

# Lori A. Bruch

## Curriculum Vitae

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### *Educational Background*

**Ed.D. Counselor Education with an Emphasis in Rehabilitation Leadership** 1992-1997  
The George Washington University  
Washington D.C.  
Dissertation: "Implementation of the Americans with Disabilities Act: Title I"

**M.S. Vocational Evaluation** 1980-1981  
The University of Wisconsin-Stout  
Menomonie, WI

**M.Ed. Counselor Education with an Emphasis in Rehabilitation** 1977-1978  
The Penn State University  
University Park, PA

**B.S. Rehabilitation Education** 1975-1977  
The Penn State University  
University Park, PA

Wilkes College, Wilkes Barre, PA 1973-1975

John S. Fine High School, Nanticoke, PA 1969-1973

### *Work Experience*

**Chair, Department of Counseling and Human Services** 2015-present

- Organize the department to achieve specific objectives that relate to the general goals of the University; plan for curriculum development and staffing needs; facilitate instructional program and faculty development within the department; communicate with department members through regularly scheduled departmental meetings; represent the department in administrative meetings; make recommendations in consultation with the department for faculty appointments, reappointments, tenure, and promotion; organize academic mentoring; prepare the departmental budget request and oversee the approved budget; and prepare and submit annually a report of the state of the department.

**Rehabilitation Counseling Program Director, *University of Scranton, Scranton, PA*** **1995-2015**

- As Graduate Program Director, represent the Rehabilitation Counseling Program in a variety of situations including the mentoring and advising of rehabilitation counseling students and coordination of all programmatic aspects of the rehabilitation counseling program.
- Designed and implemented two offsite cohort programs for 41 CSPD-OVR employees.
- Coordinate all related Council on Rehabilitation Education Accreditation activities.

**Associate Professor, *The University of Scranton, Scranton, PA***

- Responsibilities include teaching, service and scholarship. Teaching responsibilities are primarily within the Graduate School  
Graduate Counseling Courses include: Counseling Theories, Counseling Theories, Appraisal Techniques, Professional Issues for Rehabilitation Counselors, Physical Disabilities, Counseling Persons with Serious Illness, Lifespan Development, Rehabilitation Practicum and Rehabilitation Internship.
- Undergraduate Counseling and Human Service Courses include: Counseling Theories, Introduction to Human Adjustment, Medical and Psych-Social Issues of Disability, and Internship.

**Interim Chair of the Department of Education** **2008-2009**

**Affiliated faculty member in the Health Administration and Human Resources Department**

- Human Resources Courses include: On-Line HR 515, Workplace Diversity, On-Line HR 516, Ethics in Human Resources

**CORE Site Reviewer** **2006-present**

**Faculty in the CPS Advising Center** **1997-1999**

- Responsibilities include assisting students with academic matters including discussion of majors and minors and impact on careers, service learning activities, advising, scheduling, and orientation.

**Summer Advising and Orientation** **1997-2006**

**Consultant: United Rehabilitation Services, Inc.** **2001-2005**

- Provide consultation services under a federal Rehabilitation Services Administration Project with Industry Grant

**Peer Reviewer for the Department of Education** **2002-2005**

**Director of Rehabilitation Services, *United Rehabilitation Services Inc,*** **1982-1995**

*Wilkes Barre, PA*

- Responsible for the planning, development, coordination and implementation of vocational rehabilitation services to over 500 persons with disabilities.
- Represented URS with business, professional, family, and consumer groups
- Established networks for agencies and employers to promote employment for persons with disabilities
- Designed and implemented disability awareness training for employer groups
- Supervised the agency's internship and work experience programs
- Team builder with agency departments in the areas of program development, grant writing, public relations, marketing, fund raising, and personnel and policy development
- Successfully designed, implemented and managed several RSA grants (Projects with Industry, TBI, Employment of Persons with severe and persistent mental illness)

**Clinical Supervision Internship, George Washington University Counseling Lab** **1993-1994**

**Director of Admissions and Evaluation, URS** **1980-1981**

- Responsible for all new referrals and determining vocational direction
- Coordinated staff development
- Maintained statistics and coordinated reports
- Additional responsibilities included the development and expansion of evaluation and placement services

**Director of Vocational Evaluation Services, URS** **1978-1980**

- Coordinated evaluation and placement services for three facilities
- Conducted initial interviews, developed individual plans, administered psychometrics and work samples, expanded career exploration, job readiness and case management services
- Prepared and supervised staffings and final reports.

