

Allison R. Fleming, Ph.D., CRC

Associate Professor
Rehabilitation and Human Services
& Counselor Education
330 Cedar Building
Pennsylvania State University
University Park, PA 16802

Phone: (814) 863-2285
Email: apf5208@psu.edu

EDUCATION

Ph.D. Michigan State University, August 2012
Rehabilitation Counselor Education Program

Dissertation Title: *Using the International Classification of Functioning to Conceptualize Quality of Life among Individuals with Disabilities.*

M.S. Springfield College, 2004
Rehabilitation Counseling & Addiction Studies

B.S. Springfield College, 2002
Rehabilitation and Disability Services

CERTIFICATION

Certified Rehabilitation Counselor (#00073376). Commission on Rehabilitation Counselor Certification (CRCC). 2004-present. Expires 3/31/2024

PROFESSIONAL WORK EXPERIENCE

July 2020- present Associate Professor. Department of Educational Psychology, Counseling, and Special Education. Rehabilitation and Human Services & Counselor Education. Pennsylvania State University, University Park.

2019- present Co-Director of WorkLink. College of Education. Pennsylvania State University, University Park.

2015- 2020 Assistant Professor. Department of Educational Psychology, Counseling, and Special Education. Rehabilitation and Human Services & Counselor Education. Pennsylvania State University, University Park.

2012- 2015 Assistant Professor. Department of Special Education and Rehabilitation Counseling. University of Kentucky, Lexington.

- 2009- 2012 Research Staff. Major grants: NIDDR funded Vocational Rehabilitation Research and Training Center, NIDDR funded Research and Technical Assistance Center for Vocational Rehabilitation Management and Quality Assurance. Institute for Community Inclusion/University of Massachusetts, Boston.
- 2006-2008 Training Associate. Major grants: Region I CRP Center for Continuing Education (NERCEP), New England Job Development Training Program (RSA Long term training), and Massachusetts Medicaid Infrastructure and Comprehensive Employment Opportunities Grant. Institute for Community Inclusion/University of Massachusetts, Boston.
- 2004-2006 Vocational Rehabilitation Counselor. General caseload comprised largely of Transition aged youth and individuals in recovery from substance abuse and mental illness. Massachusetts Rehabilitation Commission. Boston, MA.
- Spring 2004 Internship in Vocational Rehabilitation Counseling (Masters). Worked under supervision on a general caseload. Massachusetts Rehabilitation Commission, Boston, MA. 300 hours.
- Summer 2003 Internship in Vocational Rehabilitation Counseling (Masters). Worked under supervision on a general caseload. Massachusetts Rehabilitation Commission, Holyoke, MA. 300 hours.
- 2001-2002 Internship in School Adjustment Counseling (Undergraduate). Worked under the supervision of the Adjustment Counselor and Guidance Counselor providing individual and group counseling to students with moderate emotional and behavioral disorders and learning disabilities. Agawam High School, Agawam, MA. 300 hours.
- 2000-2001 Practicum in Special Education (Undergraduate). Worked under supervision as a classroom assistant and aide in a 6th grade classroom for students with severe learning disabilities. Assisted students with classroom work, provided individual and group instruction with life skills, and accompanied students into regular education classrooms as an aide. 150 hours.

RESEARCH & SCHOLARSHIP

SCHOLARLY PUBLICATIONS

Journal Articles (peer reviewed)

*Fullmer, L., **Fleming, A.R.**, Greene, K. (Online First). Perceptions of help-seeking barriers among college students with mental health disabilities. To appear in, *Rehabilitation Counselors and Educators Journal*. <https://doi.org/10.52017/001c.24870>

Phillips, B.N., **Fleming, A.R.**, McDaniels, B. W., & Levine, A. (2021). Development and validation of the satisfaction with labor market participation survey. To appear in: *Rehabilitation Counseling Bulletin*. Online First.

Phillips, B.N., Iwanaga, K., *Rumrill, S., Reyes, A., Wu, J., **Fleming, A.R.**, & Chan, F. (2021). Development and validation of the social motivation scale in people with disabilities. *Rehabilitation Psychology*, doi:<http://dx.doi.org/10.1037/rep0000343>

Phillips, B. N., **Fleming, A. R.**, McDaniels, B. W., Nerlich, A. P., *Gray, J., & *Rong, X. (2021). Systematic review of intervention research in rehabilitation counseling and related settings from 2007 to 2018. *Rehabilitation Research, Policy, and Education*, 35(1), 51-63.

