

**ACADEMIC VITA OF
CYNTHIA PELLOCK, Ph.D.**

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PROFESSIONAL EXPERIENCE

The Pennsylvania State University, University Park, PA

Associate Director, Center for Professional Personnel Development **7/1998-Present**

Assistant Professor, Workforce Education and Development

Department of Learning and Performance Systems, College of Education

- Courses taught:
 - WF ED 001: Education for Work, 3-credit undergraduate course, Fall 1998-Present
 - WF ED 560: History, Philosophy and Policy of Workforce Education, 3-credit graduate course, Spring 2001, Fall 2007, Spring 2009, Fall 2009
 - WF ED 546: Work Based Education, 3-credit graduate course, Summer 1999, 2001, 2003, 2005, 2007, 2009
- Current research:
 - Comparison of federal career education programs
 - The role of career and technical instructors in career guidance
- Journal edited:
 - *Workforce Education Forum*, Fall 2001, Spring and Fall 2002–present
- Grants awarded:
 - Governor's Institutes for Career and Technical Educators (with R.A. Walter and D.C. Scanlon) 2000–2007, \$756,000
 - Strengthening the Preparation of Career and Technical Education Instructors (with R.A. Walter and K.C. Gray) 2001, \$15,000

Instructor, Center for Professional Personnel Development **7/1996-6/1998**

College of Education

- Research:
 - Sensitivity of the Pennsylvania Labor Market for Teachers to Economic and Demographic Policy Change
- Journal edited:
 - *Occupational Education Forum*, Spring and Fall 1997
- Grant awarded:
 - National Skill Standards for Manufacturing (with J.A. Wall and K.M. McNally) 1997, \$228,000

Graduate Assistant, Workforce Education and Development **8/1994-6/1996**

College of Education

- Course implemented:
 - WF ED 501: Colloquium in Workforce Education, 1-credit graduate seminar on Academic Publishing, Spring 1995
- Research:
 - Community Costs of Technical Skill Deficits in a Pennsylvania Community, 1996 (with J.A. Wall, H.L. Tucker, and D.L. Passmore)
 - Regional Construction Employment Implications of Alternative National Infrastructure Spending Patterns, 1995 (with D.L. Passmore, T. McGinley, H.L. Tucker, A.W. Mohamed, and M. Mohamood)
 - Employment Prospects and Education Implications for Pennsylvania Cosmetologists, 1995 (with D.L. Passmore, H.L. Tucker, A.W. Mohamed, and M. Mohamood)

- Education's Role and Stakes in Reducing Pennsylvania's Adolescent Birth Rates, 1995 (with D.L. Passmore, H.L. Tucker, A.W. Mohamed, and M. Mohamood)
- Impact of the 1994 Baseball Strike on the Pennsylvania Economy, 1995 (with D. Passmore)
- Comparison of Effective Leadership Characteristics and Characterization of Female Leaders, 1995 (with M. Butler)
- Training Needs Assessment for WPSX-WPSU, 1994 (with W. Donahue and H.L. Tucker)

Interim Assistant Director, Regional Upward Bound Math and Science Center **2/1995-6/1995**
Academic Assistance Programs
Office of Undergraduate Education

Clarion University of Pennsylvania, Clarion, PA

Grant Writer, Department of Academic Support Services **8/1994-12/1994**
Academic Affairs

- Grant awarded:
 - Upward Bound Program, 1995-1999, \$1,000,000

Assistant Professor, Department of Academic Support Services **9/1986-8/1994**
Director, Upward Bound Program

- Grants awarded:
 - Talent Search Program, 1992-1996, \$525,000
 - Upward Bound Program, 1991-1994, \$870,000

Phonathon Supervisor, Annual Campaign **9/1989-10/1989**
Clarion University Foundation