In addition to the above, assumed the responsibilities of a vocational rehabilitation counselor in conjunction with the Veterans Administration. Determined eligibility of service connected veterans and approved vocational goals. **1979-1980**

**Adjunct Faculty, University of Scranton, Departments of Counseling and Human Services and Human Resources** **1989-1995**

**Internship in Psychiatric Rehabilitation, Nanticoke-Hazleton MH-MR Program** **1977**

- Conducted individual and group counseling in a partial program

*Held a variety of full and part time jobs while completing my education.* **1969-1978**

- Worked at Retreat State Hospital for three consecutive summers as a psychiatric aide.

*Certifications/Licensure*

Certified Rehabilitation Counselor 2277 **9/2016**

Certified Vocational Evaluator **1981-2005**

Disability Awareness Windmills Trainer

Licensed Professional Counselor PA 734 **2001-present**

CORE Site Visitor Training **2/2006**

CORE Site Visitor Trainer **2010 - present**

*Professional Organizations/Memberships*

Commissioner Standards and Accreditation: Council on Rehabilitation Education, Chair **2008-2017**  
**2011-present**

*Elected Chair*

NCRE (National Council on Rehabilitation Education), *Board Member, Region 3* **2000-2004;**  
**2011-2013**  
*NCRE Awards Chair* **2004-2015**

National Rehabilitation Association **1978-present**

National Association of Rehabilitation Leadership, *President* **2012**

Pennsylvania Rehabilitation Association, *Board Member*

*President* **2001**

*1<sup>st</sup> Vice President, Conference Chairperson* **2000**

*2<sup>nd</sup> Vice President, Membership Chairperson* **1999**

Conference Planning Committee for Mid-Atlantic Region **1985,**  
*Past Chairperson State and Mid-Atlantic Awards* **1988,1991**

Vocational Evaluation and Work Adjustment Association, *Past President and Mid-Atlantic Region VEWAA Board Member*

Job Placement Association

National Rehabilitation Administration Association

American Counseling Association

American Rehabilitation Counseling Association

National Career Development Association **1994-1988**

ARCA of Pennsylvania, *First President*

Girl Scouts of America, *Past Troop Leader, Adult member, and Board Member* **1995-1999**

Burnley of the Poconos Employment Services, *Board Member* **1997-2006**

State Board of the Office of Vocational Rehabilitation.  
*Governor appointee* **2002-2003**

University of Scranton, Panuska College of Professional Studies and the  
Edward R. Leahy, Jr. Conference on disAbility, *Conference Co-Chair* **2002, 2003,  
2008, 2011-  
2016**  
*Conference Committee member* **2004-2010**

ARC, National, State, and Luzerne County

Luzerne-Wyoming County MH-MR Employment Advisory Group

Autism Community Employment Advisory Group

CRC Site Monitor

### *Scholarly Publications*

Wallick, W. G. & Bruch, L. A. (2015). Partnerships with Vocational Rehabilitation Counsellors: Enhancing the work of HR professionals in building an inclusive workplace. *HR Magazine International* . **AY 2015-2016**

Bruch, L. A., & Cartwright, B.Y. (2013). A Framework for Program Evaluation: Considerations for Rehabilitation Counseling Programs. *Rehabilitation Counselors and Educators Journal*. **AY 2013-2014**

Bruch, L. A., & Wallick, W. G. (2013). Using Film as a Catalyst for Change: An Exploration of Human Resource Graduate Students' Attitudes about Disability. *Rehabilitation Counselors and Educators Journal*.

Bruch, L. A., & Irzinski, S. M. (2012). Rehabilitation Facilities Movement, 3rd edition. In J. A. Andrew & C. W. Faubion (Eds.), *Rehabilitation Services: An introduction for the human service professional*. **AY 2011-2012**

