.*
- VanDeventer, P. (1992, August). SE. *The relationships of employer characteristics, agency characteristics, and consumer characteristics to supported employee retention.*

Dissertation Committee Member

- Ahmed, A. (1991, November). SE. *The effect of birth order on intellectual development of Housa children.*
- Alexander, K. (1996, August). EA. *An analysis of the federal direct student aid policy on public and private institutions of higher education.*
- Bakkum, C. (1999, December). EA. *Developing good working relationships between provosts and academic deans: A grounded theory.*
- Balisteri-Clarke, M. R. (1996, April). EA. *Patterns of student success in college: A life task analysis.*
- Barr, R. (1998, May). SE. *The relationship between self-concept and perceived family functioning among adolescent females with and without emotional disabilities.*
- Bramsford, K. (1991, June). RP. *Job satisfaction of rehabilitation professionals in the private sector.*

- Brost, P. (1998, April). EA. *Inclusion of high performance features in shared decision making structures: A comparative analysis of five Wisconsin high schools.*
- Bukowski, B. J. (1995, May). EA. *Influences in student college choice for minority and non-minority athletes at a division III institution.*
- Caldeira, L. (1990, July). RP. *Employee assistance programs: Identification of practitioner's competencies.*
- Celikten, M. (1998, March). EA. *The instructional leadership tasks of high school assistant principals and factors that enhance or inhibit the enactment of these tasks.*
- Clark, M. (1992, July). SE. *Perceived acceptability of behavior interventions in supported employment: A comparison of employers and job coaches.*
- Collett-Klingenberg, L. (1996, November). SE. *The reality of best practices in transition.*
- Davis, G. A. (1996, August). EA. *General education innovation in the Wisconsin Technical College System: An application and analysis of diffusion theory.*
- Dow, E. A. (1995, December). CP. *A comparative evaluation of discriminant analysis and the universal process model in counseling psychology.*
- Dunlap, L. J. (1999, July). RP. *Perceived training needs of rehabilitation counselors in the area of mild traumatic brain injury.*
- Echeverria, J. (1997, June). CP. *Woman's support systems and mental health in the highlands of Olancho Honduras.*
- Fischer, T. A. (1997, November). SE. *A content analysis of U.S. mathematics textbooks 1966-1996 from a special education perspective.*
- Fitzpatrick, J. E. (1999, March). EA. *Do ethics matter in school administration?*
- Garey, M. E. (1992, November). SE. *The effects of training in coping with aggressive clients on clinicians' cognitive strategies.*
- Ghobary, B. (1991, December). SE. *Differential impact of labeling, descriptions, and case illustrations on attitudes of university students towards children with disabilities and their mainstreaming.*
- Goran, S. (1996, April). EA. *The relationship among individual needs, organizational expectations, and interpersonal competency as they affect early and late career managers in the Wisconsin Technical School System.*
- Gottinger, J. (May, 1999). EA. *How structural and cultural features of high schools influence parent involvement programs.*
- Gottinger, J. C. (May, 1999). EA. *A study of candidates' college grade point average, extra-curricular experience, and field based experience as criteria in the teacher selection process.*
- Green, M. R. (1996, January). EA. *Perceptions of stakeholders that influence decision making involved in special education placements in the public school system.*
- Hall, K. L. (1995, July). EA. *Dealing with the incompetent teacher or the dance of the lemons.*
- Hebert, F. (1999, April). EA. *Voices of excellence: Teaching in higher education.*
- Heiss, D. A. (1994, July). SE. *A school community's perceptions of inclusive education.*
- Hewitt, G. J. (May, 1999). EA. *Faculty attitudes towards graduate student collective bargaining.*
- Hilleshiem-Setz, P. (1998, July). EA. *Attributes of teachers teaching in interdisciplinary courses in rural secondary schools.*