Schuylkill County Department of Human Services, Pottsville, PA

Director of Professional Services **10/1985-9/1986**
Area Agency on Aging

Project Director **12/1983-9/1985**
Retired Senior Volunteer Program

Richmond Fellowship, Annapolis, MD

Social Worker **1/1983-12/1983**
Arundel Lodge

EDUCATION

Doctor of Philosophy (Ph.D.) in Workforce Education and Development, with concentrations in Policy Analysis and Training/Human Resource Development, The Pennsylvania State University, University Park, PA 1998; Thesis title: *Sensitivity of the Pennsylvania Labor Market for Teachers to Economic and Demographic Policy Change*

Masters in Social Work (M.S.W.) with concentration in Community Organization, University of Maryland at Baltimore, Baltimore, MD 1982

Bachelor of Arts (B.A.) with major in Sociology/Social Welfare, Bloomsburg State College, Bloomsburg, PA 1980

PROFESSIONAL ACTIVITIES

Edited Journals:

Workforce Education Forum, Spring and Fall 2002–present

Workforce Education Forum, Fall 2001

Occupational Education Forum, Spring and Fall 1997

Publications:

“The Relationship Between SkillsUSA Student Contest Preparation and Academics,” conference proceedings of the Career and Technical Education Research and Professional Development Conference, December 2008 (with M.D. Threeton)

“Career and Technical Education Occupational Skill Assessment Practices and Support for a National Skills Assessment System: A Survey of the States, 2005,” white paper for the National Center for Research in Career and Technical Education and the U.S. Education Department Office of Vocational and Adult Education, December 2005 (with K.C. Gray and S.H. Bae)

“A Follow-up Study of Field-Based Teacher Preparation,” *International Journal of Vocational Education and Training*, refereed journal, 2005, Volume 12, Number 2 (with R.A. Walter)

“Career Paths of Career and Technical Teacher Education Graduates,” *Journal of Industrial Teacher Education*, refereed journal, Spring 2004 (with R.A. Walter)

“Influences of Student Educational Labels, Behaviors, and Learning Characteristics as Perceived by Pennsylvania’s Secondary Career and Technical Educators,” *The Journal for Vocational Special Needs Education*, refereed journal, Winter-Spring 2003 (with Michael W. Harvey)

“Workers with Disabilities and Their Contributions to the Workplace,” a chapter in *Diversity in America: Visions of the Future – Real Issues of Real People*, Kendall/Hunt, 2002 (with Marybeth S. Morrison)

“Opportunities Lost: A Case Study of the Worth of Technical Skills to a Community,” *Central Business Review*, refereed journal, Summer 2002 (with D.L. Passmore, J. Wall, H. Tucker, and Chang-jung Lin)

“Is She the New Leader? A Comparison of Effective Leadership Characteristics and Characterization of Female Leaders,” *Occupational Education Forum*, refereed journal, Spring 1996 (with M. Butler)

“Altoona Should Use Caution When Looking at Baseball Deal,” *Altoona Mirror*, newspaper op-ed article, February 11, 1996 (with D.L. Passmore)

“Ballpark Estimates: Impact of the 1994 Baseball Strike on the Pennsylvania Economy,” *Journal of Sport and Social Issues*, refereed journal, May 1996 (with D.L. Passmore and G. Wang)

Paper Presented at International Professional Conference:

Invited Presentation: “Community Costs of Technical Skill Deficits: A Pennsylvania Case Study” at *Strengthening Postsecondary Education’s Contribution to Economic Development: An Australia–U.S. Conference*, University Park, Pennsylvania, June 1997 (with J.A. Wall, H.L. Tucker, and D.L. Passmore)

Papers Presented at National Professional Conferences:

“The Relationship Between SkillsUSA Student Contest Preparation and Academics,” Association of Career and Technical Education, CTE Research and Professional Development Conference, December 2008 (with M.D. Threeton)

(invited) “Developing a National System of Assessing Technical Skills” at the National Association of State Directors of Career and Technical Education spring conference, April 2006