Herbert, J.T., **Fleming, A.R.**, & Coduti, W.A. (2020). University policies, resources and staff practices: Impact on college students with disabilities. *The Journal of Rehabilitation*, 86(4), 31-41.

Fleming, A. F., Phillips, B. N., *Gilfillan, E., *Gray, J., & **McCloskey, M. (2020). Positively Engaged Pathways: A brief pre-employment intervention for transition age youth with disabilities. *Rehabilitation Research, Policy, and Education*, 34(4), 284-296.

Fleming, A. R., Phillips, B. N., & Hanna, J. L. (2020). Are you getting enough to eat? Addressing food insecurity in rehabilitation clients. *Rehabilitation Counseling Bulletin*, 63(4), 224-234.

*Fry, H. E., *Norwood, A. A., Phillips, B. N., **Fleming, A. R.**, *Smith, G., & *Lozano III, F. (2020). Predicting vocational self-efficacy of unemployed adults with disabilities. *Journal of Vocational Rehabilitation*, (Preprint), 1-13.

Fleming, A. R., Oertle, K. M., & Plotner, A. J. (2019) Increasing rehabilitation counselors' support for college students in academic, social, and career integration. *Journal of Forensic Vocational Analysis*.

- Austin, B. A., *Lee, C. L., **Fleming, A. R.**, & Pi, S. (2019). Vocational rehabilitation outcomes for individuals with intellectual disabilities and co-occurring psychiatric disorders. *Journal of Rehabilitation*, 85(4), 14-23.
- Fleming, A. R.**, Coduti, W. A., & Herbert, J. T. (2018). Development of a first-year success seminar for students with disabilities. *Journal of Postsecondary Education and Disability*, 31(4), 309-320.
- Phillips, B.N., **Fleming, A.R.**, Hakun, J.G., & Southwick, J.D. (2018). Psychological Capital and Happiness as Predictors of Job Satisfaction in Former Vocational Rehabilitation Clients. *Journal of Vocational Rehabilitation*, 49, 299-307.
- *McDaniels, B.W., & **Fleming, A.R.** (2018). Sexual health education: A missing piece in transition services for youth with intellectual and developmental disabilities? *Journal of Rehabilitation*, 84(3), 28-38.
- Fleming, A.R.**, Phillips, B.N., Hakun, J.G., & Southwick, J.D. (2018). Validating a model of psychological capital in former vocational rehabilitation clients. *Rehabilitation Research, Education, and Policy*, 32(3), 209-216. (Co-first authors).
- Fleming, A.R.**, *Edwin, M., Hayes, J.A., Locke, B.D., & Lockard, A.J. (2018). Treatment Seeking College Students with Disabilities: Presenting Concerns, Protective Factors, and Academic Distress. *Rehabilitation Psychology*, 61(3), 55.
- Fleming, A.R.**, Oertle, K.M., & Plotner, A.J. (2017). Student voices: Recommendations for improving postsecondary experiences of students with disabilities. *Journal of Postsecondary Education and Disability*, 30(4), 309-326.
- Boeltzig-Brown, H., **Fleming, A.R.**, Heyman, M., Foley, S.M., Cully, J., & Gauthier, M. (2017). Results of a systematic review of vocational Rehabilitation Literature Produced Between 1970 and 2008. *Rehabilitation Research, Education, and Policy*, 31(4), 352-371.
- Landon, T.J., *Moss, T., & **Fleming, A.R.** (2017). Sports and disability: Enhanced health, self-efficacy, and social inclusion through athletic participation. *Review of Disability Studies*, 13(3), 1-19.
- Fleming, A.R.**, Plotner, A.J., & Oertle, K.M. (2017). College students with disabilities characteristics and the academic environment: Predicting performance. *Journal of Postsecondary Education and Disability*, 30(3), 209-221.
- Chen, R. K., **Fleming, A. R.**, Kuhn, L., & Foster, A. L. (2017). The voluntary practice of eugenics: Risk-taking and religiosity as determinants of attitudes toward conceiving children with potential genetic disorders and inheritable diseases. *Journal of Physical Medicine, Rehabilitation & Disability*, 3(1), 1-7.

