

CURRICULUM VITAE
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EDUCATION

University of Wisconsin Madison, WI	Ph.D.	1986	Rehabilitation Psychology
Loyola College Baltimore, MD	M.A.	1981	Clinical Psychology
University of Wisconsin-Stout Menomonie, WI	M.S.	1980	Vocational Rehabilitation
Towson State University Towson, MD	B.S.	1974	Psychology

CERTIFICATION/LICENSURE

Certified Rehabilitation Counselor #3839 (Retired)
Licensed Professional Counselor #PC002079 (Retired)

WORK EXPERIENCE

Emeritus Professor (July 2025); Professor of Counselor Education and Rehabilitation and Human Services (2000-2025); Associate Professor (1992-2000); and Assistant Professor (1986-1992) The Pennsylvania State University, University Park, PA

Teach undergraduate and graduate level courses. Engage in research activities and secure external funding for faculty and students through appropriate grants and contracts. Chair or serve as faculty member on doctoral and master's theses committees. Participate in faculty governance and professional committees. Monitor admissions, advisement, and program requirements within established departmental and professional accreditation policies. Advise students related to academic, career, professional development concerns. Recruit undergraduate and graduate students to respective programs. Evaluate and update program curriculum when needed.

WORK EXPERIENCE (continued)

As Professor-in-charge of the Rehabilitation and Human Services program for 23 years, primary responsibilities were to monitor admissions and program requirements within established Departmental and professional policies, conduct recruitment activities of undergraduate students interested in the RHS major, develop promotional materials and program descriptions used in media formats (written and digital) and evaluate and update program curriculum when needed. Also, consulted and advised RHS program coordinators with curriculum and programmatic concerns at other Penn State campuses (Abington, Berks, Hazleton/Wilkes-Barre and Lehigh Valley) and chaired programmatic and Advisory Board meetings. When necessary, conducted program evaluations and submitted reports to Department Chair and Dean. Met with students to address and resolve conflicts pertaining to their academic program. Mentored pre-tenured faculty with respect to research, service, and teaching assignments.

Rehabilitation Psychologist, St. Vincent Hospital, (1984-1986)
Department of Rehabilitation, Green Bay, WI.

Provided individual, family and group counseling to inpatient and outpatient programs to facilitate psychosocial adjustment to disability. Administered and interpreted psychological tests to assess intellectual, emotional, and vocational areas of rehabilitation patients. Supervised master's level counselors to facilitate counseling skills. Provided consultation to multi-disciplinary treatment teams associated with spinal cord injury, head injury, and chronic pain programs. Wrote daily case notes, progress reports, and final discharge summaries.

Lecturer, University of Wisconsin, Department of Rehabilitation Psychology (1984)
and Special Education, Madison, WI.

Taught psychosocial aspects of disability course. Provided individual and group supervision to master's level rehabilitation counseling practicum students.

Research Specialist, University of Wisconsin-Stout, Research and (1980–1981)
Training Center, Menomonie, WI.

Wrote grant proposals and conducted research in the area of job placement of persons with severe disabilities. Conducted literature reviews, developed surveys, and analyzed data. Presented findings to advisory board members.

Vocational Evaluator, University of Wisconsin-Stout, (1980)
Vocational Development Center, Menomonie, WI.

Administered and interpreted vocational tests (achievement, interest, personality, dexterity, and multi-aptitude batteries) and commercial work samples systems (JEVS, Tower, Micro-Tower, Valpar, Singer, McCarron-Dial). Conducted intake interviews to develop individualized evaluation plans. Recorded client work behavior when engaged in situational assessments. Wrote final vocational evaluation reports and facilitated client-staff team meetings.

WORK EXPERIENCE (continued)

Vocational Evaluator/Work Adjustment Counselor, Sinai Hospital, (1974–1979)
Department of Rehabilitation Medicine, Baltimore, MD

Provided individual counseling to develop appropriate work habits, attitudes, and skills for persons with disabilities. Coordinated work sites within hospital, sheltered workshop, and community placements for work adjustment program. Wrote progress notes, progress reports, and final discharge summaries. Developed job seeking skills and job retention programs. Provided in-house supervision of sheltered workshop personnel. Administered tests and work samples to assess vocational potential and wrote final evaluation reports. Coordinated situational assessments within hospital and community settings to determine vocational interests and facilitate career development of persons with disabilities. Supervised undergraduate students completing fieldwork internships in vocational evaluation and work adjustment as well as new staff members.

Research Assistant, Maryland Psychiatric Research Center, Baltimore, MD. (1973-1974)

Followed experimental procedures in the conduct of research activities. Recorded data entries for analyses. Constructed experimental apparatus and operated equipment used in research projects.

Alcoholism Counselor (Intern), Baltimore County Mental Health Association, (1972)
Catonsville, MD.

Under supervision, provided individual and couples counseling. Conducted alcoholism assessments and developed initial treatment plans. Provided lectures to client groups to promote sobriety.

Psychiatric Aide (Intern), Sheppard-Pratt Hospital, Towson, MD. (1971-1972)

Participated in group therapy, recreational therapy, and client treatment team meetings. Wrote individual behavioral treatment plans and progress notes.

PROFESSIONAL ORGANIZATIONS AND SERVICE RESPONSIBILITIES

Alliance for Rehabilitation Counseling, Executive Council Member (1997-1998; 1999-2002)

American College Personnel Association
Committee on Disability Issues, Member (2000-03)

American Counseling Association

American Rehabilitation Counseling Association

ACA/ARCA Conference Program, Co-chair (1995-1996)

Council on Research and Knowledge, Chair (1995-1998)

Executive Council, Member (1995-1998; 1999-2003)

Government Relations Committee, Member (1990-1994)

Research Award Committee, Member (1987-1992; 1995 to present)

Special Interest Group on Supervision, Chair (1990-1994)

Treasurer (1999-2002)

PROFESSIONAL ORGANIZATIONS AND SERVICE RESPONSIBILITIES (continued)

American Rehabilitation Counseling Association
Vice President (1999-2002) Pennsylvania State Chapter

American Psychological Association
Division 22 - Rehabilitation Psychology
Dissertation Awards Committee, Chair (1987-1990)

Association for Experiential Education
Experience-Based Training and Development Professional Group (1986-1992)

Chi Sigma Iota
Assistant to Executive Director (1987-1991)
Awards Committee, Member (1986-1990)

Commission on Rehabilitation Counselor Certification
Accreditation Site Reviewer (1999-present)
Communications Committee, Member (1994-1996)
Expert panel member for study on Knowledge and Skills for Effective Rehabilitation
Counselor Supervision (1998)
Item writer for National CRC Examination (1993, 1999)

Council of State Administrators of Vocational Rehabilitation
Operations and Personnel Committee, Member (2021-2025)

National Council on Rehabilitation Education
Task Force on Undergraduate Employment Outcomes: Roles and Functions
(Chairperson, 2007-2011)

National Rehabilitation Association
National Conference Program Co-chair (2004)

Pennsylvania Alliance of Counseling Professionals
Advisory Board Member (1994-1996)

Editorial Work

Ad hoc Reviewer, Career Development Quarterly, (1986-1991)
Ad hoc Reviewer, The Clinical Supervisor (2019 to present)
Associate Editorial Board Member, Journal of Rehabilitation, (1989-1991)
Book Reviewer, Brooks/Cole Publishing Company, (1988-1994)
Co-Editor, Rehabilitation Education, (1993-1997)
Contributor to the Vocational Evaluation and Work Adjustment Association Glossary (1988)
Editor, Rehabilitation Education (2007-2011)
Editorial Board Member, Journal of Job Placement, (1992-1995)
Editorial Board Member, Journal of Rehabilitation, (1991-present)
Editorial Board Member, Rehabilitation Counseling Bulletin, (2000-present)
Editorial Board Member, Rehabilitation Research, Policy and Education (2012-2025)
Editorial Board Member, Vocational Evaluation and Work Adjustment Bulletin, (1982-83)
Reviewer, Rehabilitation Education, Special Issue on Rehabilitation Technology (1991)
Special Issue Editor, Rehabilitation Counseling Bulletin, (1993-1995)