“Identifying the Role of Career and Technical Education Instructors in Career Guidance” at the Association of Career and Technical Education Convention, December 2005 (with R.A. Harvey)

“What Do You Do With a Degree in Workforce Education and Development?” at the Teacher Education Institute, National Dissemination Center for Career and Technical Education, February 2003 (with R.A. Walter)

“Career and Technical Educators’ Bias Concerning Special Needs Learners: Strategies for Effective CTE Instruction” at the Association of Career and Technical Education Convention, December 2002 (with M.W. Harvey)

“Preparing America’s Future” a panel discussion at the Association of Career and Technical Education Convention, December 2002, archived webcast at <http://www.nccte.org/videos/pdf/20021214.pdf>

"Student Characteristics and Vocational-Technical Education Postsecondary Outcomes: Influences on Instruction," Trade and Industrial Education Research Forum at the Association of Career and Technical Education Convention, December 2001 (with M.W. Harvey)

"Turn Here: The Information Superhighway's Exit Ramp to Career and Technical Education" at the Association of Career and Technical Education Convention, December 1999

“Costs of Technical Skill Deficits in a Pennsylvania Community” at the American Vocational Association Convention, December 1996 (with J.A. Wall, H.L. Tucker, and D.L. Passmore)

“Regional Construction Employment Implications of Alternative National Infrastructure Spending Patterns” at the REMI Users Conference, October 1996 (with D.L. Passmore, T. McGinley, H.L. Tucker, A.W. Mohamed, and M. Mohamood)

“Vocational Teaching as a Career Option” at the Vocational Industrial Clubs of America Washington Leadership Training Institute, September 1996 (with K. McNally)

“Ballpark Estimates: Impact of the 1994 Baseball Strike on the Pennsylvania Economy” at the REMI Users Conference, October 1995 (with D.L. Passmore and G. Wang)

Papers Presented at Regional Professional Conferences:

“Utilizing the SkillsUSA Professional Development Program as a Curriculum for the Pennsylvania Career Education and Work Standards,” Pennsylvania Association of Career and Technical Administrators Guidance Counselor Workshop, October 2008 (with J.R. Hain)

“Job Openings for Teachers in Pennsylvania: How Does the Economy Impact Future Opportunities?” Northeastern Educational Research Association, October 1996

“Community Costs of Technical Skill Deficits: A Pennsylvania Case Study,” Northeastern Educational Research Association, October 1996 (with J.A. Wall, H.L. Tucker, and D.L. Passmore)

“Employment Prospects and Education Implications for Pennsylvania Cosmetologists,” New England Educational Research Organization, April 1996 (with D.L. Passmore, H.L. Tucker, A.W. Mohamed, and M. Mohamood)

“Education’s Role and Stakes in Reducing Pennsylvania’s Adolescent Birth Rates,” New England Educational Research Organization, April 1996 (with D.L. Passmore, H.L. Tucker, A.W. Mohamed, and M. Mohamood)

“Employment Forecasts for Cosmetologists in Pennsylvania: Implications for Vocational Education Policy Implementation, Economics, and Work,” Eastern Educational Research Association, February 1996 (with D.L. Passmore, H.L. Tucker, A.W. Mohamed, and M. Mohamood)“Reducing Adolescent Birth Rates in Pennsylvania: The Role and Economic Stakes for Education,” Eastern Educational Research Association, February 1996 (with D.L. Passmore, H.L. Tucker, A.W. Mohamed, and M. Mohamood)

“Regional Education and Training Implications of National Health Care Reform Alternatives,” Northeastern Educational Research Association, October 1995 (with D.L. Passmore, G. Wang, and H.L. Tucker)

“Is She the New Leader? A Comparison of Effective Leadership Characteristics and Characterization of Female Leaders,” New England Educational Research Organization, May 1995 (with M. Butler)

Papers Presented at State Professional Conferences:

“Career Opportunities for Individuals with CTE Teaching Degrees”, Pennsylvania Career and Technical Education Conference, June 2006