- Holub, T.M. (1994, May). CAVE. *Self-determination for youth with mild disabilities: The development of a grounded theory.*
- Howland, C. W. (1992, December). SE. *Time-series evaluation of nursing home reform (OBRA, 1987): Antipsychotics and other psychotropic medications prescribed in a Wisconsin ICF/MR to adult clients who have severe/profound developmental disabilities.*
- Hussein, J. H. (1992, December). SE. *The impact of child's gender, level of mental ability and parents' role on parents' stress levels in Jordan.*
- Jorgensen, J. (1995, August). SE. *The effects of integrating students with severe intellectual disabilities in general education classrooms on the engaged learning of nondisabled students.*
- Jung, J. (1997, May). SE. *The differential effects of mathematics instruction on the achievement of students of varying performance levels.*
- Knox, K. (1998, July). EA. *The performance of youth apprentices in postsecondary education.*
- Knight, T. M. (1999, July). SE. *Portraits of successful college students with disabilities.*
- Koch, L. (1996, August). RP. *The preferences and anticipations of vocational rehabilitation applicants: An exploratory study.*
- Lichte, M. (1998, December). EA. *The effects of student mobility, income, and parent status on student achievement.*
- Loy, M. (1999, April). EA. *Effectiveness of camp intervention for bereaved children.*
- Machkovitz, S. (1993, April). RP. *Predictors of success in treatment and aftercare phases of an earned release intensive treatment program for adjudicated youth.*
- Matkoski, K. M. (1995, July). CP. *The relationship between family characteristics and the diagnosis of conduct disorder.*
- Majure, L. A. (1994, May). SE. *First person accounts by non-verbal persons with autism using facilitated communication.*
- Mansavage, N. (1998, May). RP. *Using self-concepts of hostility, hopelessness, and humor to discriminate between incarcerated and nonincarcerated adolescents.*
- McReynolds, C. J. (1998, August). RP. *A qualitative study: Human immunodeficiency virus (HIV): The psychological and physiological impact of HIV symptomatology in employment settings.*
- Miller, S. (1996, February). CD. *Performance variability with successive practice on a working memory span task in normally aging adults.*
- Mosca, F. (1996, May). SE. *Program characteristics and perceptions in a special education program for students with emotional and behavior disorders.*
- Moss, S. L. (1997, February). EA. *Title IX gender equity in intercollegiate athletics: The real cost of compliance*
- Mustan, T. (1998, July). EA. *A research proposal on the validation of the engagement theory.*
- Nania, K. (1993, April). RP. *Analysis of the inventory of common problems.*
- Nelson, D. (1999, December). EA. *The institutional perspective on effective policy making in a multi-campus state university system: A case study of the distance education policies in the University of Wisconsin System.*
- Owens-Johnson, L. (1997, April). SE. *Employer views on job development strategies for marketing supported employment.*

- Perron, J (1992, May). RP. *The relationship of aggression and conduct disorders to affective states.*
- Peterson, D. B. (1996, August). RP. *Cognitive complexity and personality traits as factors influencing clinical problem-solving behavior in computer simulation performance.*
- Pizzaro, G. (1998, December). EA. *The implementation of TRIO programs in three different university and campus cultures.*
- Pogoloff, S. M. (1997, June). SE. *Teacher relationships: Personal connections with parents and students.*
- Pribbenow, C. M. (1999, December). EA. *The challenges and risks of educational reform: Lessons from the Wisconsin Competency-Based Admissions Policy Initiative.*
- Radomski, N. (1996, May). EA. *Balancing contradictions: The application and relationship between the SCOAPP campus master planning process and the University of Wisconsin - Madison governance system.*
- Ramirez, R. (1997, May). CP. *The relationship between acculturation, ethnic identity, and self-esteem of midwest Mexican American university students.*
- Richardson, K. M. (1999, May). EA. *Leveraged learning: Using training function deployment.*
- Rosenthal, D. (1993, August). RP. *Perceptions of African-American versus White clients by rehabilitation counselors in training: A study of stereotypes in clinical judgement.*
- Russell, L. K. (1998, July). EA. *Role conflict and role ambiguity related to the responsibilities of curriculum and instruction directors in Wisconsin public schools.*
- Sabin, L. A. (1993, July). SE. *The interrelationship between family dynamics and the use of facilitated communication.*
- Schmitz, W. (1997, August). Eng. *Emotional job demands and musculoskeletal discomforts.*
- Schraeder, J. (1993, May). SE. *The relationship among prereferral intervention, postreferral intervention, adherence to definition, and demographic variables in the identification and special education placement of students who are seriously emotionally disturbed: A retrospective study.*
- Scribner, J. P. (1997, June). EA. *Exploring the relationship between teacher work and professional development in three urban high schools.*
- Seitz, M. A. (1995, November). EA. *An exploratory study of rural and urban interagency collaboration: School-based support services and their impact on students.*
- Sesalem, K. S. (1991, April). SE. *The relationship between locus of control and challenging behaviors for deinstitutionalized persons with mental retardation.*
- Smith, S. (1997, May). C&I. *Dangerous and disruptive ladies: Transforming the aesthetic and political constructions of girls' and women's disablement through the visual arts.*
- Sohn, H. (1997, December). EA. *Principal's behaviors and attitudes regarding Deming's 14-point quality improvement philosophy and student achievement.*
- Sosalla, J. E. (1997, May). EA. *The role of literacy in interagency collaboration: A rural/urban comparative case study.*
- Steffens, S. P. (1996, August). SE. *The relationship among CEC national competencies, state certification standards, and program requirements from university preparation programs for noncategorical certification working with students with mild disabilities.*
- Strauser, D. (1995, August). RP. *Development of the Job-Seeking Self-Efficacy Scale.*

