

Paul A. Datti, Ph.D., C.R.C, HS-BCP

University of Scranton

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EDUCATION

Ph.D., Counselor Education and Supervision, Penn State University, December 2009

M.S., Rehabilitation Counseling, University of Scranton, December 1993

B.A., Psychology, Penn State University, December 1990

TEACHING EXPERIENCE

Associate Professor, Department of Counseling and Human Services, University of Scranton, Scranton, PA, August 2009 – present (promoted from Assistant Professor, August 2014).

- Teach undergraduate and graduate level courses in Counseling and Human Services, Rehabilitation Counseling, and Clinical Mental Health Counseling programs.
- Serve as director for the undergraduate Counseling and Human Services program.
- Research, develop, and teach new undergraduate and graduate courses.

Lecturer, Department of Counseling and Human Services, University of Scranton, Scranton, PA, August 2005 – August 2009 (part-time August 2006 – August 2009).

- Taught graduate and undergraduate level courses in the Rehabilitation counseling, Community Counseling, and Counseling and Human Services programs.
- Researched, developed, and taught graduate courses.

COURSES TAUGHT

Graduate:

Counseling and Interviewing Skills (COUN 501)

Group Process and Practice (COUN 503)

Appraisal Techniques in Counseling (COUN 504)

Social and Cultural Issues in Counseling (COUN 506)

Developmental Psychology (COUN 508)

HIV/AIDS Prevention and Education (COUN 582: ST)

Role of the Counselor in the Business Environment (COUN 584: ST)

Counseling Gay, Lesbian, Bisexual, and Transgender Clients (COUN 584: ST)

Practicum in Community Counseling (COUN 590)

Practicum in Rehabilitation Counseling (COUN 591)

Undergraduate:

Introduction to Human Adjustment (CHS 111)
Multicultural Counseling (CHS 333)
Career Seminar (CHS 340)
Group Dynamics (CHS 341)
Individual Assessment (CHS 360)
Counseling Gay, Lesbian, Bisexual, and Transgender Persons (CHS 375)
Internship in Counseling and Human Services (CHS 380)
Advanced Internship in Counseling and Human Services (CHS 481)

ADDITIONAL TEACHING EXPERIENCE

- Datti, P. A. (2014, December; 2013, November). *Private sector rehabilitation and expert testimony*. Guest lecture presentation provided in masters level Vocational Aspects of Disability course. University of Scranton, Scranton, PA.
- Datti, P. A. (2013, January). *Career counseling with gay, lesbian, bisexual, and transgender (GLBT) individuals*. Visiting professor/guest lecture provided in graduate career counseling course, Walden University, online.
- Datti, P. A. (2011, March). *Latinos with disabilities: factors influencing rehabilitation service use*. Guest lecture and interactive presentation provided in undergraduate Multicultural Counseling course. University of Scranton, Scranton, PA.
- Datti, P. A. (2008 - present). *Attitudes and sensitivity toward gay, lesbian, bisexual, and transgender clients in the human services*. Standing guest lecturer; interactive presentation in undergraduate Multicultural Counseling courses. University of Scranton, Scranton, PA.
- Datti, P. A. (2008, September). *Careers in private sector rehabilitation counseling*. Guest lecture presented in undergraduate level Introduction to Disability course. University of Scranton, Scranton, PA.
- Datti, P. A. (2006, April). *Understanding and counseling gay, lesbian, bisexual, and transgender individuals*. Guest lecture presented in masters level Social and Cultural Issues in Counseling course, University of Scranton, Allentown, PA.
- Datti, P. A. (2005, June). *Career counseling as it relates to vocational rehabilitation issues*. Guest lecture in master's level Career Counseling course, University of Scranton, Scranton, PA.
- Datti, P. A. (2005, June). *Private sector vocational rehabilitation counseling and workers' compensation issues*. Guest lecture presented in master's level Human Resource Management course, University of Scranton, Scranton, PA.

Department of Counselor Education, Counseling Psychology, and Rehabilitation Services, Penn State University, University Park, PA, January 2008 - May 2008.

- Assisted university faculty member in teaching a master's level Psychosocial Aspects of Disability (CN ED 560) course and an undergraduate Introduction to Disability (CN ED 197) course. (Internship).

RESEARCH EXPERIENCE AND AGENDA

Research Working Group Member, National Working Positive Coalition, January 2010 – present.

- Part of a team of researchers devoted to making improvements in work-related issues affecting persons living with HIV/AIDS through research.
- Assist in curriculum development for HIV/AIDS service providers sponsored by the Departments of Labor and Housing and Urban Development and NWPC.
- Collaborate on publications and presentations for several projects and programs.

Primary Investigator, University of Scranton, Department of Counseling and Human Services, Scranton, PA, April 2011 – October 2014.

- Researched, developed, coordinated recruitment, and implemented “*A vocational development group for men living with HIV/AIDS in suburban and small city areas.*”
- Collected and analyzed quantitative and qualitative data.
- Evaluated the program for effectiveness based on data being collected.
- Presented the project at professional conferences.
- Prepared and submitted a manuscript related to the project (in press).