“The Role of Career and Technical Education Instructors in Career Guidance”, Pennsylvania School Counselor Association, April 2005

“How Career and Technical Education Instructors Can Support Comprehensive Career Guidance”, Pennsylvania Association of Vocational Administrators Guidance Counselor Workshop, September 2004

“Perpetual Program Promotion,” Pennsylvania Career and Technical Education Conference, August 2004

“Is Career and Technical Education Really At Risk?” Pennsylvania Career and Technical Education Conference, August 2003

“Professional Resources from the National Center for CTE,” Pennsylvania Career and Technical Education Conference, August 2002

“Become an Exemplary Program!” Pennsylvania Career and Technical Education Conference, August 2002

“CTE 2020: Create the Future,” Pennsylvania Career and Technical Education Conference, August 2002

“Turn Here: The Information Superhighway's Exit Ramp to Vocational-Technical Education,” Pennsylvania Vocational Education Conference, June 1999

“Help Wanted: Effective Vocational-Technical Directors for Tomorrow’s Schools,” Pennsylvania Vocational Education Conference, June 1997 (with panel)

“Opportunities Lost: Technical Skill Deficits in a Pennsylvania Community,” Pennsylvania School Counselors Association, April 1997 (with J.A. Wall, H.L. Tucker, and D.L. Passmore)

Invited presentation: “Community Costs of Technical Skills Deficits: A Pennsylvania Case Study,” Pennsylvania Department of Education Fifth Annual Conference on Integrated Learning, November 1996 (with J.A. Wall, H.L. Tucker, and D.L. Passmore)

“Community Costs of Technical Skills Deficits: A Pennsylvania Case Study,” Pennsylvania Metalworking Industry-Education Conference, October 1996 (with J.A. Wall, H.L. Tucker, and D.L. Passmore)

“The Real Life Value of Skilled Labor in One Community’s Economic Development,” Pennsylvania Vocational Education Conference, June 1996 (with D.L. Passmore, T. McGinley, H.L. Tucker, A.W. Mohamed, M. Mohamood)

“Upward Bound Curriculum Innovations,” Pennsylvania Association of Educational Opportunity Program Personnel, October 1992

“Hiring Students as Employees,” Pennsylvania Association of Developmental Educators, March 1989

“Perspectives: Preparing for an On-Site Evaluation,” Pennsylvania Association of Educational Opportunity Program Personnel, February 1988 (with panel)

Papers Presented at Local Conferences:

Graduation Address, Schuylkill County Career Center, June 2002

“The Professional Development Program,” Pennsylvania Vocational Industrial Clubs of America Central Region Leadership Conference, November 1996 (with K. McNally)

“Work Ethic vs. Work Ethics,” Pennsylvania Vocational Industrial Clubs of America Western Region Leadership Conference, November 1996

“Career vs. Job Planning,” Pennsylvania Vocational Student Organizations Eastern Region Leadership Conference, October 1996

“WordPerfect for Beginners,” Clarion University of Pennsylvania Division of Academic Support Services In-Service Workshop, December 1988

Poster Sessions:

“Community Costs of Technical Skills Deficits: A Pennsylvania Case Study,” Twelfth Annual Graduate Research Exhibition, The Pennsylvania State University, March 1997

“Educational Impact of Improving the Nation’s Infrastructure,” Northeastern Educational Research Association, October 1996 (with D.L. Passmore, T. McGinley, H.L. Tucker, A.W. Mohamed, and M. Mohamood)

“Is She the New Leader?” The Pennsylvania State University, College of Education, National Development Council, April 1995

Consulting:

Central Pennsylvania Institute of Science and Technology, Centre Hall, PA: Preparation of an application for PDE certification of adult education programs, October-December 2004

The Pennsylvania State University Talent Search Program Staff In-Service, University Park, PA: On boundary spanning and developing relationships between university units and local school districts, December 1999-March 2000