Advisory/Consultant Work

Advisory Board Member, PEAK Program	1986 – 1989
Advisory Board Member, Competitive Supported Employment Program (Skills Employment Service)	1989 – 1991
Advisory Board Member, University of Maryland, Rehabilitation Programs	1999 – 2002
Clarion University, External Consultant	2002
Council on Rehabilitation Education, Site Reviewer	1999 – 2015
Consultant, Cystic Fibrosis Chapter of Centre County	1987 – 1989
East Carolina University, External Consultant	2003
External Reviewer of Academic Faculty (Tenure & Promotion Reviewer)	2005 – present
George Washington University, Center for Rehabilitation Counseling Research & Education	2021 – present
Indiana University of Pennsylvania, External Consultant	2018
Pennsylvania Association for Rehabilitation Facilities	2008 – present
Pennsylvania Office of Vocational Rehabilitation	2010 – present
Shaver's Creek Environmental Center, Team Building Program	1992 – 2008
Vocational Consultant, Rehabilitation Hospital of Altoona	1990 – 1995
Vocational Expert	
Wilmer, Cutler & Pickering	1990
Dressel & Associates	1986 – 1990
Keystone Legal Services, Inc.	1986 – 1989
University of Kentucky, External Consultant	2016
U.S. Department of Education, Peer Reviewer	
National Institute on Disability and Rehabilitation Research	1997 – 2014
Office of Special Education and Rehabilitation Services	1998 – 2014
Rehabilitation Services Administration	1991 – 2010

SERVICE TO UNIVERSITY, COLLEGE, AND DEPARTMENT

University

Accessibility Committee (Board Member)	2006 – present
Alterations of Facilities for ADA Compliance Committee (Member)	1997 – 1998
Framework to Foster Diversity Review Team (Member)	2009 – 2011
Search Committee (Chair), Office for Disability Services	1997
Disability Advisory Working Group (Member)	2008 – present
Dialysis Unit for Penn State University Students (Consultant)	1991 – 1992
Disability Studies Program (Advisory Board Member)	2004 – 2006
Office for Educational Equity Search Committee	2019
Office for Disability Services Advisory Board (Member)	1999
University Scholars Program (Faculty Advisor)	1993 – 1996

College of Education

Academic Policy Committee (Vice-chair) (1993-1995)
Assessment Committee (Member 2008-2011)
Committee on Committees and Rules (Member) (1993-1995)

College of Education (continued)

Committee on Multiculturalism (Member) (1992-1996)
Committee on Technological Support (Member) (1990-1992)
Faculty Council (Department Representative) (1991-1994; 2010-2013)
Faculty Council Executive Committee (Member) (1992-1993; 2010-2013)
Focus Group on Reducing Disparities in Opportunities and Performance (Co-chair) (2014)
Research Initiation Grant Committee (Member) (2001-2005)
Multiculturalism Needs Assessment and Professional Development Committee
(Chairperson) (1992-1994)
Office of Education Field Research Committee (Member) (2005-2007)
Research Committee (Member) (2005)
Sabbatical Leave Committee (2004-2005; 2022-2023 Member; 2023-present Chair)
Search Committee (Member), Office of the Dean (1999; 2000; 2001; 2008; 2016)
Steering Committee on Diversity (Member), Office of the Dean (2009)
Strategic Planning Future Committee (Member) (1992; 2007-2008)
Tenure and Promotion Committee (Member) (2001-2003; 2006);
(Co-chair 2007-2009)

Department

Counselor Education Doctoral Program (Interim Director) (1999-2000)
Counselor Education Doctoral Program Admissions (Member) (1991-1999; 2004
to present) (Chairperson) (1999-2003)
Counselor Education Program Review Committee (Co-chairperson, 1997-1998)
Counseling Psychology Doctoral Program Admissions (Member) (1986-1994)
Department Chairperson (Interim) 2001
Doctoral Comprehensive Examination-Professional Issues (Chairperson) (1992-1994)
Faculty Search Committee (Chairperson) (1991, 1993, 1996, 1999, 2007, 2008, 2012; 2014,
and 2017); (Member) (1994, 1996, 2004; 2014)
Occupational Therapy Club (Faculty Advisor, 2012 to present)
Professor-in-charge, Rehabilitation Programs (1989-2002; 2005; 2007-2011)
Professor-in-charge, Rehabilitation and Human Services (2013 to 2019)
Rehabilitation Counseling Program Admission (Chairperson) (1986-2002)
Rehabilitation Counseling Program Admission (Member) (2003 to present)
Rehabilitation Programs Advisory Board (Chairperson) (1991-2002; 2006 to present)
Rehabilitation and Human Services Student Organization (Faculty Chair) (2014 to present)
Rehabilitation Services Education Organization (Faculty Chair) (1992-1995)
Tenure and Promotion Committee (Member, 1993-2000; 2004-2006; 2009-2011; 2017-2020;
2023 to present) (Chairperson, 2012-2017)

HONORS

Distinguished Career Award (2024). College of Education, Pennsylvania State University.

Distinguished Career in Rehabilitation Education Award (2022), National Council on Rehabilitation Education. Award recognizing significant career achievement in rehabilitation education and lifelong commitment to improving the lives of people with disabilities.

HONORS (continued)

Cotterill Leadership Enhancement Award (2015-2016), Penn State University, College of Education. Award given for recognition of exemplary performance and leadership efforts.

George N. Wright Varsity Award (2013), University of Wisconsin-Madison. Award given for contributions to research and education in the field of rehabilitation counseling.

James F. Garrett Award for a Distinguished Career in Rehabilitation Research (2011), American Rehabilitation Counseling Association.

Presidential Award of Recognition (2011), National Council on Rehabilitation Education.

Mary E. Switzer Distinguished Fellow for Outstanding Contribution to the Advancement of Rehabilitation Research, National Institute on Disability, Independent Living and Rehabilitation Research (1994-1995; 2002-2003; 2010-2011).

Distinguished Service Award, American Rehabilitation Counseling Association (2002).

James Patrick Brahaney Endowed Professorship in Rehabilitation Services Programs, Florida State University (2000).

Distinguished Service Award from The Alliance for Rehabilitation Counseling (1999).

United States Professor of the Year (1993), Council for Advancement and Support of Education, Penn State University Nominee; National Semi-finalist.

Rehabilitation Educator of the Year (1990-1991), Awarded by the National Council on Rehabilitation Education.

Rehabilitation Services Administration, Mary Switzer Scholarship (1979-1980), University of Wisconsin – Stout.

PUBLICATIONS

Aydemir-Döke, D., Herbert, J. T., Eissenstat, S. & Mariani, J. (2025). Mediating role of ableist microaggression impact between self-esteem and perceived stress in disabled adults. *Rehabilitation Research, Policy, and Education*, 38 (1), 25-40. <https://doi.org/10.1891/RE-24-16>.

Herbert, J. T. (2023). A selective analysis of rehabilitation services and disability studies syllabi. *Rehabilitation Research, Policy, and Education*, 37(2), 106-120. <https://doi.org/10.11891/RE-21-35>.

Herbert, J. T. (2023). Work roles and functions of undergraduate rehabilitation services alumni: A replication study. *Rehabilitation Research, Policy, and Education*, 37(2), 135-152. <https://doi.org/10.1891/RE-22-01>

PUBLICATIONS (continued)

- Herbert, J. T., O'Shea, A., Yoon, J., & Al Belushi, I. (2023). Recruitment and retention of state vocational rehabilitation counselors: A mixed methods analysis. *Journal of Rehabilitation*, 89(1), 61-71.
- Aydemir-Döke, D. & Herbert, J. T. (2022). Development and validation of the Microaggressions Ableist Impact Questionnaire. *Rehabilitation Counseling Bulletin*, 66(1), 36-45.
<https://doi.org/10.1177/00343552211014259>
- Herbert, J. T., Fleming, A., & Coduti, W. (2020). University policies, resources, and staff practices: Impact on college students with disabilities. *Journal of Rehabilitation*, 86 (4), 31-41.
- Herbert, J. T., Zhai, Y., & Coduti, W. A. (2020). Predictors of intent to leave current employment among rehabilitation counselors. *Journal of Rehabilitation*, 86 (1), 32-40.
- Chiu, Y-C. J., Chang, H-Y. V., Johnston, A., Nascimento, M., Herbert, J. T., & Niu, X. M. (2019). Impact of disability services on academic achievement among college students with disabilities. *Journal of Postsecondary Education and Disability*, 32, 227-245.
<https://eric.ed.gov/?id=EJ1236854>
- Herbert, J. T. (2018). Rehabilitation counselor supervision. In V. Tarvydas and M. Hartley (Eds.). (pp. 419-435). *The Professional Practice of Rehabilitation Counseling*. Springer.
- Fleming, A., Coduti, W., & Herbert, J. T. (2018). Development of a first-year seminar for students with disabilities. *Journal of Postsecondary Education and Disability*, 31, 309-320.
<https://eric.ed.gov/?id=EJ1214190>.
- Herbert, J. T., Schultz, J. C., Lei, P., & Aydemir-Döke, D. (2018). Effectiveness of a training program to enhance clinical supervision of state vocational rehabilitation personnel. *Rehabilitation Counseling Bulletin*, 62 (1), 3-17. <https://doi.org/10.1177/0034355217725721>
- Coduti, W. A., Herbert, J. T., Chiu, Y., & Aydemir-Döke, D. A. (2017). College preparation program for high school youth who are blind: The summer academy. *Journal of Higher Education and Disability*, 30, 269-282. <https://eric.ed.gov/?id=EJ1163961>
- Herbert, J. T. (2016). *Counseling persons with disabilities*. Practice Briefs. American Counseling Association. Available through World Wide Web at: <https://www.counseling.org/knowledge-center/practice-briefs/articles/counseling-persons-with-disabilities>
- Herbert, J. T. (2016). Clinical supervision within counseling practice. In I. Marini and M. Stebnicki (Eds.). *The professional counselor's desk reference* (2nd Ed.) (pp. 23-30). Springer.
- Herbert, J. T. (2016). Clinical supervision of rehabilitation counselors. In I. Marini and M. Stebnicki (Eds.). *The professional counselor's desk reference* (2nd Ed.) (75-79). Springer.