- Stuart, S. (1999, March). SE. *Career development for female adolescents with emotional disabilities.*
- Temple, J. B. (1997, May). SE. *"Where two or more are gathered": An examination of four teachers' beliefs and practices about inclusive schooling.*
- Thewphaingarm, N. (1998, May). EA. *Organizational management of international programs in Thai private universities.*
- Thompson, D. L. (1990, July). RP. *A vocational rehabilitation outcome study of clients with alcoholism or other drug abuse.*
- Thompson, V. C. (1998, December). RP. *Measurement of cultural behaviors and attitudes effecting vocational rehabilitation.*
- Tuchman-Ginsberg, L. (1996, November). SE. *An investigation of early intervention service coordination: Wisconsin service coordinators' perceptions of the job.*
- Tychsen, A. (1999, March). EA. *Examining how school resources can be reallocated to support school reform goals.*
- Wheaton, J. (1992, May). RP. *The caseload management practices of state/federal vocational rehabilitation counselors.*
- Wheeler, J. (1990, May). SE. *The effects of educational background and population served on the perceived training needs of employment training specialists in supported employment.*
- Whitney-Thomas, J. (1994, August). SE. *Parents' perceptions of their child's transition from high school to adult life.*
- Wiegman, S. (1993, May). RP. *Health locus of control and rehabilitation outcome for participants in a return-to-work program.*
- Wilbur, M. (1990, March). SE. *Consultant teachers in special education.*
- Wondrasch, N. C. (1992, December). EA. *Outcome-based education effects on math attitudes.*

Presentations

- 4/05 "Rehabilitation Education: The Next 50 Years". The Guy Renzaglia Lecture. Rehabilitation Institute. Southern Illinois University. Carbondale, IL.
- 2/05 "The Role of Philanthropy in Supporting Teacher Education and Professional Development". Panel participant at American Council of Colleges of Teacher Education. Washington, DC.
- 2/02 "Marketing Your School, College, or Department of Education". Pre-conference workshop at the annual conference of the American Council of Colleges of Teacher Education. New York, NY.
- 9/01 "Collaboration: Arts and Sciences with Education". AAU/AAAS Conference. Cambridge, MA.
- 4/01 "Critical Collaboration with Arts and Sciences: UM-College Park Journey". 2001 Praxis Client Meeting. Educational Testing Service. Princeton, NJ.
- 3/98 "The Career Resilience Portfolio: A Prevention Approach". Keynote presentation at Students at Risk: The Role of the Professional in the Year 2000. Buffalo, NY.
- 3/98 "A Research Toolbox for the 21st Century". At National Council on Rehabilitation Education Professional Development Conference. Vancouver, Washington.

- 3/98 "Changes in the World of Work and Strategies for Successful Employment of Persons with Disabilities: Considering the Implications of the CORE curriculum from a Comprehensive Perspective". Panel participant at National Council on Rehabilitation Education Professional Development Conference. Vancouver, Washington.
- 3/98 "The Changing Labor Market: Implications for Rehabilitation Counseling Practice in Career Development and Job Placement". At Bridging the Millennia: Rehabilitation Counseling in a New Era. Fifteenth Annual Professional Development Symposium of the Alliance for Rehabilitation Counseling (NRCA/ARCA). Vancouver, Washington.
- 3/98 "Preparing for CORE Accreditation". Presented with Horace Sawyer at Bridging the Millennia: Rehabilitation Counseling in a New Era. Fifteenth Annual Professional Development Symposium of the Alliance for Rehabilitation Counseling (NRCA/ARCA). Vancouver, Washington.
- 6/97 "Career development and disability: Implications for teachers and parents". At Perspectives in Education: A Breakfast Series for Teachers and School of Education Alumni and Friends. University of Wisconsin - Madison.
- 6/97 "Employment and Career Development in the Labor Market: Past, Present, and Future". Keynote Address at Effective Employment Strategies for Individuals with Disabilities: A Bi-Regional Effort (RRCEP 1 & 2). Albany, NY.
- 3/97 "The Relationship of Counselor Education to Client Outcome in Public Rehabilitation, and Human Resource Development Needs. (two research based presentations). At the 1997 RSA/NCRE/CSAVR Annual Conference. Washington, DC.
- 5/96 "Career Development and Transition". Keynote address at RCEP II Conference, Clarifying Expectations in Transition. State University of New York at Buffalo.
- 3/96 "Career Development: New Developments, Materials, and Training Activities". Presented with Diane Fernandez and Lynn Koch as a preconference training for the 1996 NCRE/RSA/CSAVR Conference. Washington, DC.
- 3/96 "Writing for Publication". Presented with Paul Leung and Anita Leal-Idrogo as a preconference training for the 1996 NCRE/RSA/CSAVR Conference. Washington, DC.
- 1/96 "Enhancing Career Development for People with Physical Disabilities: Theory and Practice". Presented with Lynn Koch and Mary Enright at the 1996 Careers Conference. Madison, WI.
- 1/96 "Career Development and Transition". One day workshop for teachers, related services professionals, and agency personnel associated with the Helena School District. Presented with Sarah Johnston-Rodriguez.
- 10/95 "Career Development: Planning for Placement". Eight hour workshop presented for nine of ten RCEP regions with Diane Fernandez, Lynn Koch, and Mary Ann Merz. Chicago, IL.
- 9/95 "Career Development and Transition". Full day workshop presented at the Fall Conference on Transition, Montana Center. Billings, Montana.