Primary Investigator, Pennsylvania State University Department of Counselor Education, Counseling Psychology and Rehabilitation Services, University Park, PA, January 2008 – September 2008.

- Researched, developed, coordinated recruitment, and implemented “*An employment/career group program for rural and small town men with HIV/AIDS.*”
- Collected and analyzed quantitative and qualitative data.
- Evaluated the program for effectiveness based on data collected.
- Presented the project at professional conferences.

Research Assistant, Pennsylvania State University Department of Counselor Education, Counseling Psychology and Rehabilitation Services, University Park, PA, January 2007 – December 2009.

- Performed literature reviews, focus group coordination, survey item development, research team and staff training, and recruitment for a national project entitled, *National Working Positive Coalition – Vocational Training and Employment Survey [NWPC-VTES]*.
- Assist with qualitative and quantitative data collection and statistical analysis.
- Collaborate on publications and presentations for several projects and programs related to this study with over 2500 participants (concentrating on Latino male respondents).

GRANTS

Faculty Research Grant, University of Scranton, April, 2011. Maximum funding allotted for research and practice-based community program: *An employment/career group for adults with HIV/AIDS in Northeastern Pennsylvania*. \$3000.00

REFEREED PUBLICATIONS

- Datti, P. A., & Jacob, E. J. (2015). A vocational development group program for men living with HIV/AIDS in suburban and small city areas. *Journal of the Pennsylvania Counseling Association*, 14(1), 2-11.
- Datti, P. A., Conyers, L. M., & Boomer, K. B. (2013). Factors affecting VR use among Latino men with HIV/AIDS: A national perspective. *Journal of Applied Rehabilitation Counseling*, 44(3), 42-50.
- Datti, P. A., & Dalgin, R. S. (2012). Latino Americans with disabilities: Revisiting service implications and efforts. *Rehabilitation Counselors and Educators Journal*, 5, 19-29.
- Datti, P. A., & Conyers, L. M. (2010). Application of the Behavioral Model of Service Utilization to predicting factors associated with VR use among a sample of Latino men with HIV/AIDS in New York State. *Journal of Vocational Rehabilitation*, 33, 1-11.
- Datti, P. A. (2009). Applying social learning theory of career decision making to gay, lesbian, bisexual, transgender, and questioning young adults. *Career Development Quarterly*, 58, 54-64.
- Conyers, L. M., & Datti, P. A. (2008). The unmet vocational rehabilitation needs of women with HIV. *Work: A Journal of Prevention, Assessment, and Rehabilitation*, 31, 277-290.

BOOK CHAPTERS

- Datti, P. A. (2012). Rural lesbian, gay, bisexual, and transgender persons. In S. Dworkin & M. Pope (Eds.), *A Case Book for Counseling with Lesbian, Gay, Bisexual, and Transgender Persons and Their Families* (pp. 223-229). American Counseling Association: Alexandria, VA.

PUBLISHED DISSERTATION

- Datti, P. A. (2009). Latino men with HIV/AIDS: Factors influencing use of vocational rehabilitation services. *Proquest/UMI Dissertation Database*.

COMPREHENSIVE REPORTS

- Datti, P. A. (2011). CSHSE Self-Study Interim Report for Reaccreditation. *Counsel for Standards of Human Service Education Accreditation*.

OTHER PUBLICATIONS

- Jacob, E. J., & Datti, P. A. (2014, Fall). Fitness for the profession: A model to address the growing edges of human service trainees. *The Council for Standards of Human Service Education Bulletin*. CSHSE: Alexandria, VA.
- Datti, P. A. (2015 - present). From the desk of the Pennsylvania Counseling Association President. Quarterly newsletter entries describing activities and topics related to the Pennsylvania Counseling Association. *Pennsylvania Counseling Association Newsletter*.
- Datti, P. A. (2014 - 2015). From the desk of the Pennsylvania Counseling Association President-Elect. Quarterly newsletter entries describing activities and topics related to the Pennsylvania Counseling Association. *Pennsylvania Counseling Association Newsletter*.
- Datti, P. A. (2009 - 2014). From the desk of the Pennsylvania Association of Lesbian, Gay, Bisexual, and Transgender Issues in Counseling (PALGBTIC). Quarterly newsletter entries describing activities and topics related to this division of the Pennsylvania Counseling Association. *Pennsylvania Counseling Association Newsletter*.
- Datti, P. A. (2013). Academic honesty testimonial. Testimonial for the *Academic Integrity Tutorial* at the University of Scranton. Available at http://academic.scranton.edu/departments/atcdev/academicintegrity/introduction/pcps_faclist.html.
- Datti, P. A. (2009, Spring). Toward improving quality of life of people living with HIV/AIDS through understanding vocational development and employment needs. *Counselor: The Penn State Counselor Education Newsletter*, 3(2), 7-8.
- Datti, P. A. (2008, Summer). ASO clientele can benefit from vocational and counseling services. *North Central District AIDS Coalition Connection*, Summer, 2.
- Datti, P. A. (2008, April/May). HIV infection on the rise for men in nonmetropolitan areas. *The AIDS Project of Centre and Clinton County Newsletter*, 1(3), 2.