PUBLICATIONS (continued)

- Herbert, J. T., & Caldwell, T. A. (2015). Clinical supervision in rehabilitation counseling practice. In Chan, F. Berven, N. L., and Thomas, K. R. (Eds.), *Counseling theories and techniques for rehabilitation health professionals* (pp. 443-461). Springer.
- Herbert, J. T., Byun, S., Schultz, J. C., Tamez, M., & Atkinson, H. A. (2014). Evaluation of a training program to enhance clinical supervision of state vocational rehabilitation supervisors. *Journal of Rehabilitation Administration*, 38, (1), 19-34.
<https://doi.org/10.1177/0034355217725721>
- Herbert, J. T., Hong, B.S.S., Byun, S., Welsh, W., Kurz, C. A., & Atkinson, H. A. (2014). Persistence and graduation of college students seeking disability support services: A pilot study. *Journal of Rehabilitation*, 80 (1), 22-32; Eratum, 80 (3), 62-63.
- Hong, B. S. S., Herbert, J. T., & Petrin, R. A. (2011) (Research in Progress Column). A ten-year analysis of post-secondary outcomes of students with disabilities at The Pennsylvania State University. *Journal of Education for Teaching: International Research and Pedagogy*, 47, 237-238.
- Herbert, J. T. (2011). Clinical supervision. In D. R. Maki & V. Tarvydas (Eds.). *The professional practice of rehabilitation counseling* (pp. 427-446). Springer.
- Herbert, J. T. (2011). Rehabilitation counseling. In S. C. Nassar-McMillan & S. G. Niles (Eds.). *Developing your identify as a professional counselor: Standards, settings, and specialties* (pp. 314-335). Brooks-Cole.
- Herbert, J. T., Barrett, K., Evenson, T., & Jacob, C. J. (2010). Work roles and functions of undergraduate rehabilitation services alumni: A pilot study. *Rehabilitation Education*, 24 (3-4), 149-166.
- Herbert, J. T., Lorenz, D. M., & Trusty, J. (2010). Career assessment practices for high school students with disabilities and perceived value reported by transition personnel. *Journal of Rehabilitation*, 76 (4), 18-26.
- Herbert, J. T. (2010). Rehabilitation counseling. In S. G. Niles, *Joining the counseling profession: Developing your identify as a professional counselor* (pp. 308-329). Lahaska Press.
- Mpofu, E., Oakland, T., Herbert, J. T. & O'Donnell, P.J. (2010). Testing and assessment: History, current context, and prevailing issues. In E. Mpofu, & T. Oakland, *Assessment in rehabilitation and health* (pp. 3-21). Pearson Education, Inc.
- Herbert, J. T. (2010). Editorial: A new transition. *Rehabilitation Education*, 24, 99-100.
<https://doi.org/10.1891/088970110805029741>

PUBLICATIONS (continued)

- Herbert, J.T. (2010). Editorial: Changes for the journal. *Rehabilitation Education*, 24, 3-4.
- Brislin, D. C., & Herbert, J. T. (2009). Clinical supervision for developing counselors. In I. Marini and M. Stebnicki (Eds.). *The professional counselor's desk reference* (pp. 39-48). Springer.
- Herbert, J. T. (2008). Editorial: Journal indexing and return of 'Gray Matter.' *Rehabilitation Education*, 22, 3-4. <https://doi.org/10.1891/088970108805059543>
- Trusty, J., Mellin, E., A., & Herbert, J. T. (2008). Closing achievement gaps: Roles and tasks of elementary school counselors. *The Elementary School Journal*, 108, 407-421.
- Herbert, J. T., (2007). Editorial: New editor's message. *Rehabilitation Education*, 21, 3.
- Herbert, J. T. (2007). Recovery and the rehabilitation process: A personal journey. Reprinted in A. E. Dell Orto and P. W. Power (5th Ed.) *The psychological and social impact of illness and disability* (pp. 530-540). Springer.
- Herbert, J. T. (2007). Editorial: Contributing (or not) to the journal. *Rehabilitation Education*, 21, 147-148.
- Herbert, J. T. (2007). Editorial: Further thoughts on writing for publication. *Rehabilitation Education*, 21, 71-72. <https://doi.org/10.1891/088970107805059788>
- Herbert, J. T. (2006). Accreditation options for the undergraduate rehabilitation program. *Rehabilitation Education*, 20, 179-190. <https://doi.org/10.1891/088970106805074458>
- Ehrmann, L. A., & Herbert, J. T. (2006). Family intervention training: A course proposal for rehabilitation counselor education. *Rehabilitation Education*, 19(4), 235-248.
- Herbert, J. T., & Trusty, J. (2006). Clinical supervision practices and satisfaction within the public vocational rehabilitation program. *Rehabilitation Counseling Bulletin*, 49(2), 66-80. <https://doi.org/10.1177/00343552060490020801>
- Herbert, J. T. (2004). Qualitative analysis of clinical supervision within the public vocational rehabilitation program. *Journal of Rehabilitation Administration*, 28, 51-74. <https://doi.org/10.1891/0047-2220.43.3.25>
- Herbert, J. T. (2004). Analysis of clinical supervision practices as documented in rehabilitation counseling syllabi and fieldwork manuals. *Rehabilitation Education*, 18(1), 13-33.
- Herbert, J. T. (2004). Clinical supervision in rehabilitation counseling settings. In Chan, F. Berven, N. L., and Thomas, K. R. (Eds.), *Counseling Theories and Techniques for Rehabilitation Health Professionals* (pp. 510-533). Springer.

PUBLICATIONS (continued)

- Herbert, J. T. (2004). Clinical supervision. In Maki, D. R. and Riggart, T. F. (Eds.) (2nd ed.) *Handbook of Rehabilitation Counseling* (pp. 305-317). Springer.
- Herbert, J. T. (2003). Recovery and the rehabilitation process: A personal journey. *Rehabilitation Education* [Gray Matter], 17, 125-131.
- Herbert, J. T. (2001). Thoughts on becoming a rehabilitation counselor educator. *Rehabilitation Education*, 15, 307-315.
- Herbert, J. T. (2000). Therapeutic adventure staff attitudes and preferences for working with persons with disabilities. *Therapeutic Recreation Journal*, 34(3), 211-226.
<https://eric.ed.gov/?q=+EJ615792>
- Accordino, M. P., & Herbert, J. T. (2000). Treatment outcome of four rehabilitation interventions for persons with chronic mental illness. *Journal of Mental Health Counseling*, 22(3), 268-282.
- Herbert, J. T. (2000). Simulation as a learning method to facilitate disability awareness. *Journal of Experiential Education*, 23(1), 5-11. <https://doi.org/10.1177/105382590002300102>
- Bard, C., Bieschke, K., Herbert, J. T., & Eberz, A. B. (2000). Predicting research interest among rehabilitation counseling students and faculty. *Rehabilitation Counseling Bulletin*, 44(1), 48-55. <https://doi.org/10.1177/003435520004400107>
- Herbert, J. T. (2000). Director and staff views on including persons with severe disabilities in therapeutic adventure. *Therapeutic Recreation Journal*, 34(1), 16-32.
- Herbert, J. T., & Bieschke, K. J. (2000). A didactic course in clinical supervision. *Rehabilitation Education*, 14, 187-198.
- Bieschke, K. J., & Herbert, J. T. (2000). The supervision practicum. *Rehabilitation Education*, 14, 155-162.
- Herbert, J. T. (1998). Therapeutic effects of participating in an adventure therapy program. *Rehabilitation Counseling Bulletin*, 41(3), 201-216. <https://eric.ed.gov/?q=+EJ568369>
- Bieschke, K. J., Herbert, J. T., & Bard, C. (1998). Using a social cognitive model to explain research productivity among rehabilitation counselor education faculty. *Rehabilitation Education*, 12(1), 1-16.
- Herbert, J. T. (1997). Quality of assurance: Administration and supervision. In D. R. Maki, & T. F. Riggart (Eds.), *Rehabilitation Counseling: Profession and Practice* (pp. 246-258). Springer.