The Pennsylvania State University Academic Assistance Programs, University Park, PA: Technical assistance with preparation of an application for federal grant funding, December 1999

Vocational Industrial Clubs of America, Leesburg, VA: Consultant training, May 1999

Utility Business Education Coalition and Pennsylvania Department of Education Bureau of Vocational Technical Education: On benchmarking school success, May-December 1998

Pennsylvania Housing Research Center, The Pennsylvania State University College of Engineering, University Park, PA: On creating a shared vision for the organization and construction in Pennsylvania, October 1998

American Machine Tool Distributors’ Association and the Association for Manufacturing Technology: On developing skills standards for machine tool sales engineers, April 1998

The Grantsmanship Center, Los Angeles, CA: On federal grantmaking systems, December 1992

California University of Pennsylvania Upward Bound Program, California, PA: On the topic of preparation for an on-site evaluation, April 1988

Rest Haven Nursing Home, Schuylkill Haven, PA: On discharge planning, May-September 1986

Invited Speech:

Schuylkill County Retired Senior Volunteer Program 25th Anniversary banquet, May 7, 2009

Internships:

Reading Area Community College, Reading, PA; administrative shadowing, May-June 2002
Penn State-DuBois, DuBois, PA; consultant on out-placement, 1996
Private Industry Council of Centre County, State College, PA; consultant on needs assessment, 1994
Johns-Hopkins Bay View Medical Center, Baltimore, MD; community outreach intern, 1981

Honors:

Outstanding Career and Technical Educator Award, Pennsylvania Association for Career and Technical Education, June 25, 2008
First Class of National Scholars, National Leadership Institute Professional Development Academy, National Dissemination Center for Career and Technical Education, 2001-2002
Second Place, Graduate Research Exhibition, The Pennsylvania State University, Social and Behavioral Science Category, March 1997
Nominee, U.S. Dept. of Personnel Management Presidential Management Internship Program, October 1996

Association Memberships:

Association for Career and Technical Education, Research Committee (current)
Association for Career and Technical Education Research, Membership Secretary (current)
Academy for Career and Technical Teacher Education, founding member
National Association of State Directors of Career and Technical Education (current)
Pennsylvania Career and Technical Education Association (current)
Pennsylvania Association of Career and Technical Administrators (current)
Northeastern Educational Research Association (1994-1996)
Eastern Educational Research Organization (1995-1996)
New England Educational Research Organization (1995-1996)
Pennsylvania Association of Adult and Continuing Educators (1995)
Pennsylvania Association of Educational Opportunity Program Personnel (1986-1994); Nominations Committee (2 years); Finance Committee (1 year); Conference Chair (2 years)
Pennsylvania Association of Developmental Educators (1989)
Pennsylvania Association of Retired Senior Volunteer Program Directors (1983-1985)

Service:

The Pennsylvania State University
Diversity Committee, Department of Learning and Performance Systems (current)
Judge, African American Graduate Student Association Research Exhibition (2004-2005)
Consultant, TRIO Training Grant (2003-2004)
Assistant Professor Search Committee, Learning and Performance Systems (2004)
Ronald E. McNair Scholars Program
Admissions Committee (2002-2004); Speaker (June, 2003 & 2004); Assistant Director Search Committee (2000)
Judge, Graduate School Research Exhibition (2003)
Counselor Search Committee, Talent Search Program (1998)
Reviewer, Talent Search Program grant proposal (1997)

Clarion University of Pennsylvania

Strategic Planning Action Planning Team on Faculty Diversity (1992-1994)

Middle States Accreditation Self-Evaluation Sub-Committee on Goals, Planning, & Budget (1992)

Community

Youth Group Advisor, Holy Trinity Orthodox Church (2001)

Team Pennsylvania Career Link Employer Services Work Group (1998-1999)

United Way of Clarion County, Inc. Board of Directors (1991-1993); Appropriations Committee