- Spirito-Dalgin, R., Bruch, L.A., & Barber, G.A. The Rehabilitation Counseling Practicum: A National Survey of Current Design and Implementation. *Rehabilitation Education*. **AY 2009-2010**
- Book Review: Mooney, J (2007) *The Short Bus: A Journey Beyond Normal*. New York, New York: Henry Holt and Company **AY 2007-2008**
- Bruch, L. A., & Irzinski, S. M. (2007). Rehabilitation Facilities Movement, 2<sup>nd</sup> edition. In J. A. Andrew & C. W. Faubion (Eds.), *Rehabilitation Services: An introduction for the human service professional*. **AY 2006-2007**
- Bruch, L. A., & Wallick, W. G. (2004). Rehabilitation counselor educators' interest and involvement in disability and work topics in graduate human resource curricula: Recommendations for partnerships. *Rehabilitation Education*, 18, 3, 165-174. **AY 2004-2005**
- Wallick, W. G., & Bruch, L. A. (2003). Disability and work topics in graduate human resource curricula. *Rehabilitation Education*, 17, 4, 237-247. **AY 2003-2004**
- Bruch, L. A., & Irzinski, S. M. (2002). Rehabilitation Facilities Movement. In J. A. Andrew & C. W. Faubion (Eds.), *Rehabilitation Services: An introduction for the human service professional*, pp. 459-474. **AY 2001-2002**
- Bruch, L. A. (2000). [Review of the book *The Rehabilitation Model of Substance Abuse Counseling* by John J. Benschoff and Timothy P. Janikowski]. *Journal of Ministry in Addiction and Recovery*, 7,(1), 69-72. **AY 2000-2001**
- Bruch, L. A. (2001). Graduate instruction in Human Resource Administration: Incorporating disability and work topics. *Rehabilitation Education*, 15, 3, 317-320.
- Hobbs, T., Bruch, L., Sanko, J., & Astolfi, C. (2001). Friendship on the inclusive electronic playground. *Teaching Exceptional Children*, 33, 6, 46-51.
- Bruch, L. A., & Eschbach, L. A. (2000) Collaborative Research: Implications for Counselor Preparation. *Journal of Pennsylvania Counseling Association*, 3, 1, 15-24. **AY 1999-2000**
- Bruch, L. A. (1999). Foundations of Rehabilitation: Integrating a Professional Network. *Rehabilitation Education*, 13, 4, 309-314. **AY 1998-1999**
- Toloczko, A. M., Morgan, O. J., Hall, D. W., Bruch, L. A., Mulane, J., & Walck, C.(1998) Curriculum review of the substance abuse training for rehabilitation counselors in CORE accredited programs. *Rehabilitation Education*, 12, 2, 115-127. **AY 1997-1998**

Bruch, L. A. Completion of doctoral dissertation July 16, 1997. **AY 1996-1997**  
Implementation of the American=s with Disabilities Act: Employer Commitment to Title I and Implications for Hiring in Northeastern Pennsylvania, UMI Dissertation abstracts.

Bruch, L. A. & Eschbach, L. A. The value of collaborative research endeavors: **AY 1995-1996**  
Implications for students, faculty, and the counseling profession. *Pennsylvania Counseling Association, Inc., Spring, 1996, 9-10.*

### *Scholarly Presentations*

Spirito -Dalgin R. & Bruch, L.A., Clients, Coworkers, & Coffee Breaks: Ethical Dilemmas for New Professionals. National Rehabilitation Association Annual Training Conference, Richmond VA. – September 2016. **AY 2016-2017**

Bruch, L. A. & Wallick, W. G., Changing employer attitudes: Using film as a catalyst. National Rehabilitation Association, DesMoines, Iowa, October, 2014. **AY 2013-2014**

Dalgin, R. & Bruch, L. A., Relationships, Resources, and Reality: Enhancing Professionalism for New Rehabilitation Counselors. NCRE/RSA/CSAVR – National Council on Rehabilitation Education, Arlington, VA October, 2012. **AY 2012-2013**

Bruch, L. A. & Dalgin, R. *Rehabilitation Counseling Education: 1956 to Present.* National Council on Rehabilitation Education, San Francisco, CA April, 2012. **AY 2011-2012**

Bruch, L. A., B.Y. Cartwright, and C. King. *Rehabilitation Counselor Program Evaluation: Current Practices.* National Council on Rehabilitation Education Conference, Manhattan Beach, California, April 7, 2011. **AY 2010-2011**

Bruch, L. A. and R. Dalgin. *What's really going on with student's onsite experiences: Ethical dilemmas.* Pennsylvania Rehabilitation Association Professional Development Institute, Harrisburg, PA, March 31, 2011.

Dalgin, R. and Bruch, L.A. *The Impact of Disability Identification on Requesting Accommodations.* National Council on Rehabilitation Counseling Conference, Manhattan Beach, California, April 7, 2011.

Dalgin, R., and Bruch, L. A. *The Impact of Disability Identification on Requesting Accommodations.* National Rehabilitation Association New Orleans, Louisiana, October 15, 2010.