PUBLICATIONS (continued)

- Accordino, M. P., & Herbert, J. T. (1997). Relationship enhancement as an intervention to facilitate rehabilitation of persons with severe mental illness. *Journal of Applied Rehabilitation Counseling*, 28(1), 47-52.
- Herbert, J. T. (1996). Use of adventure-based counseling for persons with disabilities. *Journal of Rehabilitation*, 62(4), 3-9.
- Herbert, J. T. (1996). Editorial: Campfires and good-byes. *Rehabilitation Education*, 10, 240-241.
- Herbert, J. T. (1996). Editorial: Sabbatical thoughts -- If I could only be a Merrowvista dog. *Rehabilitation Education*, 10, 1-2.
- Herbert, J. T. (1995). Clinical supervision. In A.E. Del Orto, & R. P. Marinelli, (Eds.) *Encyclopedia of disability and rehabilitation* (pp. 178-190). Macmillan.
- Herbert, J. T., Ward, T. J., & Hemlick, L. M. (1995). Confirmatory factor analysis of the Supervisory Style Inventory and Revised Supervision Questionnaire. *Rehabilitation Counseling Bulletin*, 38, 334-349. <https://eric.ed.gov/?id=EJ514511>
- Bieschke, K. J., Bishop, R. M., & Herbert, J. T. (1995). Research interest among rehabilitation doctoral students. *Rehabilitation Education*, 9, 51-66.
<https://doi.org/10.1177/003435520004400107>
- Herbert, J. T., & Richardson, R. K. (1995). Introduction to special issue on rehabilitation counselor supervision. *Rehabilitation Counseling Bulletin*, 38, 278-281.
- Herbert, J. T. (1995). Graduate admissions: Remembering sitting across the other side of the table. *Rehabilitation Education*, 9, 1-2.
- Herbert, J. T. (1995). Private employment services. In T.F. Riggan and W. Crimando (Eds.). *Utilizing community resources: An overview of human services* (pp. 197-208). St. Lucie Press.
- Melick, A., & Herbert, J. T. (1995). Rehabilitation counseling with the Deaf: Considerations for counselors with general caseloads. *Journal of Applied Rehabilitation Counseling*, 26 (1), 3-8.
- Herbert, J. T., Hunt, B., Dell, G. (1994). Counseling gay men and lesbians with alcohol problems. *Journal of Rehabilitation*, 60(2), 52-57.
- Herbert, J. T. (1994). Editorial: Thinking about the "M" word. *Rehabilitation Education*, 8, 193-194.
- Herbert, J. T. (1994). Editorial: From attitudes to academe: Can they change? *Rehabilitation Education*, 8, 101-102.

PUBLICATIONS (continued)

- Herbert, J. T., & Melick, A. (1993). Vocational evaluation considerations of Deaf and hearing loss persons. *Vocational Evaluation and Work Adjustment Bulletin*, 26 (3), 89-96.
- Szymanski, E. M., Herbert, J. T., 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.
- Herbert, J. T., & Martinez, M. Y. (1992). Client ethnicity and vocational rehabilitation case service outcome. *Journal of Job Placement*, 8 (1), 10-16.
- Herbert, J. T., & Ishikawa, T. (1991). Employment-related interpersonal competence among workers with mental retardation. *Vocational Evaluation and Work Adjustment Bulletin*, 24 (3), 83-94.
- Herbert, J. T., Hemlick, L., & Ward, T. J. (1991). Supervisee perception of rehabilitation counseling practica. *Rehabilitation Education*, 5, 121-129.
- Herbert, J. T. (1991). First things first: Rehabilitation as a career planning strategy. *Career Development Quarterly*, 39, 297-303. <https://onlinelibrary.wiley.com/doi/10.1002/j.2161-0045.1991.tb00296.x>
- Herbert, J. T., & Murphy, P. J. (1990). Employer evaluations of resume content concerning applicants who have disabilities. *Journal of Job Placement*, 6 (2), 6-10.
- Herbert, J. T. (1990). Ethical standards casebook [Book review]. *Rehabilitation Education*, 4, 378-379.
- Herbert, J. T., & Ward, T. J. (1990). Supervisory styles among rehabilitation counseling practica supervisors. *Rehabilitation Education*, 4, 203-212.
- Herbert, J. T., & Ward, T. J. (1989). Rehabilitation counselor supervision: A national survey of graduate training practica. *Rehabilitation Education*, 3, 163-175.
- Herbert, J. T., & Dambrocia, C. D. (1989). Employability of older persons with disabilities: A partnership among employers, rehabilitation counselors and potential workers. *Journal of Applied Rehabilitation Counseling*, 20 (4), 16-21.
- Herbert, J. T. (1989). Assessing the need for family therapy: A primer for rehabilitation counselors. *Journal of Rehabilitation*, 55 (1), 45-51.
- Herbert, J. T. (1988). Content analysis of placeability skills training: A survey of job seeking skills programs. *Journal of Job Placement*, 4 (2), 9-14.
- Herbert, J. T., & Cheatham, H. E. (1988). Africentricity and the Black disability experience: A theoretical model for rehabilitation counselors. *Journal of Applied Rehabilitation Counseling*, 19 (4), 50-54.

PUBLICATIONS (continued)

- Herbert, J. T. (1988). Counseling programs for employees in the workplace [Book review]. *Rehabilitation Education*, 1, 286-287.
- Herbert, J. T. (1987). Measurement of job placement knowledge: An experimental scale. *Journal of Job Placement*, 3 (2), 6-11.
- Lynch, R. K., & Herbert, J. T. (1986). Employment trends for rehabilitation counselors. In T.F. Riggart, D.R. Maki, & A.W. Wolf (Eds.). *Applied rehabilitation counseling* (pp. 91-97). New York: Springer.
- Herbert, J. T., & Wright, G. N. (1985). Attitudes of state vocational rehabilitation agencies toward counselor education. *Rehabilitation Counseling Bulletin*, 28, 155-160.
- Herbert, J. T., & Menz, F. E. (1981). Reactions to research on therapeutic effects of vocational evaluation: A selective review of the problems and alternatives. *Vocational Evaluation and Work Adjustment Bulletin*, 14, 100-107.

MANUSCRIPTS IN PROGRESS

- Herbert, J. T., O'Shea, A., & Yoon, J. (In submission). Effectiveness of the Rehabilitation Services Administration (RSA) Long-term Training Program and Intent to Leave Among Rehabilitation Personnel.
- Herbert, J. T., Yoon, J., & O'Shea, A. (In preparation). Predicting intention to leave among rehabilitation personnel.
- O'Shea, A., Herbert, J. T., & Yoon, J. (Data collection). Recruitment and retention concerns of rehabilitation counselors: A qualitative analysis.