MANUSCRIPTS IN PROGRESS

- Conyers, L. M., Richardson, L., Datti, P. A., Koch, L., & Misrock, M. (in preparation). *Benefits of Employment for People with HIV: Health, Social, and Prevention Outcomes*. Collaborative article with the NWPC Research Working group in preparation for submission to a professional journal.
- Wzazelek, B. G., Datti, P. A., & Vitagliano, L. A. (in preparation). A Relationship/Union/Marriage Metaphor for Career Choice and Development. Article in preparation for submission to a professional journal.
- Datti, P. A., & Conyers, L. M. (in preparation). Racial differences among a sample of Latino men

with HIV/AIDS. Article in preparation for submission to a professional journal.

NATIONAL REFEREED PRESENTATIONS

- Datti, P. A., & Herrick, S. (2015, April). *Vocational rehabilitation considerations for LGBT clients with HIV/AIDS*. Ninety minute “highlighted” session presented at the National Council on Rehabilitation Education Annual Spring Conference, Newport Beach, CA.
- Datti, P. A., & Herrick, S. (2014, March). *LGBT college students with disabilities: Unique transitions and challenges*. Presentation at the National Council on Rehabilitation Education Annual Spring Conference, Manhattan Beach, CA.
- Datti, P. A. (2013, April). *Working with GLBT consumers with disabilities and their families: Implications for practice*. Interactive lecture presentation proposal for the National Council on Rehabilitation Education national conference, San Francisco, CA.
- Hergenrather, K. C., Datti, P. A., & Andrews, B. (2013, April). *Persons with HIV/AIDS: Developing a national collaborative approach to improve employment outcomes*. Interactive panel presentation proposal for the National Council on Rehabilitation Education national conference, San Francisco.
- Datti, P. A. (2012, April). *GLBT? Rehabilitation counselor support may be key*. Lecture presentation at the National Council on Rehabilitation Education National Conference, San Francisco, CA.
- Datti, P. A., & Conyers, L. (2012, April). *Factors affecting VR use among Latino men with HIV/AIDS: A national perspective*. Research lecture presentation at the National Council on Rehabilitation Education National Conference, San Francisco, CA.
- Hergenrather, K. C., Datti, P. A., & Fischer, J. (2012, April). *Employment laws and municipal ordinances: The impact for persons identifying as gay, lesbian, bisexual, or transgender*. Interactive lecture presentation at the National Council on Rehabilitation Education National Conference, San Francisco, CA.
- Hutchison, B., Reed, E., McDonald, E., Datti, P. A., & Herrick, S. J. (2011, October). *From counselor to counselor educator: The transition from counselor education student to counselor education faculty*. Roundtable presentation at the national conference of the Association of Counselor Education and Supervision, Nashville, TN.
- Datti, P. A., & Dalgin, R. S. (2011, April). *Latino Americans with disabilities: An underserved population*. Lecture presentation provided at the National Council on Rehabilitation Education National Conference, Manhattan Beach, CA.
- Datti, P. A., & Conyers, L. M. (2010, April). *Using the Behavioral Model of Service Utilization to predict VR use among Latino men with HIV/AIDS*. Poster presentation at the National Council on Rehabilitation Education annual conference, Manhattan Beach, CA.

- Conyers, L. M., & Datti, P. A. (2010, April). *Employment status and HIV health and prevention outcomes: National survey results*. Lecture presentation with research results provided at the National Council on Rehabilitation Education annual conference, Manhattan Beach, CA
- Conyers, L. M., Hergenrather, K. C., & Datti, P. A. (2010, April). *Creating the National Working Positive Coalition: The need for alliances*. Poster presentation at the National Council on Rehabilitation Education annual conference, Manhattan Beach, CA.
- Datti, P. A., & Conyers, L. M. (2010, March). *Factors influencing HIV-positive Latino men's use of vocational rehabilitation services*. Poster presentation at the American Counseling Association annual conference, Pittsburgh, PA.
- Datti, P. A. (2009, February). *A pilot study for rural and small town men with HIV/AIDS*. Lecture presentation with research description provided the National Council on Rehabilitation Education annual conference, San Antonio, TX.
- Datti, P. A. (2008, September). *Vocational rehabilitation programs and AIDS service organizations: A pilot study for rural and small town men with HIV/AIDS*. Lecture presentation with research description provided as part of *Positive futures: HIV, employment, and rehabilitation*, a full-day pre-conference institute provided at the United States Conference on AIDS, Fort Lauderdale, FL.
- Conyers, L. M., & Datti, P. A. (2008, May). *Addressing the unmet vocational rehabilitation needs of women and people of color with HIV/AIDS*. Lecture presentation provided at Voices: The Annual AIDS Alliance National Conference, Washington, DC.
- Datti, P. A. (2008, February). *The business of rehabilitation counseling*. Poster presentation at the National Council on Rehabilitation Education Conference, San Antonio, TX.
- Labenberg, J. R., & Datti, P. A. (2007, October). *Shhh...The taboo of rural men who have sex with men (MSM) and HIV: Are you competent?* Poster presentation provided at the Association for Counselor Education and Supervision Conference, Columbus, OH.
- Datti, P. A., Brislin, D., Varghese, S., & Conyers, L. M. (2007, February). *Ethics and HIV/AIDS*. Lecture and panel discussion presented at the National Council on Rehabilitation Education Spring Conference, San Diego, CA.