- 6/95 "Methodologies and Tools in Disability Research Using Participatory Action Research (PAR) Strategies". Paper presented at the annual conference of the Society for Disability Studies. Oakland, CA.
- 5/95 "Career Development and Disability: What We Know and What We Don't Know". Presented with James Schaller and Beatriz Treviño at the Annual Convention of the President's Committee for Employment of People with Disabilities. Portland, OR.
- 5/95 "Employment-Related Services for People with Disabilities: Contributions of NIDRR's Research and Training Centers". Panel presentation with five other centers at the Annual Convention of the President's Committee for Employment of People with Disabilities. Portland, OR.
- 4/95 "Methodologies and Tools in Disability Research Using Participatory Action Research (PAR) Strategies". Paper presented at *Forging Collaborative Partnerships in the Study of Disabilities: A NIDRR Conference on Participatory Action Research (PAR)*. Washington, DC
- 3/95 "Transition: A Lifespan, Lifespace Approach". Keynote address at Achieving the Vision: Utah Transition Conference. Salt Lake City, UT.
- 3/95 "Transition: Tips and Techniques for Rehabilitation Counselors" Workshop presentation with Ray Nelson at Achieving the Vision: Utah Transition Conference. Salt Lake City, UT.
- 3/95 "Transition: A Lifespan, Lifespace Approach". Keynote address at Iowa Transition (VR/RSDS) Conference. Des Moines, IA.
- 3/95 "Common Ground - Schools and Vocational Rehabilitation". Workshop presentation at Iowa Transition (VR/RSDS) Conference. Des Moines, IA.
- 2/95 "Transition: A Lifespan, Lifespace Approach". Presented at the Careers Conference. Madison, WI.
- 9/94 "Transition: A Lifespan, Lifespace Approach". Presented at *At Ease with Collaboration*, a regional conference cosponsored by the Georgia Department of Education, The Georgia Department of Human Services, Rehabilitation Services Division, and others. Jeckyll Island, GA.
- 9/94 "Finding Common Ground: Schools and Vocational Rehabilitation". Presented at the 1994 Midwest Transition Conference. Milwaukee, WI.
- 4/94 "Counseling Research: Myths, Metaphors, and Magic", and "Designing and Writing Research". A full day pre-convention workshop sponsored by the Counseling and Human Development Foundation at the American Counseling Association (formerly the American Association for Counseling and Development) Annual Convention, Minneapolis, MN.
- 4/94 "Career Development and Transition". Down Syndrome Conference. Madison, WI.
- 1/94 "Work and Disability: Issues and Strategies for Counseling, Rehabilitation, and Education". Presented at the 1994 Wisconsin Careers Conference, Madison, WI.