COURSES TAUGHT/CLINICAL SUPERVISION

- REHAB 408 Introduction to Vocational Rehabilitation
- REHAB 412 Rehabilitation Facilities in Pennsylvania
- REHAB 425 Use of Tests in Counseling
- REHAB 470 Workshop in Studies in Counselor Education
- REHAB 495 Field Work in Vocational Habilitation (Undergraduate Internship)
- RHS 100 Introduction to Disability Culture
- RHS 400W Rehabilitation Case Recording and Case Management
- RHS 403 Medical Aspects of Disability
- RHS 495A Rehabilitation and Human Services Internship
- CNED 505 Foundations in Career Development and Counseling Information
- CNED 560 Psychosocial Aspects of Disability
- CNED 561 Job Placement of Persons with Disabilities
- CNED 595A Supervised Practicum (CNED Doctoral Practicum)
- CNED 595B Professional Experience in Rehabilitation Counseling (Practicum)
- CNED 595C Internship in Rehabilitation Counseling

COURSES TAUGHT/CLINICAL SUPERVISION (continued)

CNED 595D Supervision of Counselors (CNED Doctoral Supervision)
CNED 597E Rehabilitation Administration and Supervision
CNED 602 Supervised Teaching (CNED Doctoral Supervision)

FUNDING

Herbert, J. T., O'Shea, A., & Hyung, J. Y. (2021-2024, Research Grant). Evaluating the Effectiveness of the Rehabilitation Services Administration (RSA) Scholarship Program. National Institute on Disability, Independent Living, and Rehabilitation Research (Principal Investigator). Award: \$596,829.

Herbert, J. T., Coduti, W., & Fleming, A. (2014-2020, Training Grant). Long-term Training of New Personnel to Work in State Vocational Rehabilitation. Rehabilitation Services Administration, U.S. Department of Education. Award: \$992,700 (Principal Project Director).

Herbert, J. T., & Schultz, J. (2010-2013, Research Grant). Assessing the Impact of Clinical Supervision Training Among State Vocational Rehabilitation Supervisors. U.S. Department of Education, National Institute on Disability and Rehabilitation Research. Award: \$600,000 (Principal Investigator).

Herbert, J. T., Rusch, F., & Hunt, B. (2008-2013, Training Grant). Job Development and Job Placement – Increasing Training Capacity and Number of State Vocational Rehabilitation Counselors Serving High School Youth with Disabilities. Rehabilitation Services Administration, U.S. Department of Education. Award: \$500,000. (Principal Director).

Herbert, J. T. (2011, Research Grant). Post-secondary Outcomes of Students Receiving Services from the Office for Disability Services: A Pilot Study. Children, Youth, and Families Consortium Level I Grant, Penn State University. Award: \$6,700.

Herbert, J. T. (2010-2011, Research Grant). Distinguished Researcher Category, Mary E. Switzer Fellowship. Evaluation of a Training Program to Enhance Clinical Supervision of State Vocational Rehabilitation Supervisors. U.S. Department of Education, National Institute on Disability and Rehabilitation Research. Award: \$75,000.

Herbert, J. T. (2005-2010, Training Grant). Increasing the Number of Qualified Rehabilitation Counselors to Work in the State Vocational Rehabilitation Program and the Number of Rehabilitation Counselor Educators. U.S. Department of Education, Rehabilitation Services Administration. Award: \$750,000.

Wilson, K., Mpofu, E., & Herbert, J. T. (2003-2008, Training Grant). Job Development and Employment of People with Disabilities. U. S. Department of Education, Rehabilitation Services Administration. Award: \$478,938. (Co-principal Director).

GRANT FUNDING (continued)

- Herbert, J. T. (2002-2003, Research Grant). Distinguished Researcher Category, Mary E. Switzer Fellowship. Clinical Supervision within the State-Federal Vocational Rehabilitation Program: A Combined Qualitative and Quantitative Analysis. National Institute on Disability and Rehabilitation Research. Award: \$55,000.
- Herbert, J. T., & Hunt, B. B. (2001-2006, Training Grant). Increasing the Number of Personnel to Meet the Vocational Rehabilitation Needs of Persons with Severe Disabilities. Long Term Training Grant - Undergraduate Training in Rehabilitation Services. U.S. Department of Education, Rehabilitation Services Administration. Award: \$369,823 (Principal Director).
- Mpofu, E., & Herbert, J. T. (2002-2004, Research Grant). Enhancing Student Experience with Disabilities Through Interactive Web-based Video Clips and Multimedia Instructional Delivery. PSU Center for Teaching and Learning. Award: \$3000. (Co-project Director).
- Tarvydas, V., Herbert, J. T., & Leahy, M. (2000, Demonstration Grant). Preparing Rehabilitation Counselor Educators Through a Distance Learning Experience. Committee on Institutional Cooperation. Award: \$37,810 (Co-project Investigator).
- Herbert, J. T., & Fabian, E. S. (1999, Supplemental Training Grant). Short-term Training on Advanced Psychiatric Rehabilitation. U.S. Department of Education, Rehabilitation Services Administration. Award: \$24,000. (Co-project Director).
- Herbert, J. T. (1998-2003, Training Grant). Long-term Training in Rehabilitation Counseling. U.S. Department of Education, Rehabilitation Services Administration. Award: \$494,979.
- Herbert, J. T., McAfee, J., Wolfe, P. S. (1997-2000, Research Grant). Model Demonstration Project to Improve the Delivery and Outcomes of Postsecondary Education Individuals with Disabilities. U.S. Department of Education, Office of Special Education and Rehabilitative Services. Award: \$387,076. (Co-project Investigator).
- Herbert, J. T., & Rosenthal, D. (1997-2000, Training Grant). Increasing the Numbers and Improving Skills and Quality of Professional Personnel Providing Services to Persons with Long-term Mental Illness. U.S. Department of Education, Rehabilitation Services Administration. Award: \$239,799. (Co-principal Director).
- Herbert, J. T. (1998-1999, Research Grant). Academic Adjustment of Graduate Students: Validation of a Proposed Model. Penn State Alumni Society, College of Education, Faculty Research Initiation Grant. Award: \$600.
- Herbert, J. T. (1995-1996, Research Grant). Rehabilitation Research Merit Switzer Fellowship, Distinguished Researcher Category. Use of Adventure-Based Therapy to Facilitate Supported Employment Among Persons with Severe Disabilities. National Institute on Disability and Rehabilitation Research. Award: \$40,000

GRANT FUNDING (continued)

- Rosenthal, D., & Herbert, J. T. (1996-1997). Long Term Training Rehabilitation of Persons with Mental Illness. U.S. Department of Education, Rehabilitation Services Administration. Award: \$296,414 (Co-principal Director).
- Herbert, J., Hunt, B., & Rosenthal, D. (1995-2000). Long Term Training Rehabilitation Counseling U.S. Department of Education. Rehabilitation Services Administration. Award \$439,976 (Co-principal Director).
- Herbert, J. T. (1993-1998, Training Grant). Long Term Training in Rehabilitation Counseling. U.S. Department of Education, Rehabilitation Services Administration. Award: \$549,790.
- Herbert, J. T., & Fabian, E. S. (1993-1996, Training Grant). Long Term Training in Job Development and Job Placement. U.S. Department of Education, Rehabilitation Services Administration. Award: \$238,563 (Principal Director).
- Herbert, J. T., & Fabian, E. (1993-96, Training Grant). Long Term Training Undergraduate Education in Rehabilitation Services. U.S. Department of Education, Rehabilitation Services Administration. Award: \$231,201 (Principal Director).
- Herbert, J. T., & Fabian, E. (1991-1994, Training Grant). Long Term Training Grant - Rehabilitation of the Mentally Ill. U.S. Department of Education, Rehabilitation Services Administration. Award: \$360,664 (Principal Director).
- Herbert, J. T. (1990-92, Training Grant). Long Term Training Grant – Rehabilitation Counseling. U.S. Department of Education, Rehabilitation Services Administration. Award: \$350,686.
- Herbert, J. T. (1990-91, Research Grant). An Examination of Supervisor Behavior and Styles Among Rehabilitation Counseling Practica. Association for Counselor Education & Supervision. Award: \$500.
- Herbert, J. T. (1989-1990, Training Grant). Facilitating Case Management Decisions with Computer Simulations. Sponsor: Penn State CBEL. Award: \$12,266.

PAPERS AND PRESENTATIONS

International

- Disability Services in University Settings: Providing Access v. Facilitating Engagement (Poster session) with Allison R. Fleming and Wendy A. Coduti. Ninth International Disability Law Summer School, Centre for Disability and Law, National University of Ireland, June 2017.

PAPERS AND PRESENTATIONS

National

Effectiveness of a Training Program to Enhance Clinical Supervision. Council of State Administrators of Vocational Rehabilitation National Conference, April 2025.

Predictors of Rehabilitation Counselors' Intention to Leave Their Current Employment. Association for Rehabilitation Research, Policy and Education Conference, February 2025.

Barriers and Solutions in Addressing Intent to Leave State Vocational Rehabilitation: Counselor, Supervisor and Administrator Perspectives. Council of State Administrators of Vocational Rehabilitation National Conference, October 2024.