- Fleming, A. R.,** Kline, K. M., & Phillips, B. N. (2017). Evaluating student performance and qualifications in rehabilitation counseling. *Rehabilitation Research, Education, and Policy*, 31(2), 146-152.
- Bishop, M., **Fleming, A. R.,** *Tiro, L., & *McDaniels, B. W. (2017). Critical readings for doctoral training in rehabilitation counseling: A consensus-building approach. *Journal of Rehabilitation*, 81(3), 3-10. (co-first authors).
- Fleming, A.R.,** Oertle, K.M., Plotner, A.J., & Hakun, J.G. (2017). Influence of social factors on student satisfaction among college students with disabilities. *Journal of College Student Development*, 58(2), 215-228.
- *McDaniels, B. W., & **Fleming, A. R.** (2016). Sexual education and disability: Time to address the challenge. *Sexuality and Disability*, 34, 215-225.
- Phillips, B.N., Miller Smedema, S., **Fleming, A.R.,** Sung, C., Allen, M. G. (2016). Mediators of disability and hope for people with spinal cord injury. *Disability & Rehabilitation*, 38(17), 1762-1683.
- Fleming, A. R.,** Boeltzig-Brown, H., & Foley, S. M. (2015). Utilizing the Delphi Method in Rehabilitation Research: Application to a Multiple Case Study Design. *Rehabilitation Research, Education, and Policy*, 29(4), 391-405.
- *Kaseroff, A., **Fleming, A. R.,** *Huck, G., & Phillips, B. N. (2015). Preferred Qualities of Community Rehabilitation Providers in State Vocational Rehabilitation. *Journal of Applied Rehabilitation Counseling*, 46(2), 43-51.
- Fleming, A. R.,** Phillips, B. N., & Kline, K. M. (2015). Clients with chronic illness in VR agencies: How do they compare with other client populations? *Journal of Vocational Rehabilitation*, 42(2) 101-113.
- *Huck, G., **Fleming, A. R.,** Phillips, B. N., & *Kaseroff, A. (2014). Policies and practices affecting state vocational rehabilitation agency use of contracted placement services. *Journal of Rehabilitation Administration*, 38(2), 95-106.
- Phillips, B. N., *Kaseroff, A., **Fleming, A. R.,** & *Huck, G. (2014). Work related social skills in vocational rehabilitation. *Rehabilitation Psychology*, 59(4), 386-398.
- Fleming, A. R.,** Boeltzig-Brown, H., Foley, S. M., Halliday, J., & Burns, R. (2014). Strategies to Ensure Focus on Individuals with the Most Significant Disabilities: The Experience of Seven Vocational Rehabilitation Agencies. *Journal of Rehabilitation Administration*, 38(1), 3-17.
- Fleming, A. R.,** Phillips, B. N., *Kaseroff, A., & *Huck, G. (2014). A qualitative study of job placement provider decisions in vocational rehabilitation. *Rehabilitation Counseling Bulletin*, 58(1), 7-19. DOI: 10.1177/0034355213519681. (Co-first author).