REGIONAL REFEREED PRESENTATIONS

- Fang, H. N., McDonald, K. E., & Datti, P. A. (2008, September). *LGB international students in the United States: Unknown richness of multiple identities*. Lecture presentation provided at the North Atlantic Association of Counselor Education and Supervision Regional Conference, Portland, ME.
- Reed, E. E., Herrick, S. J., Lasher, E., & Datti, P. A. (2008, September). *Maintaining the sanity: Stress in the counselor education profession and ways to maintain serenity*.

Lecture and interactive presentation provided at the North Atlantic Regional Association of Counselor Education and Supervision Conference, Portland, ME.

STATE REFEREED PRESENTATIONS

- Datti, P. A., & Lamont, V. (2014, November). *Career counseling considerations for working with LGBT clients with HIV/AIDS*. Lecture and discussion presented at the annual conference of the Pennsylvania Counseling Association, State College, PA.
- Datti, P. A. (2013, November). *Beyond the binary: Bisexual persons and their unique challenges in counseling and society*. Lecture and discussion presented at the annual conference of the Pennsylvania Counseling Association, State College, PA.
- Datti, P. A. (2012, October). *Counseling lesbian, gay, bisexual, and transgender clients with disabilities and chronic illnesses*. Lecture and discussion presented at the annual conference of the Pennsylvania Counseling Association, State College, PA.
- Gruber, R. & Datti, P. A. (2011, October). *Mentorship and LGBT counselor competence*. Lecture presentation with program review at the annual conference of the Pennsylvania Counseling Association, State College, PA.
- Kenney, M., Datti, P. A., Newton, K., & Back, C. (2011, October). *Retrospectives and future visions: Reviewing the journey of the Pennsylvania association of lesbian, gay, bisexual, and transgender issues in counseling*. Panel presentation and discussion at the annual conference of the Pennsylvania Counseling Association, State College, PA.
- Datti, P. A. (2010, October). *Counseling rural lesbian, gay, bisexual, and transgender persons*. Lecture presentation with case study at the annual conference of the Pennsylvania Counseling Association, State College, PA.
- Harper, B. N., & Datti, P. A. (2009, November). *Transgender identity in the workplace*. Lecture, discussion, and case study presentation provided at the annual conference of the Pennsylvania Counseling Association, State College, PA.
- Datti, P. A. (2009, October). *Latino gay and bisexual men: Vocational and career counseling considerations*. Lecture and discussion presented at the annual conference of the Pennsylvania Counseling Association, State College, PA.
- Datti, P. A. (2008, October). *GLBT committed couples: Counseling issues for those with unequal recognition*. Conversation presentation provided at the 40th annual conference of the Pennsylvania Counseling Association
- Datti, P. A. (2007, October). *Gay, lesbian, bisexual, and transgender career issues: A social learning approach*. Lecture presentation provided at the annual conference of the Pennsylvania Counseling Association, State College, PA.
- Datti, P. A. (2007, March). *The business of counseling*. Lecture presentation provided at the

Second Annual Pennsylvania Chi Sigma Iota Conference, University Park, PA.

Conyers, L. M., Labenberg, J. R., & Datti, P. A. (2006, September). *Ethics and HIV/AIDS*. Lecture and panel discussion presented at the Pennsylvania Association for Rehabilitation Facilities Conference, State College, PA.

Collins, T., Eschbach, L. A., Hall, D., Morgan, O., & Datti, P. A. (1993, November). *Monitoring a counseling program using focus groups and supervision*. Panel discussion presented at the 25th Conference of the Pennsylvania Counseling Association, Harrisburg, PA.

INVITED NATIONAL, STATE, AND LOCAL PRESENTATIONS

Datti, P. A. (2015, May). *Understanding and affirming lesbian, gay, bisexual, and transgender persons*. Full-day training to K-12 school administrators, teachers, staff, and counselors for the Central Jersey Consortium for Excellence and Equity, West Long Branch, NJ.

Hergenrather, K.C., Zeglin, R. J., Conyers, L., & Datti, P. (2015, March). *Employment as a social determinant of health*. Paper presented at the Pathways to Employment national conference. March 4, 2015. Meriden, CT.