Strategies to Improve Recruitment and Retention of State Vocational Rehabilitation Counselors. Lunch and Learn Series Webinar with the Office of Special Education and Rehabilitative Services and the National Clearinghouse of Rehabilitation Training Materials. November 2023.

Where Did All the Staff Go? Addressing Your Recruitment Woes: A Conversation with Dr. Jim Herbert. Podcast with Carol Pankow, Manager Minute Series, June 2023. Available through VRTAC-QM at: <https://managerminutevrtac-qw.libsyn.com/>

Where Did All the Staff Go? Addressing Your Retention Woes: A Conversation with Dr. Jim Herbert. Podcast with Carol Pankow, Manager Minute Series, July 2023. Available through VRTAC-QM at: <https://managerminutevrtac-qw.libsyn.com/>

Improving Recruitment and Retention of State Vocational Rehabilitation Counselor. Webinar presentation to the Council of State Administrators of Vocational Rehabilitation. March 2023. Available through Penn State University Kaltura at: https://psu.mediaspace.kaltura.com/media/Improving%20Recruitment%20and%20Retention%20of%20State%20Vocational%20Rehabilitation%20Counselors%20Final/1_k8qszlc5

Improving Retention of State Vocational Rehabilitation Counselors. Webinar presentation to the Vocational Rehabilitation Technical Assistance Center for Quality Employment, University of Wisconsin-Madison, January 2023. Available at: <https://tacqe.com/trainings/improving-retention-of-vr-counselors-webinar/>

Employment and Retention in Rehabilitation Counseling and Disability Services. National Council on Rehabilitation Education, Council of State Administrators of Vocational Rehabilitation, and Rehabilitation Services Administration On-line National Conference, October 2022.

Work Roles and Functions of Undergraduate Rehabilitation Alumni: A Replication Study. National Council on Rehabilitation Education, Council of State Administrators of Vocational Rehabilitation, and Rehabilitation Services Administration On-line National Conference, October 2022.

PAPERS AND PRESENTATIONS (National Papers continued)

Recruitment and Retention of State Vocational Rehabilitation Counselors: Barriers and Solutions. National Council on Rehabilitation Education, Council of State Administrators of Vocational Rehabilitation, and Rehabilitation Services Administration On-line National Conference, October 2022.

Addressing Recruitment and Retention of State Vocational Rehabilitation Counselors. On-line presentation to the National Conference Meeting, Council of State Administrators of Vocational Rehabilitation, San Antonio, TX, October 2022.

Improving Retention of Rehabilitation Counselors within the Public Sector. Rehabilitation Long-term Training Project Directors Meeting. Rehabilitation Services Administration On-line Conference, August 2022.

Recruitment and Retention of State Vocational Rehabilitation Counselors: An Exploratory Study. Council of State Administrators of Vocational Rehabilitation, Operations and Personnel Committee, State College (On-line), March 2022.

Building a National Coalition of University Disability Services Offices. Association for Higher Education and Disability, Newport, OR., November 2017.

Academic Outcomes and Retention Rate Among Undergraduate Students with Disabilities: A Longitudinal Study. National Council on Rehabilitation Education, Council of State Administrators of Vocational Rehabilitation, and Rehabilitation Services Administration National Conference, Washington, DC, October 2015.

Negotiating the Pressures and Pitfalls of Promotion with Your Partner. National Council on Rehabilitation Education, Manhattan Beach, CA. March 2014.

Evaluation of a Training Program to Enhance Clinical Supervision. Presentation at the National Council on Rehabilitation Education, Manhattan Beach, CA. March 2014.

Preliminary Data from an Intervention to Improve Clinical Supervision Skills. Presentation at the 12th National Council on Rehabilitation Education Annual Conference, San Francisco, CA, April 2012.

Post-secondary Outcomes of Students Receiving Services from the Office for Disability Services: A Pilot Study. Presentation to the 28th Annual Pacific Rim Conference on Disability and Diversity, Honolulu, HI, March 2012.

Supervision of Rehabilitation Counselors: Supervising and Being Supervised Ethically. Webinar given to Commission on Rehabilitation Counselor Certification, March and April 2012.

Evaluation of a Training Program to Enhance Clinical Supervision of State Vocational Rehabilitation Supervisors. Mary E. Switzer Fellowship Seminar, Washington, DC, December 2011.

PAPERS AND PRESENTATIONS (National Papers continued)

Improving Counselor Supervision Practices of State VR Supervisors. Poster presentation to the Council of State Administrators of Vocational Rehabilitation Conference, Chandler, AZ, October 2011.

Extrapolating Information from the Undergraduate Role and Function Study in Developing Accreditation Standards for Rehabilitation Services Programs. Presentation given to the 11th Annual National Council on Rehabilitation Education Conference, Manhattan Beach, CA, April 2011.

Training Intervention to Enhance Clinical Supervision. Presentation given with Jared Schultz and Maritza Tamez to the 11th Annual National Council on Rehabilitation Education Conference, Manhattan Beach, CA, April 2011.

Publishing in Rehabilitation Education and an Overview of the New APA Guidelines. Presentation given to the 10th Annual National Council on Rehabilitation Education Conference Manhattan Beach, CA, April 2010.

Clinical Supervision of Master's Level State VR Counselors: A Training Model. National Council on Rehabilitation Education, Council of State Administrators of Vocational Rehabilitation, and Rehabilitation Services Administration National Conference, Washington, D.C., October 2009.

Roles and Functions of Undergraduate Rehabilitation Services Trained Personnel. Presentation given to the Conference on Undergraduate Education, National Council on Rehabilitation Education, Chicago, May 2009.

Year 3 Report on the Undergraduate Role and Function Study. Presentation given at the Committee for Undergraduate Education. National Council on Rehabilitation Education Conference, San Antonio, TX, February 2009.

Disability Support Services: An Employment Option for Rehabilitation Counselors. Presentation given with Samantha Herrick to the 9th Annual National Council on Rehabilitation Education Conference, San Antonio, TX, February 2009.

Getting Published in Rehabilitation Journals: Strategies that Work. Presentation given with Dawn Brislin to the 8th Annual National Council on Rehabilitation Education Conference, San Antonio, TX, February 2008.

Year 2 Report on the Undergraduate Role and Function Study. Presentation given to the Committee for Undergraduate Education at the 8th Annual National Council on Rehabilitation Education Conference, San Antonio, TX, February 2008.

Roles and Functions of Undergraduate Rehabilitation Services Trained Personnel. Presentation at 7th Annual National Council on Rehabilitation Education Conference, San Diego, CA, February 2007.

PAPERS AND PRESENTATIONS (National Papers continued)

Re-engaging the Vision of a Unified Professional Organization in Rehabilitation Counseling. Presentation at 7th Annual National Council on Rehabilitation Education Conference, San Diego, CA, February 2007.

Rasch Scaling of the Acceptance of Disability Scale. Presentation at the 7th Annual National Council on Rehabilitation Education Conference, San Diego, CA, February 2007.

Status of the Undergraduate Rehabilitation Services Program. Committee on Undergraduate Education, National Council on Rehabilitation Education. University Park, PA, June 2007.

Our Common Ground: Perspectives on Coping with Illness, Disability Change, and Loss. Presentation at the National Council on Rehabilitation Education, Tucson, AZ, February 2005.

Rehabilitation Counselor Supervision: From Research to Practice. National Council on Rehabilitation Education, Council of State Administrators of Vocational Rehabilitation, and Rehabilitation Services Administration National Conference, Washington, D.C., October 2004.

Rehabilitation Professions Responding to the Real World. Presentation given at the Pennsylvania Association of Rehabilitation Facilities. State College, October 2004.

The Road to Independence. Presentation given to the American College Personnel Association Conference, Philadelphia, PA, April 2004.

Clinical Supervision Practices as Documented in Rehabilitation Counseling Syllabi and Fieldwork Manuals. Presentation given to the 4th Annual National Council on Rehabilitation Education, Tucson, AZ, February 2004.

Clinical Supervision within the State-Federal Vocational Rehabilitation Program: A Combined Qualitative and Quantitative Analysis. U. S. Department of Education, National Institute on Disability and Rehabilitation Research. Mary E. Switzer Scholarship Meeting. Washington, DC, March 2003.

Foundations of Rehabilitation Counseling: Practice Issues and Interventions. Five-day training program to graduate students and faculty members at Hong Kong Polytechnic University, August 2002.