- Fleming, A. R., & Leahy, M. J.** (2014). Using the International Classification of Functioning to conceptualize quality of life among rehabilitation services recipients. *Journal of Rehabilitation Education, Research, and Policy*, 28(1), 2-23.
- Plotner, T. & **Fleming, A. R.** (2014). Secondary transition personnel preparation in rehabilitation counselor education. *Journal of Rehabilitation Education, Research, and Policy*, 28(1), 33-44.
- Plotner, T., Trach, J., Oertle, K., & **Fleming, A. R.** (2014). Differences in service delivery between transition counselors and VR counselors. *Rehabilitation Counseling Bulletin*, 57(2), 109-115. DOI:10.1177/0034355213499075
- Fleming, A. R.,** Fairweather, J. S., & Leahy, M. J. (2013). Quality of life as a potential rehabilitation service outcome: The relationship between employment, quality of life, and other life areas. *Rehabilitation Counseling Bulletin*, 57(1), 9-22. DOI 10.1177/0034355213485992
- Fleming, A. R.,** Del Valle, R., Kim, M., & Leahy, M. J. (2013). Best practice models of effective vocational rehabilitation service delivery in the public rehabilitation program: A review and synthesis of the empirical literature. *Rehabilitation Counseling Bulletin*, 56(3), 146-159. DOI: 10.1177/0034355212459661
- Phillips, B. N., **Fleming, A. R.,** Mannien-Luse, M., Irizarry, L. O., Hylton, T., Turner, D., Santos, L., & Mercado-Cruz, R. (2012). A comparative study of issues facing rehabilitation counseling: Perspective of doctoral students and recent graduates. *Rehabilitation Counselors and Educators Journal*, 5(2), 51-61.
- Fleming, A. R., & Fairweather, J. S.** (2012). The role of post-secondary education in the path from high school to work for youth with disabilities. *Rehabilitation Counseling Bulletin*, 55(2), 71-81.
- Fleming, A. R.,** Phillips, B. N., Luse, M. M., Irizarry, L. O., Hylton, T., Turner, D., Santos, L., & Mercado-Cruz, R. (2011). Professional Identity, Professional Associations, and Recruitment: Perspectives of Current Doctoral Students and Recent Graduates of Rehabilitation Programs. *Rehabilitation Research, Policy, and Education*, 25(2), 63.
- Tarvydas, V.M., Addy, A., & **Fleming, A.** (2010). Reconciling Evidenced-Based Research Practice with Rehabilitation Philosophy, Ethics and Practice: From Dichotomy to Dialectic. *Rehabilitation Education*, 24(3 & 4), 191-204.
- Leahy, M.J., Thielsen, V.T., Millington, M.J., Austin, B. & **Fleming, A.** (2009). Quality assurance and program evaluation: Terms, models, and application in rehabilitation administration. *Journal of Rehabilitation Administration*, 33(2), 69-82.

Books and Book Chapters

- Madus, J., W., Dukes, L. L., **Fleming, A. R.**, Lindstrom, J., Lindstrom, W., Marino, M. T. (2020). Promoting access to supports and accommodations in postsecondary education. To appear in, M. L. Wehmyer & K. A. Shogren, *Handbook of Adolescent Transition Education for Youth with Disabilities (2nd Edition)*.
- Harley, D.A., Ysasi, N.A., Bishop, M., & **Fleming, A.R.** (2018). *Disability and vocational rehabilitation in rural, frontier, and territory communities: Challenges and solutions to service delivery*. New York: Springer.
- *McDaniels, B., & **Fleming, A.R.** (2018). Research and evidence-based practices of vocational rehabilitation in rural, frontier, and territory communities. In D.A. Harley, N.A. Ysasi, M. Bishop, & A. Fleming (Eds.), *Disability and vocational rehabilitation in rural, frontier, and territory communities: Challenges and solutions to service delivery*. New York: Springer. (Co-first authors)
- Fleming, A.R.**, Ysasi, N. A., Harley, D. A., & Bishop, M. (2018). Resilience and strengths of rural communities. In D. Harley, N. A. Ysasi, M. Bishop, & A. Fleming, (Eds.), *Disability and Vocational Rehabilitation in Rural, Frontier, and Territory Communities: Challenges and Solutions to Service Delivery*. New York, NY: Springer.
- Fleming, A. R.**, & Ysasi, N. A. (2018). Implication of Workforce Innovation and Opportunity Act (WIOA) in rural, frontier, and territory communities. In D. Harley, N. A. Ysasi, M. Bishop, & A. Fleming, (Eds.), *Disability and Vocational Rehabilitation in Rural, Frontier, and Territory Communities: Challenges and Solutions to Service Delivery*. New York, NY: Springer.
- Fleming, A.R.** (2018). Human resources issues: Recruiting and retaining rehabilitation counselors in rural, frontier, and territory communities. In D. Harley, N. A. Ysasi, M. Bishop, & A. Fleming, (Eds.), *Disability and Vocational Rehabilitation in Rural, Frontier, and Territory Communities: Challenges and Solutions to Service Delivery*. New York, NY: Springer.
- Harley D.A., **Fleming A.R.**, Greer S.L., Mundt P. (2018) Disability Policies and Practices in the Rural United Kingdom. In: Harley D., Ysasi N., Bishop M., Fleming A. (Eds.) *Disability and Vocational Rehabilitation in Rural Settings: Challenges and solutions to service delivery*. NY: Springer.
- Fleming, A. R.**, Boutin, D. L., Bishop, L. E., & Accordino, M. P. (2015). Privileged communication and privacy. In, J. F. Stano (Ed.) *Ethics for Rehabilitation Professionals*. Lynn Creek, MO: Aspen Professional Services.
- Bishop, M. L. & **Fleming, A. R.** (2015). Rational-emotive behavior therapy. In F. Chan, N. L. Berven, & K. R. Thomas (Eds.) *Counseling Theories and Techniques for Rehabilitation Health professionals (2nd edition)*, pp. 109-132. New York: Springer.