Palmer, R., Datti, P. A., Platt, A. & Bartoli, E. (2015, March). *Gatekeeping, more than just kicking them out: Best practices and student supports*. Panel presentation at the Pennsylvania Association of Counselor Education and Supervision spring conference, St. Davids, PA.

Hergenrather, K. C., Datti, P. A., & Conyers, L. C. (2014, June). *Research update: HIV and employment*. Research review presentation at the Positive Futures Conference sponsored by AIDS Connecticut and the National Working Positive Coalition, Meriden, CT.

Datti, P. A., Hawkins, L., Lamont, V., & Dalton, S. (2014, April). Clients with HIV: Helping to manage health, Wellness, and Life. Presentation at the Pennsylvania Counseling Association Eastern Regional Spring Conference, Philadelphia, PA.

Hergenrather, K. C, Datti, P. A., & Rousseau, A. S. (2014, March). *Persons living with HIV/AIDS: Employment and well-being*. Presentation at the National Council on Rehabilitation Education Annual Spring Conference, Manhattan Beach, CA.

Datti, P. A.. & Fay, T. (2014, March). *GLBTQI persons: Understanding issues and tools for support*. Lecture presentation provided at the Wellness Day 2014 program at the University of Scranton, Scranton, PA.

Datti, P. A. (2013, April). *Latino, male, and HIV-positive: The survey says...* Research presentation in the Faculty Research Seminar Series, University of Scranton.

Datti, P. A., & Jacob, E. J. (2012, September). *Just the facts: Independent employment/career programs for adults with HIV/AIDS*. Research and practical application lecture provided at the Connecticut Positive Futures conference sponsored by the Connecticut AIDS Resource Coalition and the National Working Positive Coalition.

Datti, P. A., Conyers, L. M., & Boomer, K. B., (2012, September). *Just the facts: What the research tells us: Factors affecting VR use among Latino men with HIV/AIDS*. Research and lecture provided at the Connecticut Positive Futures conference sponsored by the Connecticut AIDS Resource Coalition and the National Working Positive Coalition.

Conyers, L. M., & Datti, P. A. (2011, September). *30 years of HIV/AIDS in the workplace: Review of recent HIV/AIDS employment research and implications for the One-Stop system*. Research presentation at the U.S. Department of Labor - Civil Rights Center's 2011 Annual National Equal Opportunity Symposium, Arlington, VA.

Conyers, L. M., & Datti, P. A. (2011, September). *30 years of HIV/AIDS in the workplace: Review of recent HIV/AIDS employment research and implications for the Job Corps program*. Research presentation at the U.S. Department of Labor - Civil Rights Center's 2011 Annual National Equal Opportunity Symposium, Arlington, VA.

Jacob, E. J., & Datti, P. A. (2011, July). *What's the role of 'cultural context' in working with high risk children, families, and behavioral health*. Plenary session provided at the Mid-Atlantic Addiction Research and Training Institute, Indiana University of Pennsylvania, Indiana, PA.

Jacob, E. J., & Datti, P. A. (2011, July). *Understanding the diversity in our classrooms*. Workshop presentation (2) provided at the Mid-Atlantic Addiction Research and Training Institute, Indiana University of Pennsylvania, Indiana, PA.

Datti, P. A. (2011, April). *GLBT? Family support is key*. Lecture presentation provided at the Wellness Day 2011 program at the University of Scranton, Scranton, PA.

Conyers, L. M., & Datti, P. A. (2010, July). *Findings from the national working positive coalition national employment needs survey*. Lecture presentation at the Connecticut AIDS Resource Coalition and the National Working Positive Coalition's Positive Futures 2010: HIV, Employment, and Vocational Rehabilitation Conference, Hamden, CT.

Allgaier, R., Conyers, L. M., Datti, P. A., Merz, J., Misrok, M., Hergenrather, K. C., Riggins, R., & Smith, A. (2010, July). Panel discussion on *HIV/AIDS, Employment and Vocational Rehabilitation: Key Issues*, at the Connecticut AIDS Resource Coalition and the National Working Positive Coalition's Positive Futures 2010: HIV, Employment, and Vocational Rehabilitation Conference, Hamden, CT.

Conyers, L. M., Datti, P. A. (2009, August). *Bridging the gap: AIDS world and state federal vocational rehabilitation systems*. Training presented at the Office of Vocational Rehabilitation Annual Diversity Training, State College, PA.

Datti, P. A. (2009, April). *Ethical practice in proprietary rehabilitation counseling: Balancing helping and business*. Lecture presentation with case study presented at the annual Pennsylvania Rehabilitation Association's Professional Development Institute, Harrisburg, PA.

Datti, P. A. (2008, October). *Relationships and dating in the GLBT community*. Lecture and question and answer presentation provided at the annual Mentorship Training for the Penn State Lesbian, Gay, Bisexual, and Transgender Alliance, University Park, PA.

Datti, P. A. (2007, November). *Latino Americans with disabilities: An underserved population*. Lecture presentation provided at the annual training conference of the Pennsylvania Association for Multicultural Rehabilitation Concerns, Harrisburg, PA.