- 12/93 "Transition: A Life-Span, Life-Space Approach to Empowerment". Keynote address at the Transition Training and Bidders Conferences sponsored by the Department of Public Instruction - Division of Handicapped Children & Pupil Services, the Department of Health and Human Services - Division of Vocational Rehabilitation, and the Wisconsin Council on Developmental Disabilities. Wisconsin Dells, WI.
- 9/93 "Transition: A Life-Span Interdisciplinary Approach". Keynote address at the First Annual Division for Exceptional Students and Division of Rehabilitation Services Conference, Gainesville, GA.
- 9/93 "Transition to Adulthood". Presented at Comprehensive Programming for Children with Disabilities. UW - Madison Department of Rehabilitation Medicine.
- 5/93 "School to Work Transition: An interdisciplinary approach leading to student empowerment". Presented with S. Asselin, C. Hanley-Maxwell, and G. Meers at the Annual Convention of the President's Committee on Employment of People with Disabilities.
- 3/93 "Counseling Effectiveness Research." A pre-convention workshop sponsored by the Counseling and Human Development Foundation presented with G. Smith, P. Perrone, R. M. Parker, S. Mosely-Howard, and P. Bowman at the American Counseling Association (formerly the American Association for Counseling and Development) Annual Convention, Atlanta, GA.
- 3/93 "Validation of Standards for Preparation and Practice in Rehabilitation Counseling". Presented with D. Linkowski, R. Thoreson, M. Leahy, and E. Diamond at the American Counseling Association Annual Convention, Atlanta, GA.
- 3/93 "In-Service Training for Reviewing Grants and Journal Articles in Areas of Research." Presented with E. H. Robinson and R. M. Parker at the American Counseling Association Annual Convention, Atlanta, GA.
- 1/93 "A Life Span - Life Space Approach to Career Development for Persons with Disabilities: Considerations for School to Work Transition." Presented at the 1993 Wisconsin Careers Conference, Madison, WI.
- 9/92 "Research on Education in Vocational Rehabilitation." Presented at the 22nd National Conference of the Canadian Association of Rehabilitation Personnel, Ottawa, Canada.
- 6/92 "Principles of Intervention for Consumer Empowerment." Presented at the Third Institute on Supported Employment, The University of Texas at Austin.
- 4/92 "Transition: Life-span, life-space considerations for empowerment". Keynote address at Transitions II in Alabama. Second Statewide Conference Co-Sponsored by Division of Special Education Services; Division of Rehabilitation Services; Division of Vocational Education; and Department of Rehabilitation and Special Education, Auburn University, Auburn, AL.
- 4/92 "Three Musketeers in Transition: The Interface between Special Education, Vocational Education, and Vocational Rehabilitation." Presented with S. Asselin and C. Hanley-Maxwell at the Council for Exceptional Children Annual Convention, Baltimore, MD.

- 3/92 "Research and Reason in the Search for Excellence: Paradigms, Perils, and Pearls." Presented with E. H. Robinson and M. M. Danek at the American Association for Counseling and Development Annual Convention, Baltimore, MD.
- 3/92 "Excellence through Research of Core Standards, Accreditation Process, and CRCC Examination". Presented with D. Linkowski, R. Thoreson, and M. Leahy at the American Association for Counseling and Development Annual Convention, Baltimore, MD.
- 3/92 "Collaborative and Individual Roles of Rehabilitation Counselors and Special Educators in the Transition Process". Presented with Cheryl Hanley-Maxwell at CESA 11 Conference, New Richmond, WI.
- 11/91 "Counselor Qualifications and Rehabilitation Outcomes in State Vocational Rehabilitation Agencies: Research and Implications." Presented with R. Parker and M. Danek at the National Rehabilitation Association Annual Meeting, Louisville, KY.
- 11/91 "Doctoral Training in Rehabilitation: An Opportunity for Professional Rehabilitation Counselors." Presented with R. Parker, J. Schaller, and A. Sales at the National Rehabilitation Association Annual Meeting, Louisville, KY.
- 11/91 "The Peer Review Process and Professional Journals." Presented with P. Leung, C. Geist, and M. Danek at the National Rehabilitation Association Annual Meeting, Louisville, KY.
- 9/91 "Measuring Evaluation Outcomes." Texas Consortium for Developmental Disabilities, The University of Texas at Austin.
- 6/91 "Supported Employment: Current Trends and Issues." Presented at the Second Institute on Supported Employment, The University of Texas at Austin.
- 5/91 "The Connection between Special Education and Rehabilitation." Presented at the Wisconsin Council on Developmental Disabilities Conference on Transition from School to Community.
- 5/91 "Rehabilitation Counselors as Transition Resources." Presented at the Wisconsin Council on Developmental Disabilities Conference on Transition from School to Community.
- 11/90 "Rehabilitation Program Evaluation Research: Managers and Policy Makers Beware!" Presented with R. Parker, National Rehabilitation Administration Association, Minneapolis, MN.
- 5/90 "Threats to the Validity of Supported Employment research: Perils and Pitfalls for Policy Makers and Planners". Presented at the Annual Meeting of the President's Committee on Employment of People with Disabilities, Washington, DC.
- 3/90 "The Complexity of Research on the Relationship between Rehabilitation Counselor Education and Rehabilitation Client Outcome". Presented with R. Parker at the American Association for Counseling and Development Annual Convention, Cincinnati, OH.
- 3/90 "Counseling Persons with Disabilities: Transdisciplinary Issues". Skills building workshop presented with T. Hohenshil, C. Humes, T. Hosie, and J. Patterson at the American Association for Counseling and Development Annual Convention, Cincinnati, OH.