Harley, D., Beach, D., Sheppard-Jones, K., Alston, R., & **Fleming, A.** (2014). Ticket to work and self-sufficiency program: Is it working for people with disabilities? In D. Strauser (Ed.), *Career development and employment of people with disabilities: Theory to practice*, pp. 41-58. New York: Springer.

Fleming, A., Accordino, M., & Hewes, R. (2011). Children of alcoholics. In, J. F. Stano (Ed.) *Substance abuse: Treatment and rehabilitation*. pp. 306-325. Linn Creek, MO: Aspen Professional Services.

PROFESSIONAL PAPERS, WORKSHOPS, AND POSTERS (Peer-Reviewed)

Bishop, M., **Fleming, A.R.**, Phillips, B.N., Castruita, J., Huang, D., Bhattarai, M., & Lee, D. *Founding mothers: Women who created our past and how they inform our future*. Concurrent session presented at the National Council for Rehabilitation Educators, online conference. July 2021.

Fleming, A.R., Hakun, J. G., Hanna, J. L., & Colgan, J. *Using ecological momentary assessment to understand stress and academic engagement of college students with disabilities*. Concurrent session presented at the National Council for Rehabilitation Educators, Arlington, VA, November 2019

Fleming, A. R. & Phillips, B. N. *Are you getting enough to eat? Understanding food insecurity in rehabilitation clients*. Concurrent session presented at the National Council for Rehabilitation Educators, San Diego, CA, April 2018

Fleming, A. (October 19, 2018). *From compliance to inclusion: Working together to improve access and campus climate for students with disabilities*. Keynote Address for the Ohio AHEAD 2018 Conference, Ohio AHEAD, Terra State College, Fremont, OH. Regional.

Fleming, A.R., Herbert, J.T., & Coduti, W. *Disability Services in the University Setting: Providing Accommodations vs Facilitating Engagement*. 9th Annual Disability Summer School, National University of Ireland-Galway, Galway, Ireland. June 2017.

Phillips, B.N., **Fleming, A.R.**, & Southwick, J.D. *Leading with our strengths: Using psychosocial strengths to predict employment satisfaction*. Concurrent session presented at the National Council for Rehabilitation Educators, Anaheim, CA, April 2017.

Catalano, D., Bishop, M., Keegan, J., Frain, M., **Fleming, A.R.**, & Phillips, B. *Ethical Considerations for Maintaining the Centrality of Psychosocial Adaptation in Rehabilitation Education*. Panel presentation at the National Council for Rehabilitation Educators, Anaheim, CA, April 2017.

Fleming, A.R., Bishop, M., *Tiro, L., & *McDaniels, B.W. *Critical readings for doctoral training in rehabilitation counseling: A modified Delphi study.* Poster presented at the National Council for Rehabilitation Educators, Newport Beach, CA, April 2016.

*McDaniels, B.W., & **Fleming, A.R.** *Sexual education and transition of students with intellectual disabilities: The role of the rehabilitation counselor.* Poster presented at the National Council for Rehabilitation Educators, Newport Beach, CA, April 2016.

Kline, K.M., **Fleming, A.R.,** & Phillips, B.N. *Evaluating student performance and clinical fieldwork practices in rehabilitation counseling programs.* A roundtable discussion presented at the National Council for Rehabilitation Educators, Newport Beach, CA, April 2016.

Fleming, A. R., Oertle, K. M., Plotner, A., & Hakun, J.G. *College students with disabilities: Institutional and personal factors predicting performance and satisfaction.* Poster presented at the National Council for Rehabilitation Educators, Newport Beach, CA, April 2015.

Chen, R., & **Fleming, A. R.** *Attitudes toward people with congenital conditions: Business, engineering, and physician assistant students.* Poster presented at the National Council for Rehabilitation Educators, Newport Beach, CA, April 2015.

Fleming, A. R., Phillips, B. N., *Kaseroff, A. A., & *Huck, G. E. *An introduction and example of consensual qualitative research in rehabilitation.* Concurrent session presented at the National Council for Rehabilitation Educators, San Francisco, CA, March 2014.