Datti, P. A. (2007, October). *Healthy relationships in the GLBT community*. Lecture and question and answer presentation provided at the annual Mentorship Training for the Penn State Lesbian, Gay, Bisexual, and Transgender Alliance, University Park, PA.

Datti, P. A. (2007, August). *Rehabilitation and counseling issues for gay, lesbian, bisexual, and transgender clients*. Training presented at the Office of Vocational Rehabilitation Annual Diversity Training, State College, PA.

COUNSELING AND CLINICAL EXPERIENCE

Counselor, Resilience Counseling Associates, Scranton, PA, January 2010 – present.

- Provide individual and group counseling to clients with various psychosocial issues, concentrating on individuals with chronic illnesses and disabilities.
- Serve as an expert witness for the Social Security Administration - Office of Disability Adjudication and Review.

Clinical Supervisor, Department of Counseling and Human Services, University of Scranton, Scranton, PA, August 2005 – May 2006, August 2007 – December 2007, and August 2009 – present; Penn State University, University Park, PA, January 2008 – May 2008.

- Provide weekly group and individual supervision to undergraduate Counseling and Human Service students as well as master's level Rehabilitation Counseling and Community Counseling Program counselors-in-training.

Counselor, The AIDS Project, State College, PA, January, 2008 – July 2009.

- Co-led monthly support groups and assisted case manager/counselor supervisor.
- Provided individual counseling to HIV-positive individuals with various psychosocial and career issues.
- Developed, implemented, and led psycho-educational employment/career groups for individuals with HIV/AIDS.

Counselor, CEDAR Clinic, Penn State University, University Park, PA, September – December 2006.

- Provided individual counseling services to young adults with various psychosocial and career issues.

Vocational Services Supervisor, Vocational Assessment Services, Incorporated, Washington, DC/Miami, FL, November 1999 – August 2006 (Part-time from June 2004 – August 2006).

- Trained and supervised vocational rehabilitation counselors.

- Provided vocational rehabilitation services to a large caseload of individuals with physical and psychiatric disabilities.
- Coordinated and provided desensitization and in-vivo therapeutic services.
- Prepared and presented court-related evaluations and expert testimony.
- Marketed for new and continued business.

Disability Management Specialist, Miami-Dade County (General Services Administration), Miami, FL, June 2004 – August 2005.

- Researched, planned, developed, implemented, and monitored return-to-work and transitional duty programs.
- Authored program policy and procedure manuals.
- Provided vocational rehabilitation services to individuals with physical and psychiatric disabilities.
- Presented information sessions and trainings to insurance adjusters, risk management personnel, and other professionals on various topics relating to vocational rehabilitation and workers' compensation.

Program Coordinator/QMRP, Program Development Services, Incorporated, Brooklyn, NY, August 1996 – January 2000.

- Coordinated and directed residential rehabilitation programs serving individuals with developmental disabilities.
- Hired, trained, and supervised program managers, counselors, and support clinicians.
- Provided services including intake, placement, program planning, individual and group counseling, and advocacy.
- Maintained and balanced budgets, and ensured state regulation compliance.

Rehabilitation Counselor, Cascade Rehabilitation Counseling, Schnecksville, PA, August 1994 – August 1996.

- Provided vocational rehabilitation services to a large caseload of individuals with physical and psychiatric disabilities.
- Prepared and presented expert testimony.
- Marketed for new and continued business.

Vocational Counselor, Action of PA, Olyphant, PA, February 1993 – August 1994.

- Provided vocational rehabilitation services to a large caseload of individuals with physical and psychiatric disabilities.
- Prepared and presented expert testimony.

Employment Specialist, The Arc – Lackawanna, Scranton, PA, February 1992 – February 1993.

- Researched, developed, and implemented a supported employment program for individuals with developmental disabilities.
- Provided vocational rehabilitation services and served as onsite job coach.

SERVICE EXPERIENCE – UNIVERSITY OF SCRANTON

Department Level:

Acting Department Chair, Department of Counseling and Human Services, August 2015 – February, 2016.

Program Director, B.S. in Counseling and Human Services, University of Scranton, January 2010 – present.

Faulty Search Committee Chair, Department of Counseling and Human Services, September, 2012 – April 2013; February, 2014 – May, 2014; September, 2014 – March 2015.

Faculty Search Committee Member, Department of Counseling and Human Services, September, 2011 – March 2012.

Faculty Moderator, Counseling and Human Service Association, University of Scranton, January, 2010 – present.

Campus Coordinator, Counseling and Human Services Program's participation in the Center for Credentialing and Education's Human Services - Board Certified Professional (HS-BCP) pre-graduation credentialing (2012- present)

Chapter Advisor, Counseling and Human Service Honors Society (Tau Upsilon Alpha, Epsilon Chapter), University of Scranton, January, 2012 – December, 2012; August, 2014 – September, 2015.

Service Learning Coordinator, Counseling and Human Service Department, University of Scranton, January, 2012 – December; August, 2014 - present.