- Wallick, W. G. & Bruch, L. A. *Strategies for workplace inclusion of people with disabilities: A Delphi study*. National Association of Multicultural Rehabilitation Concerns, Memphis, TN, July 24, 2009. **AY 2009-2010**
- Dalgin, R., Bruch, L. A., Barber, G., *Customer Driven Rehabilitation Curriculum: Where the rubber hits the road*. National Council on Rehabilitation Education, San Antonio, TX, February, 2009. **AY 2008-2009**
- Wallick, W. G., & Bruch, L. A. *Diverse labor market solutions: Exploring what corporate America already knows*. Northeastern Pennsylvania Chapter of the Society for Human Resource Management (NEPA SHRM), November 8, 2007. **AY 2007-2008**
- Bruch, L. A., & Wallick, W. G. *VR-business connection: Part 1 - Ethics* 2008 Office of Vocational Rehabilitation: Employer Services and Placement Training, State College, PA, March 19, 2008.
- Spirito Dalgin, R., Bruch, L., & Barber, G. *The Bridge from theory to practice: Linking practicum to the CORE competencies*. 8<sup>th</sup> Annual NCRE Conference, San Antonio, Texas. February, 2008.
- Wallick, W. G., & Bruch, L. A. *VR-business connection: Part 2 - What corporate America already knows*. Office of Vocational Rehabilitation: Employer Services and Placement Training, State College, PA, March 20, 2008.
- Spirito Dalgin, R., Bruch, L., & Barber, G. Expanding collaborative community connections in Practicum. 7<sup>th</sup> Annual NCRE Conference, San Diego, CA February 24, 2007. **AY 2006-2007**
- Bruch, L. A. (panel moderator) Rehabilitation Counseling and Vocational Rehabilitation I and II. PARF. State College, PA September 29, 2006.
- Spirito Dalgin, R., Bruch, L. A. Teleconference: The Employment of Individuals with significant disabilities: An Ecological Framework for Understanding. Office of Vocational Rehabilitation, Wilkes-Barre, PA September 20/22, 2006.
- Bruch, L. A. (panel moderator) Rehabilitation Counseling and Vocational Rehabilitation I and II. PARF. State College, PA, September 30, 2005. **AY 2005-2006**
- Wallick, W. G., Bruch, L. A., Common ground for Rehabilitation and Human Resource Professionals. National Rehabilitation Association Annual Training Conference, Alexandria, VA, October 29, 2005.
- Wallick, W. G. & Bruch, L. A. Untapped Talent: Recruiting qualified job applicants with disabilities. Northeast PA Chapter of the Society of Human Resource Management, March 2, 2006.



Bruch, L. A., Human resource connections: Considerations for Rehabilitation Professionals. Invited presentation, West Virginia University, Morgantown, WV, March 30, 2006.

Bruch, L. A. & Wallick, W. G. Ethics: Common ground for Rehabilitation and Human Resource Professionals. PRA, Harrisburg, PA, April 6, 2006.

Bruch, L. A., Herbert, J. H., Steere, D., & Coover, V. Ethics Panel: Rehabilitation professionals responding o the real world. PARF, State College, PA, October 1, 2004. **AY 2004-2005**

Bruch, L. A. & Wallick, W. G. Human Resource & Rehabilitation Professional Partnerships: Theory to Practice. 2004 National Rehabilitation Association Annual Training Conference, Philadelphia, PA, October 16, 2004.

Bruch, L. A. Educating Rehabilitation Professionals. 2003 PARF Annual Conference, State College, PA, September 26, 2003. **AY 2003-2004**

Wallick, W. G. & Bruch, L. A. Adult learners with Disabilities: Strategies for successful learning and integration. ACHE Conference, Detroit, MI, November 2003.

Bruch, L. A., & Wallick, W. G. (2004) Disability and Work Topics in HR Curricula: Implications for Partnerships. 4th Annual National Rehabilitation Educators Conference, February 19-21, 2004, Tucson, AZ.

Bruch, L. A. Professional Issues in Rehabilitation Counseling, a series of 3 presentations as part of the USAID grant project at the Universidad Iberoamericana, Mexico City, Mexico, April 13, 2004.

Bruch, L. A., & Irzinski, S. M. Collaborative Community Partnerships: Networking strategies for success. National Projects with Industry Training Session, Washington, D.C., July 30, 2002. **AY 2002-2003**

Bruch, L. A., & Irzinski, S. M. Community Employment Partnerships: Networking strategies for success. 2002 Disability and Employment Conference, Washington, D.C., August 20, 2002.

Hall, D. W., Ripley, V. V., Bruch, L. A. Poster session presentation: A tool for promoting professionalism among Counselors-in-Training. Pennsylvania Counseling Association, Harrisburg, PA, October 27, 2001. **AY 2001-2002**

Bruch, L. A. The poster session presentation: A tool for promoting professionalism among Counselors-in Training. National Council on Rehabilitation Education Conference, Tucson, AZ, February 15, 2002.