Investigating Research Productivity Among Rehabilitation Doctoral Students. Presentation given with Christine Bard at the 2nd Annual National Council on Rehabilitation Education Conference, Tucson, AZ, February 2002.

Barriers and Solutions to Enhance Campus Citizenship for Students with Disabilities. Presentation to the American College Personnel Association, Washington, D.C., April 2000.

PAPERS AND PRESENTATIONS (National Papers continued)

Increasing Awareness through Disability Simulation. Presentation given to the Association of Experiential Education International Conference. Rochester, NY, October 1999.

What Faculty and Staff Know About Accommodating Students with Disabilities: Assessment and Intervention Strategies. Presentation to the Association on Higher Education and Disability. Atlanta, GA, July 1999.

Graduate Student Adjustment to Academic Life: A Proposed Model for Rehabilitation Educators. Presentation to the National Council on Rehabilitation Education Conference. Dallas, TX, March 1999.

Fragmentation within Rehabilitation Counseling Associations. Keynote address to the Alliance for Rehabilitation Counseling. Dallas, TX, March 1999.

Partnerships for Student Success: Model Demonstration Project to Improve the Delivery and Outcomes of Postsecondary Education of Individuals with Disabilities. National Meeting of Model Demonstration and Transition Systems, Office of Special Education and Rehabilitative Services. Washington, DC, June 1998.

Rehabilitation Counselor Clinical Supervision Research and Practice: Where We've Been... Where We're Going. Presentation given at the National Council on Rehabilitation Education Conference. Vancouver, WA, March 1998.

Attitudes and Perceptions Concerning Persons with Disabilities: Potential for Growth. Presentation given at the Association for Experiential Education International Conference. Asheville, NC, November 1997 (Available through Resources in Education, ERIC Document # ED 414 136).

Adventure-based Counseling as an Adjunct to Vocational Rehabilitation. Presentation given at the 14th Annual Professional Development Symposium Alliance for Rehabilitation Counseling (ARCA/NRCA Alliance). Tampa, FL, March 1997.

Problems, Issues, and Innovative Research Methodology in Job Placement and Employment Outcomes. Panel presentation given to the American Rehabilitation Counseling Association, 1994 Forum on Rehabilitation Research and Practice, American Counseling Association Annual Convention, Minneapolis, MN, April 1994.

Facilitating Vocational Rehabilitation Services to Persons of Color. Presentation at the National Rehabilitation Counseling Association, 11th Annual Professional Symposium, Fairfax, VA, February 1994.

Report on Undergraduate Rehabilitation Programs. Panel member presentation given to the National Council on Rehabilitation Education, Council of State Administrators of Vocational Rehabilitation, and Rehabilitation Services Administration National Conference, Washington, D.C., April 1993.

PAPERS AND PRESENTATIONS (National Papers continued)

Rehabilitation Counselor Supervision: Some Issues and Answers. Presentation given to the American Association for Counseling and Development, Baltimore, MD, March, 1992.

Transition and Adjustment to Graduate School: An Intervention Model. Presentation given to the American Association for Counseling and Development, Baltimore, MD, March 1992.

Counselor Supervision Curriculum Practices in NCRE Programs--A Roundtable Discussion. Presentation given to ARCA/NCRE Pre-Conference Curriculum Seminar, American Association for Counseling and Development, Reno, NV, April 1991.

Supervisor Behavior and Styles Among Rehabilitation Counseling Practica. Paper presented to the American Association for Counseling and Development Convention, Reno, NV, April 1991.

Practicum and Internship Coordination: A Discussion of Problems and Solutions. Presentation given at the American Association for Counseling and Development Convention, Reno, NV, April 1991.

Rehabilitation Counselor Supervision: A National Survey of Master's Level Practica. Paper presented to the American Association for Counseling and Development Convention, Cincinnati, OH, March 1990.

Regional/State

An Overview of Clinical Supervision in State Vocational Rehabilitation Practice. Two-day training given to Michigan Rehabilitation Services, Traverse City Region. April 2024.

An Overview of Clinical Supervision in State Vocational Rehabilitation Practice. Two-day training given to Michigan Rehabilitation Services, Grand Rapids Region. May 2024.

Preliminary findings of predictors of counselor retention among former RSA Scholars. Presentation given to the Operations and Personnel Committee, Council on State Administrators in Vocational Rehabilitation. May 2024

An Overview of Clinical Supervision in State Vocational Rehabilitation Practice. Two-day training given to Michigan Rehabilitation Services, Detroit Region. November 2023.

Training Program to Enhance State Vocational Rehabilitation Supervision. On-line presentation to Michigan Rehabilitation Services, October 2023.

Clinical Supervision in State Vocational Rehabilitation Practice: An Introduction. Webinar given to Pennsylvania Office of Vocational Rehabilitation, July 2022.

Recruitment and Retention of Vocational Rehabilitation Counselors: Barriers and Strategies to Sustaining a Qualified Workforce. On-line Keynote Presentation to the New Jersey Psychiatric Association, November 2022.

PRESENTATIONS/PAPERS (Regional/State Papers continued)

State Vocational Rehabilitation Directors' Perceptions Regarding Recruitment and Retention of State VR Counselors. On-line Presentation to the Council of State Administrators in Vocational Rehabilitation, Operations and Personnel Committee, University Park, PA, August 2022.

Clinical Supervision in State Vocational Rehabilitation Practice: An Introduction. Webinar given to Pennsylvania Office of Vocational Rehabilitation, July 2022.

Retention of State Vocational Rehabilitation Counselors: A Nationwide Problem. Presentation given to Pennsylvania Office of Vocational Rehabilitation. March 2022.

Clinical Supervision in State Vocational Rehabilitation: Effective Use of the Counselor, Consultant and Teacher Roles. Webinar given to Center for Innovative Training in Vocational Rehabilitation, Gorge Washington University, October 2021.

Recruitment and Retention of State Vocational Rehabilitation Counselors. Presentation given to the Council of State Administrators in Vocational Rehabilitation, Operations and Personnel Committee, University Park, PA, October 2021.

Qualitative Study of Disability Climate Among Penn State Students with Disabilities. Presentation given to Student Disability Resources Office, University Park, PA, December 2020.

Ethical Concerns When Providing Clinical Supervision within a Triadic Supervision Model. Presentation given to University of Iowa Counselor Education doctoral students. Cedar Rapids, IA, (via distance), March 2019.

Enhancing Clinical Supervision of State Vocational Rehabilitation Personnel: A Training Intervention. University of Wisconsin, Department of Rehabilitation Psychology and Special Education Conference on Evidence-based Practices in Vocational Rehabilitation, Madison, WI. May 2018.

Effectiveness of the Summer Academy Program for Students with Blindness and Visual Impairments. Pennsylvania Bureau of Blindness and Visual Services. State College, May 2016.

Post-secondary Transition of Youth with Visual Impairments tPaTTAN Training Conference, State College, PA. July 2015.

Improving Clinical Supervision in State Vocational Rehabilitation Practice. Three-day workshop to supervisors with the Florida Division of Vocational Rehabilitation, Tampa, FL. January 2014.

PRESENTATIONS/PAPERS (Regional/State Papers continued)

Improving Clinical Supervision in State Vocational Rehabilitation Practice. Five-day workshop to supervisors and administrative team with the Minnesota Department of Employment and Economic Development Woodbury, MN August 2013.

Improving Clinical Supervision in State Vocational Rehabilitation Practice. Three-day workshop to supervisors with the Illinois Division of Rehabilitation Services, Springfield, IL. June 2013.

Improving Clinical Supervision in State Vocational Rehabilitation Practice. Three-day workshop to supervisors with the Alabama Department of Rehabilitation Services, Birmingham, AL October 2012.

Employment Trends of Rehabilitation Counselors and the Role of Counseling in Current Practice. Presentation made to the Pennsylvania Association of Rehabilitation Facilities. State College, PA, September 2012.

Improving Clinical Supervision in State Vocational Rehabilitation Practice. Three-day workshop to supervisors with the Minnesota Department of Employment and Economic Development, Woodbury, MN, August 2012.

Global Use of Rehabilitation Counselors. Presentation to the Pennsylvania Rehabilitation Association. State College, PA, April 2012.

Improving Clinical Supervision in State Vocational Rehabilitation Practice. Three-day workshop to supervisors affiliated with the State Department of Rehabilitation Services, Oklahoma, OK, December 2011.

Improving Clinical Supervision in State Vocational Rehabilitation Practice. Three-day workshop to supervisors affiliated with the State Division of Rehabilitation Services, Baltimore, MD, November 2011.