Member, Department of Counseling and Human Services Departmental Review Board, University of Scranton, October 2005 – August 2006; January 2010 – present.

Keynote Speaker, Induction ceremony of Epsilon chapter of Tau Upsilon Alpha, the National Honors Society of Human Services, University of Scranton, April, 2010.

Member, Rehabilitation Program Advisory Council, University of Scranton, October 2005 – December 2007; August 2009 – present.

Member, Rehabilitation Counseling Program Planning Committee, University of Scranton, October 2005 – December 2007; August 2009 – present.

College Level:

Member, Panuska College of Professional Studies Professional Development Program (TAPESTRY) Committee, University of Scranton, September, 2011 – present).

Member, DisAbility Conference Planning Committee, University of Scranton, January, 2010 – October, 2010.

University Level:

Faculty Senator, University of Scranton, 2015 - present.

Faculty Senator (Alternate), University of Scranton, 2010 – 2011, 2013 - 2014.

Member, Faculty Senate Ad-hoc Committee on General Education Learning Objectives and Assessment, University of Scranton, September 2013-May 2014.

Member, Office of Equity and Diversity Advisory Committee, University of Scranton, September 2009 - present.

Faculty Representative, Student Alliance For Equity (SAFE), University of Scranton, August, 2010 – present. Serve as faculty committee member on this initiative to promote a safer and more inviting campus environment for lesbian, gay, bisexual, and transgender students.

Member, Faculty Development Board - Professional Program Cluster, University of Scranton, January 2010 – 2012.

Member/Trainer, ReSPECT: The gay-straight alliance for University employees, University of Scranton, September 2009-present.

Member, Diversity Initiatives Review Board, University of Scranton, September 2009 – September 2012.

Member, Counseling and Human Services Representative – University of Scranton's Web CMS Committee, August 2009 – May 2011.

SELECT SERVICE EXPERIENCE – PENN STATE

Mentor, Lesbian, Gay, Bisexual, and Transgender Alliance (LGBTA), Pennsylvania State University, September 2007 – May 2009.

- Mentor individuals who are coming out (or exploring) in order to develop a positive LGBT identity via supportive relationships, accurate information, and safe environments.

Leadership Team Member, Diversity and Community Enhancement Committee, Penn State University College of Education, April 2008 – May 2009.

Student Representative, Diversity and Community Enhancement Committee, Penn State University College of Education, January 2007 – April 2008.

Chair, Curriculum and First Year Seminar Committee (a subcommittee of the College of Education Diversity and Community Enhancement Committee), Penn State University, April 2008 – September 2008.

Member, Doctoral Candidate Search Committee, Department of Counselor Education, Penn State University, University Park, PA, January 2007, 2008, 2009.

Member, Counselor Education, Counseling Psychology, and Rehabilitation Services Diversity Enhancement Committee, Penn State University, January 2007 – May 2009.

PROFESSIONAL AND COMMUNITY SERVICE

President, Pennsylvania Counseling Association, July 2015 – present.

- Act as liaison between PCA and its several divisions/chapters, and the American Counseling Association.
- Assist in planning conferences, presentations, outreach activities, trainings, advocacy, and related professional activities for the association.
- Advocate for the profession on several issues, including on Capitol Hill (DC) for counseling-related legislation and issues.

President-Elect, Pennsylvania Counseling Association, July 2014 – present.

- Assist President and prepare for presidency, effective July 2015.
- Act as liaison between PCA and its several divisions/chapters, and the American Counseling Association.
- Assist in planning conferences, presentations, outreach activities, trainings, advocacy, and related professional activities for the association.

Executive Council Member, Pennsylvania Counseling Association, July 2009 – present.

President, Pennsylvania Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling (a division of the Pennsylvania Counseling Association), July 2009 – July 2014.

- Board member for three years; accepted the position of President in July 2009.
- Act as liaison between the PALGBTIC and PCA.
- Plan division events, presentations, outreach activities, trainings, and related professional activities.

Co-Chair, Conference Planning Committee, 2013 Pennsylvania Counseling Association Annual Conference (March – December, 2013).

- Plan, develop, and implement conference activities including accommodations, events, and session plans.
- Coordinate with the conference site on timelines, meals, rooms, and events.
- Assist with advertising, marketing, and peer-review of proposals.

Peer Reviewer, Council for Standards of Human Service Education (CSHSE): Special monograph on fitness for the profession of human service professionals. CSHSE: Alexandria, VA. (2015, January – present).

Peer Reviewer, 2012 Pennsylvania Counseling Association Annual Conference scholarly presentation proposals, State College, PA (2012, June - October).

Executive Board Member, National Working Positive Coalition, December 2007 – present.

- Part of a diverse and multi-disciplinary board devoted to making improvements in work-related policies and programs affecting persons living with HIV/AIDS through research,

advocacy, and service development.

Secretary, National Working Positive Coalition, July 2008 – July 2014.