Fleming, A. R. *Using the international classification of functioning to conceptualize quality of life.* Concurrent Session presented at the National Council for Rehabilitation Educators, San Francisco, CA, April 2013.

McCarthy, A., Dallas, B. Austin, B., Melvin, A., & **Fleming, A. R.** *New faculty panel: Tips for students interested in careers in academia.* Session presented at the National Council for Rehabilitation Educators, San Francisco, CA, April 2013.

Fleming, A. R. *Using the international classification of functioning to conceptualize and assess quality of life for individuals with disabilities.* Kentucky Rehabilitation Association conference, Louisville, KY, September 2012.

Fleming, A. & Boeltzig, H. *Utilizing the Delphi method in rehabilitation research.* Session presented at the National Council for Rehabilitation Educators, Arlington, VA, October 2011.

Foley, S., Boeltzig, H., **Fleming, A.,** Cully, J., & Burns, R. *Emerging practices: VR agencies prioritizing customers with most significant disabilities.* Poster presented at the National Council for Rehabilitation Educators, Arlington, VA, October 2011.

Fleming, A. *The role of program and personal factors in post-secondary employment outcomes: A replication study.* Poster presented at the National Council for Rehabilitation Educators, Manhattan Beach, CA, April 2011.

Foley, S., Stoddard, S., **Fleming, A.**, & Boeltzig, H. *Quality assurance in Vocational Rehabilitation: Pathways to performance- making a difference through program evaluation.* Summit on Quality Assurance, Vancouver, WA, September 21, 2010.

Phillips, B., **Fleming, A.** Luse, M., Izarry, L., Bates, J., Addy, A., Del Valle, R., Hylton, T., Mercado, R., Santos, L., & Turner, D. *Professional Issues in Rehabilitation Counseling: Perceptions of future leaders of the profession.* Session presented at the National Council for Rehabilitation Educators, Manhattan Beach, CA, April 2010.

Phillips, B. & **Fleming, A.** *Job placement in rehabilitation: Time for another look?* Paper presented at the National Council for Rehabilitation Educators, San Antonio, TX, February 20, 2009.

GRANTS & FUNDED RESEARCH

Funded Projects

Assessing the Relationship of the GSF Internship Experience with Autonomy, Self-Determination, Professional Development, and Career Readiness. Gregory S. Fehribach Center at Eskinaze Health. Research grant. Award: \$10,000. (2020-2021). **Fleming, A.R. (PI)** & Phillips, B.N.

Long-term Training of New Personnel to Work in State Vocational Rehabilitation. Rehabilitation Services Administration, U.S. Department of Education. Training grant. Award: \$992,700. (2019-2024). **Fleming, A. (PI)**, Coduti, W.A., & O'Shea, A.

Access College-Employment Success (ACES) Project. Dream Partnership, Nonprofit Foundations. Total awarded: \$120,000.00. 2018-2020. W.A. Coduti & **A.R. Fleming** (Co-PIs).

Diversity and Inclusion Initiative Project. Pennsylvania Office of Vocational Rehabilitation, Commonwealth of Pennsylvania. Total awarded: \$34,377.00. 2017-2019. J.G Gines & **A.R. Fleming** (Co-Investigator).

Positively engaged pathways: A pilot study. Penn State University College of Education Research Initiation Grant. Total awarded: \$5,750. 2017-2018. **A.R. Fleming** (PI).

Long-term Training of New Personnel to Work in State Vocational Rehabilitation. Rehabilitation Services Administration, U.S. Department of Education. Training grant. Award: \$992,700. (2014-2019). Herbert, J. T., Coduti, W., & **Fleming, A.** (Co-Investigator- Joined in 2015)

Kentucky Comprehensive Statewide Needs Assessment. Kentucky Office of Vocational Rehabilitation. Total awarded: \$50,000. 2014-2015 academic year. **A. R. Fleming**, M. Bishop & R.M. Crystal.