- 4/89 "Rehabilitation Counseling in Supported Employment". Presented with S. Bender, RRTC Fifth Annual National Symposium on Supported Employment, Virginia Beach, VA.
- 2/89 "Avoiding the Alligator Pit: Planning for Transition." Presented with C. Dunn, Twelfth Annual Conference on Behavior Disorders, Austin, TX.
- 11/88 "Ecological Assessment in Supported Employment." Presented with R. Parker, National Rehabilitation Association, Reno, NV.
- 10/88 "Transition for Adolescents with Learning Disabilities: The Ecological Approach Revisited." Presented with C. Dunn and J. L. Wiederholt, Tenth International Conference on Learning Disabilities, Louisville, KY.
- 2/88 "Core Features and Quality Dimensions of Supported Employment." Presented with C. Hanley-Maxwell, RSA Region VII Forum on Supported Employment, Kansas City, MO.
- 2/88 "Core Features and Quality Dimensions of Supported Employment." Presented with C. Hanley-Maxwell, RSA Region V Forum on Supported Employment, Chicago, IL.
- 2/88 "Overcoming Financial Barriers to Employment - Advocacy Revisited." Presented with S. Griffen, NRCA Midwinter Symposium, Denver, CO.
- 2/88 "The Role of the Rehabilitation Counselor in Supported Employment and Time-Limited Transitional Employment Services." Presented with S. Griffen, NRCA Midwinter Symposium, Denver, CO.
- 4/85 "Role of the rehabilitation counselor in providing vocational training and employment services to young adults with mental retardation". Presented with E. Truchon at The RRTC Second Annual Symposium: Supported Employment for Citizens who are Mentally Retarded", Virginia Beach, VA.
- 2/85 "VORSE: A Cooperative Program for School to Work Transition of Students with Disabilities". Presented with W. Seely and P. Jones-Strong at the Council for Exceptional Children/Northeast Regional Resource Center National Conference on Secondary, Transitional, and Postsecondary Education for Exceptional Youth, Boston, MA.
- 10/84 "Developing a Pilot Project". National Conference on Cooperative Programs for Transition from School to Work. Harold Russel Associates and the Office of Special Education and Rehabilitative Services, U.S. Department of Education, Washington, DC.
- 8/84 "Summer Work Experience: A Component in the Vocational Preparation of Adolescents with Disabling Conditions". Presented with R. Switzer at the National Rehabilitation Association Annual Convention, Atlanta, GA.
- 5/83 "Prevocational and Vocational Planning and Implementation". Presented with W. Seely at the Mid-Atlantic and North Caribbean Regional Conference on Delivery of Services to Deaf-Blind, New York, NY.

Provision of Inservice Training

- 9/98 "Ethical Dilemmas of Supported Employment and Job Stress". Presentation at the Supported Employment High Impact Grant Conference. Madison, WI.

- 4/97 "Career Development and School to Work Transition". Three-day training program, provided through on site and video conference, for the US Virgin Islands, through Region II Continuing Rehabilitation Education Program, State University of NY at Buffalo, presented in St. Thomas, USVI.
- 2-3/97 "Research Design". Four-day overview for the National Institute on Disability and Rehabilitation Research, Washington, DC.
- 5/96 "Career Development: Planning for Placement". Two-day program presented with Region V Regional Continuing Education Program at Southern Illinois University for the Cleveland Area State Vocational Rehabilitation Agency Counselors.
- 2/96 "Career Development: Planning for Placement". Presented for Region III Regional Rehabilitation Continuing Education Program at George Washington University.
- 11/94, & 1/95 "Career Oriented Placement". Part 1 of "Current Issues in Placement", Region II Continuing Rehabilitation Education Program, State University of NY at Buffalo, presented in New York City.
- 3/94 "Transition: A Life Span, Life-Space Approach to Empowerment". Inservice training for CESA 1 Transition Project.
- 1/94 "Transition: A Life Span, Life-Space Approach to Empowerment". Inservice training for the Memorial attendance area of the Madison Metropolitan School District.
- 8/93 "Power Relations, Professionalism, and Empowerment". Pennsylvania Office of Vocational Rehabilitation. One-day session for counselors in the Erie District Office.
- 8/93 "Career Counseling and Job Placement". Pennsylvania Office of Vocational Rehabilitation. Two-day sessions of counselors in two district offices, Erie and Philadelphia.
- 6/91 "Supported Employment: Current Trends and Issues". Presented at The University of Texas at Austin, Second Institute on Supported Employment.
- 8/90 "Setting the Supported Employment Agenda for the 1990s". Regional Training Workshop, Supported Employment Long-term Training Program, University of Illinois, Champaign-Urbana (workshop held in Chicago, IL).
- 3/90 "School to Work Transition": Disability Policy Seminar Series. University of Arkansas, Fayetteville.
- 10/87 Training session in supported employment concepts for counselors of the Colorado Department of Rehabilitation.
- 7/87 "Supported Employment in Vocational Rehabilitation". Presented with C. Hanley-Maxwell and R. Parker for the New York State Office of Vocational Rehabilitation.
- 10/84 "School to Work Transition: Model Programs". Presented with C. Hostetter for the Florida Department of Health and Rehabilitative Services.
- 80-86 Provision of regular inservice training as part employment as a senior vocational rehabilitation counselor (unit supervisor) for the New York State Office of Vocational Rehabilitation.