Enhancing Retention and Graduation of College Students with Disabilities. Presentation given to the Annual Training Conference of the Maryland Rehabilitation Association, Ocean City, MD, October 2011.

Enhancing Clinical Supervision Competence of State VR Supervisors. Presentation given to the Annual Training Conference of the Maryland Rehabilitation Association, Ocean City, MD, October 2011.

Publishing in Refereed Journals During Doctoral Studies. Presentation made to the "Big 3" Rehabilitation Conference, Hickory Grove, MI, September 2011.

Improving Clinical Supervision in State Vocational Rehabilitation Practice. Three-day workshop with Jared Schultz to supervisors with the Washington State Division of Vocational Rehabilitation, WA, June 2011.

PRESENTATIONS/PAPERS (Regional/State Papers continued)

Clinical Supervision within the State Vocational Rehabilitation Program. Workshop presentation given to faculty and students in the Department of Rehabilitation, Social Work and Addictions at the University of North Texas, Denton, TX, April 2011.

Assessing Quality of Vocational Services in Community Rehabilitation Programs. Presentation given to the Pennsylvania Association of Rehabilitation Facilities. University Park, PA, September 2009.

Publishing in Rehabilitation Journals: Insights from an Editor. Presentation given to the "Big 3" Rehabilitation Conference, Hickory Grove, MI, September 2009.

Searching for Talent in Universities and Colleges. Presentation given to the Pennsylvania Association of Rehabilitation Facilities. University Park, Pennsylvania, September 2007.

Clinical Supervision within State Vocational Rehabilitation Program. Training program to Pennsylvania Office of Vocational Rehabilitation. University Park, Pennsylvania, July 2007.

Marketing Your Undergraduate Degree in Rehabilitation Services, Pennsylvania Association of Rehabilitation Facilities 2007 Annual Conference (University Park, PA, October 2006).

Undergraduate Rehabilitation Programs: Missing Links or Building Blocks? Presentation given to the Pennsylvania Association of Rehabilitation Facilities, University Park, Pennsylvania, September 2005.

An Overview of the Rehabilitation Services Degree. Presentation given to the Undergraduate Admissions Spring Conference, The Pennsylvania State University, Scranton, Pennsylvania, May 2005.

Executive Summary Report on Clinical Supervision Practices. Presentation given to the Pennsylvania Office of Vocational Rehabilitation. State College, April 2005.

Disability Studies, Rehabilitation Practice, and Inclusive Communities. Presentation given to the Pennsylvania Association of Rehabilitation Facilities. State College, October 2004.

Rehabilitation Professions Responding to the Real World. Presentation given to the Pennsylvania Association of Rehabilitation Facilities. State College, October 2004.

Collaborative Approach to Comprehensive Transition: A Delivery Program Model for Individuals with Disabilities. Presentation given to the Pennsylvania Transition Conference. University Park, PA, July 2004.

Career Development and Persons with Disabilities. Panel presentation given to the Middle Atlantic Career Counseling Association. University Park, PA, May 2004.

Clinical Supervision within the State VR Program. Presentation given to the "Big 3" Consortium. Hickory Grove, MI, September 2003.

PRESENTATIONS/PAPERS (Regional/State Papers continued)

The State Vocational Rehabilitation Program: Its History, Current Scene, and Future Directions. Statewide Impartial Hearing Service. State College, PA, October 2000.

Psychiatric Rehabilitation into the Next Millennium. Opening speech at the Advanced Psychiatric Rehabilitation Conference (Pennsylvania Offices of Vocational Rehabilitation and Mental Health). State College, PA, April 2000.

Promoting Better Vocational Outcomes for Persons with Psychiatric Disabilities. Opening speech at the Advanced Psychiatric Rehabilitation Conference (Pennsylvania Offices of Vocational Rehabilitation and Mental Health). State College, PA, May 1999.

Psychiatric Rehabilitation: A Partnership Between Vocational Rehabilitation Counselors and Mental Health Workers. Presentation given to the Advanced Psychiatric Rehabilitation Conference (Pennsylvania Offices of Vocational Rehabilitation and Mental Health). State College, PA, May 1998.

The Alliance for Rehabilitation Counselors: Speaking with One Voice. Invited keynote speech to the Pennsylvania Rehabilitation Association. Pittsburgh, PA, May 1997.

An Overview of Adventure-based Counseling. Presentation given to the Pennsylvania Rehabilitation Association. Pittsburgh, PA, May 1997.

Facilitators' Expectations and Impact on Adventure-based Programs for Persons with Disabilities. Presentation given to staff with the Colorado Head Injury Foundation. Breckenridge, CO, May 1996.

Working with Client Resistance. Office of Vocational Rehabilitation, Pittsburgh, PA, June 1993; Allentown, PA, August 1993.

Counselor Supervision within the State/Federal Vocational Rehabilitation Program. Office of Vocational Rehabilitation, Pittsburgh, PA, May 1993.

Psychological evaluation: A tool for vocational rehabilitation counselors. Presentation to the George Washington University Regional Rehabilitation Counseling Education Conference, State College, PA, June 1990.

Barriers and Solutions to Enhance Training and Job Placement of Older Workers. Paper presented to the Third Annual Health and Healing Convocation: Technology and Aging, University Park, PA, February 1987.

Disability Adjustment within the Family Structure: Considerations for Rehabilitation Counselors. Paper presented to the Central Wisconsin Rehabilitation Association, Madison, WI, January 1986.

PRESENTATIONS/PAPERS (Regional/State Papers continued)

Relationship of Immediate - Report of Apparent Eye Level Task (IAEL) to Self-reported Affect. Paper presented to Mid-Western Psychological Association, Chicago, IL, 1974.

Report on the Effectiveness of the Summary Academy Program. Pennsylvania Office of Vocational Rehabilitation, State College, PA., May 2016.

Clinical Supervision within Rehabilitation Counseling Practice. Michigan State University, February 2015.

Opening Remarks for Summer Academy Program. Penn State University, University Park, PA, April 2014.

Evidenced-based Practices of Clinical Supervision. Presentation given to Department of Educational Psychology, Counseling and Special Education and Internship Supervisors. University Park, PA, May 2013.

A Strategy to Increase Qualified Rehabilitation Counselors for the State Vocational Rehabilitation Program. Pennsylvania Office of Vocational Rehabilitation. State College, PA, November 2012.

Case Management Practice in the State Vocational Rehabilitation Program, Pennsylvania Office of Vocational Rehabilitation, Williamsport, PA (May, 2012, May 2011, May 2010, May 2009, May 2008, and May 2007).

Overview of the Rehabilitation and Human Services Major. Pennsylvania State University, University Park, PA, (Multiple presentations to staff and advisors affiliated with the Division of Undergraduate Studies, Career and Placement Services; September and March 2006, 2007 and 2008).

Clinical Supervision in the Public Vocational Rehabilitation Sector. Presentation to POVR District Office Administrators Fall Conference. State College, PA, September 2006.

Helping Students Develop a Professional Identity: The Adviser's Role Fourth Annual Professional Development Conference on Academic Advising, The Arts and Sciences of Academic Advising. Penn State University, University Park, PA, September 2005.

Enhancing Disability Awareness and Promoting Better Outcomes for Students with Disabilities at Penn State University. Workshops given to faculty and staff at Penn State University, University Park, PA, January, February, March, April, September, and October 1999.

Careers in Rehabilitation. Presentation given to Psi Chi Honor Society, Penn State University, University Park, PA, December 1998.

Writing Effective Grants. Presentation given to staff at the Breckenridge Outdoor Education Center. Breckenridge, CO, July 1996.

PRESENTATIONS/PAPERS (Regional/State Papers continued)

Understanding Group Process as Applied to Adventure-based Counseling. Presentation given to staff at the Breckenridge Outdoor Education Center. Breckenridge, CO, July 1996.

Dealing with Resistance in Adventure-based Programs. Presentation given to staff at the Breckenridge Outdoor Education Center, Breckenridge, CO, May 1996.

Adventure-based Programs: Opportunities for Change. Presentation given to faculty and students at University of Iowa, Division of Counselor Education, Iowa City, IA, May 1996.

Clinical Supervision of Rehabilitation Counseling Practica: An Analysis of Research and Implications for Practice. Presentation given faculty and students affiliated with the graduate programs in rehabilitation at the University of Iowa, Division of Counselor Education, Iowa City, IA, May 1996.

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