TECHNICAL REPORTS

- Fleming, A.R.**, Bishop, M., Crystal, R.M., *Kinyanjui, B., *Dunkley, L.R., *Tiro, L., & *Dornbusch, A. (2015). *Kentucky Comprehensive Statewide Needs Assessment*. Graduate Program in Rehabilitation Counseling. Lexington, KY: University of Kentucky.
- Del Valle, R., **Fleming, A. R.**, Kim, M., & Leahy, M. J. (2011). *Literature review: Best practice models of effective vocational rehabilitation (VR) service delivery (Phase II Report)*. East Lansing, MI: Rehabilitation Research and Training Center Effective VR Service Delivery Practices.
- Thielsen, V. A., Pi, S., Jang, H., **Fleming, A.**, Austin, B., Phillips, B., Lee, C., Roy, S. (2011). *Customer satisfaction survey report fiscal year 2010*. Project Excellence. East Lansing, MI: Michigan State University.
- Thielsen, V. A., Pi, S., Leahy, M. J., **Fleming, A.**, Phillips, B., Austin, B., Jang, H., Lee, C., Roy, S. (2011). *Michigan comprehensive needs assessment*. Project Excellence. East Lansing, MI: Michigan State University.
- Pi, S., Thielsen, V. A., Leahy, M. J., Rak, E., Jang, H., Lee, C., **Fleming, A.**, Phillips, B., Austin, B., Roy, S. (2011). *An outcome analysis of the Michigan Rehabilitation Services' Program based on the RSA-911 data and performance indicators (2008- 2011)*. Project Excellence. East Lansing, MI: Michigan State University.
- Institute for Community Inclusion. (2010). *A selected look at the literature base on vocational rehabilitation and implications for future research*. Boston, MA: Author.
- Leahy, M. J., Thielsen, V. A., Crewe, N. M., Hwang, J. H., Austin, B., Wang, D., **Fleming, A.**, Jang, H., & Rak, E. C. (2010). *Customer satisfaction survey report fiscal year 2009*. Project Excellence. East Lansing, MI: Michigan State University.
- Leahy, M. J., Thielsen, V. A., Crewe, N. M., Rak, E. C., Hwang, J. H., Austin, B., **Fleming, A.**, Jang, H., & Wang, D. (2009). *An outcome analysis of the Michigan Rehabilitation Services' Program based on the RSA-911 data and performance indicators (2007-2009)*. Project Excellence. East Lansing, MI: Michigan State University.
- Leahy, M. J., Thielsen, V. A., Crewe, N. M., Rak, E. C., Hwang, J. H., Shannon, C. D., Austin, B., & **Fleming, A.** (2008). *An outcome analysis of the Michigan Rehabilitation Services' Program based on the RSA-911 data and performance indicators (2006-2008)*. Project Excellence. East Lansing, MI: Michigan State University.

TEACHING

CLASSES TAUGHT

The Pennsylvania State University

Introduction to Human Services
 Medical Aspects of Disability
 Clinical Rehabilitation and Mental Health Counseling Internship (hybrid)
 Culture and Disability: Ireland Study Abroad
 WorkLink Seminar, Years 1 and 2
 Transition Services for Youth with Disabilities: Theory and Practice

University of Kentucky

Medical and Psychosocial Aspects of Chronic Illness and Disability I
 Medical and Psychosocial Aspects of Chronic Illness and Disability II
 Advanced Counseling Theories
 Internship
 Practicum (hybrid & fully online)
 Supported Employment, Transition, and Independent Living (online)
 Rehabilitation in Business and Industry (online)
 Cultural Diversity in Rehabilitation Counseling

Michigan State University

Substance Abuse and Society (residential & online)

SERVICE

COLLEGE & UNIVERSITY COMMITTEES

2020-2021	Member, GA Task Force. Department of Counseling Educational Psychology, and Special Education. <i>Penn State University</i>
2019-present	Member, University Access Committee. <i>Penn State University</i>
2018-2019	Member, Graduate Studies and Policy Research Committee. College of Education <i>Penn State University</i>
2016-2017	Member, Department of Counseling Educational Psychology, & Special Education Facilities Committee <i>Penn State University</i>
2013 – 2014	Member, College of Education Social Justice Committee <i>University of Kentucky</i>

2014-2015 Member, College of Education Scholarship Committee
University of Kentucky