Board Member, Dunmore Senior Center, Dunmore, PA, June 2010 – July 2015.

Co-Chair, Personnel Committee, Dunmore Senior Center, Dunmore, PA, July 2010 – July 2015.

Presenter, Integrative Wellness Camp Seminar, co-sponsored by Inner Harmony Wellness Center, Uno Fitness Inc., and Resilience Counseling Associates, Scranton, PA (2010, April)

- Co-presented information on the psychosocial component of integrated wellness model entitled, “Tools for Change” to community members.

Presenter, Integrative Wellness Grand Opening, co-sponsored by Inner Harmony Wellness Center, Uno Fitness, and Resilience Counseling Associates, Scranton, PA, March, 2010.

- Co-presented information on the psychosocial component of integrated wellness model entitled, “Get Motivated for Change!” to community members.

Keynote Speaker, Induction ceremony of Pi chapter of Chi Sigma Iota, the National Honors of Professional Counseling, Marywood University, April, 2015.

Training Provider, Central Jersey Consortium for Excellence and Equity, January, 2015.

- Presented trainings to K-12 school administrators, teachers, staff, and counselors on LGBT sensitivity.

Training Provider, Pennsylvania College of Technology, June 2013.

- With a colleague, presented training to professional staff, faculty, and resident assistants on understanding culture, diversity, power, and privilege.

Training Provider, U.S. Department of Labor - Civil Rights Center’s 2011 Annual National Equal Opportunity Symposium, September 2011.

- Presented trainings to professional Workforce Development Programs employees on recent research relating to HIV/AIDS and employment and its practical implications for the One-Stop and Job Corps national programs.

Training Provider, Pennsylvania Office of Vocational Rehabilitation, Annual Diversity Training, August 2007 and August 2009.

- Developed and presented multicultural and diversity related trainings to professional rehabilitation counselors on topics including: rehabilitation and counseling issues for gay, lesbian, bisexual, and transgender clients; and people living with HIV/AIDS and state federal vocational rehabilitation systems.

Consultant, The AIDS Project, State College, PA, August 2009 – August 2011.

- Provide pro bono services including case consultation, professional presentations, and other services for this non-profit community agency.

Consultant, Vocational Assessment Services, Inc., Washington, DC, April 2009 – October 2014.

- Provide pro bono services including case consultation and staff training for this proprietary vocational rehabilitation firm.

PROFESSIONAL MEMBERSHIPS

- American Counseling Association, 2005 – present.
- Pennsylvania Counseling Association, 2005 - present.
- National Council on Rehabilitation Education, 2006 – present.
- Pennsylvania Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling, 2006 – present.
- National Organization for Human Services Honors Society, 2009 – present.
- American Rehabilitation Counseling Association, 2005 – 2011.
- Association for Counselor Education and Supervision, 2007 – 2009.
- International Association of Rehabilitation Professionals, 2004 – 2008.
- North Atlantic Regional Association for Counselor Education and Supervision, 2008 – 2009.

PROFESSIONAL CERTIFICATIONS

- Certified Rehabilitation Counselor (CRC # 00011436), December 1993 – present.
- Human Services-Board Certified Practitioner (HS-BCP #586), August 2010 - present.
- Certified Rehabilitation Provider - Virginia, December 1999 – January, 2009.
- Certified Rehabilitation Service Provider - Maryland, January 2000 – January, 2009.
- Qualified Rehabilitation Provider - Florida, July 2003 – July 2007.

AWARDS/HONORS/NOMINATIONS

- Provost Enhancement Award: Excellence in Diversity in Teaching, University of Scranton, 2014
- IDEAL (Individuals with Disabilities Express about Life) Magazine – career and research featured in the “Movers and Shakers of the Disability Community” Issue, Fall, 2010.
- Featured: The Chronicles of Higher Education: Campus Viewpoints, September, 2010. *Serving the underserved* (description of recent research).
- Featured: Ignite Magazine (University of Scranton), Fall 2010. *Serving the underserved; preparing for the future* (description of recent research).
- Inductee, Tau Upsilon Alpha – the National Honors Society of Human Services, April, 2010.
- President (Nominated/Elected), Pennsylvania Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling, July, 2009 – present.
- College of Education Climate Enhancement Award, Penn State University, 2009.
- Outstanding Graduate Student Award, Pennsylvania Counseling Association, 2008.
- College of Education Distinguished Alumni Graduate Scholarship, Penn State, 2008-2009.
- Secretary (Nominated/Elected), National Working Positive Coalition, July 2008 – present.
- Leadership Team Member (Nominated/Elected), Diversity and Community Enhancement Committee, Penn State University College of Education, April 2008 – May 2009.

- Edwin L. Herr Scholarship for Educating Counselors, Penn State University, 2007-2008.
- Student Representative (Appointed), Diversity and Community Enhancement Committee, Penn State University College of Education, January 2007 – April 2008.
- Rehabilitation Services Administration (RSA) grant recipient for doctoral study, Penn State University, 2006 – 2009.