Institute on Rehabilitation Issues

The Institute on Rehabilitation Issues (IRI) is sponsored by the U. S. Department of Education, Office of Special Education and Rehabilitative Services to *develop training materials* for state vocational rehabilitation personnel. The program is administered through universities. A group of 10-15 administrators, practitioners, and educators (a prime study group) are selected from national nominations. This group works toward common ground and jointly prepares a training document that is distributed nationally to state vocational rehabilitation personnel and presented at an annual IRI conference.

- 1999 Prime study group member. *Improving Employment Outcomes Through VR Counselors Who Meet the CSPD Requirements*. Arkansas Rehabilitation Continuing Education Program. 25th IRI. (The CSPD is the Comprehensive System of Personnel Development, which requires states to plan to hire new and train current personnel to meet established minimum standards. These standards were influenced by my research.)
- 1985 Prime study group member. *Supported Employment*. Arkansas Rehabilitation Research and Training Center. Twelfth IRI.
- 1984 Prime study group member and editorial committee member. *Continuum of Services: Transition from School to Work*. Rehabilitation Research and Training Center, University of Wisconsin - Stout. Eleventh IRI.
- 1980 Prime study group member. *Strategies and Options for Change: A Guide for Rehabilitation Counselors*. Rehabilitation Research and Training Center, West Virginia University. Seventh IRI.

SELECTED SERVICE

University Related Service - Maryland

Campus

- 9/99 – 6/06 Co-chair, University of Maryland – College Park K-16 Faculty Collaboration Committee
- 6/05 – 6/06 Chair, Subcommittee on Standard 13 for Middle States Self Study.
- 1/05 – 6/06 Member, IT Council
- 12/03 – 6/06 Member, Provost's Steering Committee for the Provost's Commission on Learning Outcomes Assessment
- 8/03 – 6/06 Member, Advisory Committee, Office of Human Relations Programs
- 10/00 – 6/06 Ex-officio Board Member, University of Maryland College Park Foundation
- 9/99 – 6/06 Member, Campus K-16 Council.
- 10/03 – 6/04 Member, President's Task Force on Academic Incentives, Efficiencies, and Effectiveness
- 9/04 – 11/04 Chair, Search Committee for Associate Provost for Academic Planning and Programs
- 9/03 – 3/04 Chair, Search Committee for Associate Provost and Dean of Undergraduate Education.
- 10/03 – 5/04 Member, Provost's Taskforce on the CORE Human Cultural Diversity Requirement
- 9/01 – 5/03 Member, Campus Academic Planning Advisory Committee

9/01 – 5/02 Member, Campus Graduate Council.
7/01 - 8/01 University Marketing Task Force
8/00--3/01 Member, Provost's Ad Hoc Committee on Ways to Evaluate Budget and Staffing for Units
8/99 – 5/00 Member, Continuous Quality Improvement (CQI) Council

State and National

2/04 – 6/06 Co-Founder and Co-Chair of LEARN Coalition, a Legislative Advocacy Group.
4/03 – 6/06 Member, AAU Education Deans' Group Planning Committee; Lead Convener of First Annual Meeting in 11/03.
12/02 – 7/03 Public education dean representative on Maryland Associate of Arts in Teaching Oversight Committee
6/01 – 6/03 Member, Achievement Initiative for Maryland Minority Students (AIMMS) Steering Committee (advisory to Maryland State Department of Education)
1/03 – 5/03 Public University Co-Convener of Maryland public and private four year education deans' group
1/02 – 12/02 Member, Prince George's County Public Schools Minority Achievement Task Force
9/99 – 12/02 Co-chair, Maryland K-16 Deans-Superintendents Committee
6/01 - 9/01 Member, Maryland State Department of Education Visionary Panel Teacher Quality Task Group
8/99 – 5/00 Member, Maryland State Department of Education Professional Development Advisory Committee