ADVISING & MENTORING

Doctoral Dissertation Committee Chair

Forziat-Pytel, K., Ph.D. (2019-2020)- Counselor Education and Supervision

Dissertation Committee Member

Jennifer Hanna, Ph.D. (2020-present) Counselor Education and Supervision
 Dara Sanoubane, Ph.D. (2020-present) Workforce Education and Development
 Lindsey Bannish, Ph.D. (2020-present) Counselor Education and Supervision
 Kyesha Isadore, Ph.D. (2020-present) Counselor Education and Supervision
 Aydamir-Doke, D., Ph.D. (2017-2019)- Counselor Education and Supervision
 Lee, D., Ph.D. (2016 -2020)- Educational Psychology
 Fullmer, L., Ph.D. (2018) - Counselor Education and Supervision
 Nadermann, K., Ph.D. (2017) - Counselor Education and Supervision
 Xiao, A., Ph.D. (2017) - Counselor Education and Supervision

Doctoral Candidacy Committee Member

Joy Gray (July 2021- present)- Counselor Education and Supervision
 Dara Sanoubane, (2020-present) -Workforce Education and Development
 Jennifer Hanna (March 2020-present)- Counselor Education and Supervision
 Kyesha Isadore (March 2020-present)- Counselor Education and Supervision
 Lindsey Bannish (August 2019-present)- Counselor Education and Supervision
 Salli Almohammed (May 2019- present) – Workforce Education and Development

Masters Paper Advisor (All Counselor Education students)

Hubler, S., M.Ed. (May 2021)
 Jack, H., M.Ed. (May 2021)
 Webb, A., M.Ed. (May 2020)
 Woodson, K., M.Ed. (May 2020)
 Menmon, U., M.Ed. (May 2019)
 Wright, D., M.Ed. (August 2018 - 2020).
 Gray, J., M.Ed. (May 2018).
 Klinikowski, L., M.Ed. (May 2018).
 Reyes, R., M.Ed. (August 2017).
 Lehrman, P., M.Ed. (May 2017).
 Mason, E. Hayley, M.Ed. (May 2017).

ASSOCIATION MEMBERSHIPS AND INVOLVEMENT

Current member of the following organizations or divisions:

- National Council on Rehabilitation Education (NCRE)

Leadership roles within professional organizations:1st Vice President NCRE (2020-2021)2nd Vice President NCRE (2019-2020)

Lead Proposal Review Team (2016-2017). National Council on Rehabilitation Education for the annual meeting in April 2017.

Proposal Reviewer (Fall 2015). National Council on Rehabilitation Education for the annual meeting in April 2016.

Chi Sigma Iota- 2013-2015 Faculty Advisory for University of Kentucky chapter (Rho Zeta)

Student Research Contest Coordinator (2013). American Rehabilitation Counseling Association annual meeting at the American Counseling Association Conference and Expo, Cincinnati, OH.

OTHER SERVICE	
2012-2013	Advisory Committee on using social media to disseminate research findings, Institute for Community Inclusion.
2013	Ad hoc reviewer, Counseling Outcome Research and Evaluation Journal
2013- 2015	Board member for Opportunities for Work and Learning, Lexington, KY
2013-2014	Conference planning committee: National Program Evaluation Summit September 2014 in Louisville, KY.
2014-2017	Member: Standards and Examination Committee for the Commission on Rehabilitation Counseling Certification
2014	Reviewer for RSA Long-term training grant: special populations
2015	Ad hoc reviewer, Disability and Rehabilitation Journal
2015	Ad hoc reviewer, Sage Open Journal
2016, 2017	Ad hoc reviewer, Journal of Applied Research in Intellectual Disabilities
2016	Ad hoc reviewer, The Australian Journal of Rehabilitation Counseling
2017, 2018	Ad hoc reviewer, Rehabilitation Counseling Bulletin
2017	Ad hoc reviewer, Rehabilitation Research, Policy, and Education

2016-2020	Member of Editorial Board, Journal of Rehabilitation
2018-present	Member of Editorial Board, Journal of Postsecondary Education and Disability
2020- present	Member of Editorial Board, Journal of Rehabilitation Administration
2020-present	Member of Editorial Board, Rehabilitation Research, Policy, and Education
2021-present	Member of Editorial Board, Rehabilitation Counselors and Educators Journal

AWARDS

2002	Achievement Award. Springfield College Department of Rehabilitation and Disability Studies
2009	American Rehabilitation Counseling Association Student Paper Contest. First Place. Presented at the annual Rehabilitation Counseling Association Professional Conference, Charlotte, NC 2009
2012	Dissertation Completion Fellowship. Michigan State University Graduate School. East Lansing, MI, Summer 2012
2017	Presidents Award. Presented at the Annual Spring Council on Rehabilitation Education. Anaheim, CA.