University Related Service – Wisconsin

University

1/95 – 5/99 Chairperson, Committee on Disability Access and Accommodation
9/96 – 5/99 Chairperson, Committee on Retirement Issues
12/95 – 5/99 Member, ADA Compliance Task Force
9/96 – 5/99 Member, Disability Accommodation Advisory Committee
12/97 – 5/99 Member, Social Studies Fellowships Committee
12/97 – 5/99 Member, UW System President's Advisory Committee on Disability Issues
7/98 – 5/99 Member, Executive Committee, Teaching Academy
7/97 – 5/98 Member, Pre-College Programs Working Group
4/93 – 5/97 Member, Advisory Committee for the Equity and Diversity Resource Center (formerly the Office of Affirmative Action and Compliance)
11/97 - 3/98 Madison campus representative to UW System Undergraduate Teaching Improvement Grant Review Committee
9/95 - 5/97 Member, Arts Consortium
9/95 - 5/96 Chairperson, Ad Hoc Committee on Performing Arts Collaboration
9/94 - 5/95 Member, Implementation Committee for Undergraduate Education Communications Requirement.

9/94 - 5/95 Member, Assessment Council
4/93 - 5/94 Chairperson, Ad Hoc Committee on Access and Accommodation in Instruction for Students with Disabilities
12/92 - 5/94 Member, ADA Work Group
10/93 - 5/94 Member, Committee on Academic Advising
10/92 - 5/94 Member, Committee on Undergraduate Education
11/90 - 6/93 Member, Disability Action Committee
1/90 - 5/92 Alternate Senator to Faculty Senate

School of Education

9/93 – 5/99 Member, Academic Planning Council
9/93 – 5/99 Member, Administrative Council
9/97 – 5/99 Member, Dance Program Executive Committee
9/92 - 5/95 Member, Information and Technology Committee
9/94 - 5/95 Chairperson, Programs Committee.
9/92 - 8/93 Chairperson, Dean's Ad Hoc Task Force on Access and Accommodation
8/91 - 6/92 Chairperson, Information and Technology Committee
10/91 - 6/92 Member, Instructional Materials Development Center Advisory Committee

Selected Professional Service

Editorial Activities

7/00 – 6/06 Editorial Board Member, *Rehabilitation Counseling Bulletin*
1/94 - 6/00 Co-Editor; *Rehabilitation Counseling Bulletin*
7/91 – 6/99 Editorial Board Member; *Journal of Rehabilitation*.
5/90 – 7/99 Editorial Board Member; *Journal of Vocational Rehabilitation*.
1/89 – 5/95 Consulting Editor; *Career Development for Exceptional Individuals*.
9/91 - 12/93 Associate Editor; *Rehabilitation Counseling Bulletin*
7/89 - 8/91 Editorial Board Member; *Rehabilitation Counseling Bulletin*.
9/88 - 6/89 Consulting Reviewer; *Rehabilitation Counseling Bulletin*
1/89 - 6/91 Associate Editorial Board Member; *Journal of Rehabilitation*.
4/80 - 4/91 Editorial Board Member; *Journal of Applied Rehabilitation Counseling*.

Selected Offices in National Organizations

Council on Rehabilitation Education (Specialized Accrediting Body)

7/93 - 7/95 Vice-President

7/90 – 6/99 Chairperson; Research Committee

Commission on Rehabilitation Counselor Certification (Professional Certifying Body)

7/89 - 6/91 Chairperson; Research Committee.

American Counseling Association

7/94 - 7/95 Co-chair; Research and Knowledge Committee

7/92 - 6/94 Chairperson; Research and Knowledge Committee

American Rehabilitation Counseling Association (ARCA)

7/85 - 6/86 President

7/84 - 6/85 President Elect
7/80 - 6/84 Treasurer
7/78 - 6/85 Chairperson; Special Education Committee

National Council on Rehabilitation Education

1/95 – 7/99 Chairperson; Research Committee.

Selected Recent Consultations

3/06 Member, Site Review Team for Middle States Accreditation Visit.
8/04 Chair, Consultant Team, Southern Illinois University, charged with reviewing social science, arts, and humanities units.
12/03 Chair, External Evaluation Team, University of Georgia, College of Education; charged with evaluating proposed organizational structure.
00 and -02 Participant in National Institute on Disability and Rehabilitation Research (NIDRR) program evaluation process.
1/90 – 5/99 Consultant to the Wisconsin Division of Vocational Rehabilitation on various projects and activities.
1/98 – 5/99 Member, National Institute on Disability and Rehabilitation Research (NIDRR) Knowledge Building Program Steering Committee.
1/96 Consultation with Helena, MT Public Schools to facilitate transition plan development.

Revision Date: 8/08