Bruch, L. A., Rhodes, S., & McMillian, B. Rehabilitation partners panel. National Rehabilitation Association's 2002 Governmental Affairs Seminar, Washington, D.C., March 11, 2002.

Kress-Shull, M. K., Froehlich, R., Grooms, D., Bruch, L., & Maguire-Kuletz, M. But when do I get a life? Surviving and thriving the early years in academia. National Council on Rehabilitation Education, Tucson, Arizona, February 23, 2001. **AY 2000-2001**

Froehlich, R., Kress-Shull, M.K., Maguire-Kuletz, M., Bruch, L., & Grooms, D. What to do when the dirty dishes seem more interesting than your dissertation? National Council on Rehabilitation Education, Tucson, Arizona, February 24, 2001.

Bruch, L. A. A series of (five) presentations on Rehabilitation. National Health Management Center, CCME, Ministry of Health, Tbilisi, Georgia, March 12-16, 2001.

Bruch, L. A. et al. Panel discussion: Specialized Accreditation: Pros and cons. Pennsylvania Association of graduate Schools 29<sup>th</sup> Annual Meeting, Scranton, PA, March 22, 2001.

Bruch, L. A. Rehabilitation Counseling in the 21<sup>st</sup> Century. 31<sup>st</sup> Annual Pennsylvania Counseling Association Conference. Harrisburg, Pennsylvania, October 23, 1999. **AY 1999-2000**

Toloczko, A. M., Bruch, L. A., & Jacob, E. J. The Soulful Use of Story, Song, and Cinema in Counselor Education. National Association for Counselor Education and Supervision, New Orleans, Louisiana, October 28, 1999.

Hobbs, T., Bruch, L. A., & Sanko, J. Friendships on the Electronic Playground: Observations of Inclusive Computer Play. TASH 2000: Our Turn Now, Chicago, Illinois, December 10, 1999. (work presented by Hobbs & Sanko)

Bruch, L. A. Ethical Considerations in Rehabilitation. Pennsylvania Rehabilitation Association Professional Development Institute, Harrisburg, Pennsylvania, April 23, 1999. **AY 1998-1999**

Sinay, U.T. & Bruch, L. A. The impact of managed care on rural clinics: Cost analysis and survival. Pennsylvania Public Health Administrators Conference, Harrisburg, PA, October 14, 1997. **AY 1997-1998**

Eschbach, L. A. & Bruch, L. A. Developing collaborative research endeavors. Pennsylvania Counseling Association, Harrisburg, PA, November 15, 1997.

Bruch, L. A. Employer Perspectives on the Americans with Disabilities Act:

Training opportunities for rehabilitation Counselors. 15<sup>th</sup> Annual National Professional Development Symposium. The Alliance for Rehabilitation Counselors, Vancouver, Washington, March 6, 1998.

Bruch, L. A. ADA: Implications for Rehabilitation Counselors, 1998 ACA World Conference, Indianapolis, Indiana, March 31, 1998.

Bruch, L. A. & Wolk-Schimizzi, S. Promoting the identity of Rehabilitation Counselors. The Pennsylvania Counseling Association, Harrisburg, PA November 10, 1996. **AY 1996-1997**

Eschbach, L. A. & Bruch, L. A. The value of collaborative research endeavors: The faculty-student connection, Implications for the counseling profession. The American Counseling Association World Conference, Orlando, Florida, April 5, 1997.

Bruch, L. A. & Kolakoski, R. Change and Rehabilitation Counseling: Effectiveness through networking and partnerships. The International Center for the Disabled, New York, New York, April 15, 1997.

Toloczko, A. M., Morgan, O. J., Hall, D. W., Bruch, L. A., Mulane, J., & Walck, C. Curriculum Review of Substance Abuse Training for Rehabilitation Counselors in CORE Accredited Programs. Presentation at the American Counseling Association World Conference, Pittsburgh, PA April 20-22, 1996. **AY 1995-1996**

Bruch, L. A., Golden, J., & Kolakoski, R. Meeting the Needs of Persons with Dual-Diagnosis (MH-MR): A Transition from Long-Term Psychiatric Hospitalization to Community Living and Work. Presentation at the International Center for the Disabled, April 16, 1996.

Bruch, L. A. & Walck, C. Equal Does Not Mean the Same: Women and Disabilities. Presentation at East Stroudsburg University Women=s Conference. March 9, 1996.

### *Community Presentations*

Bruch, L. A. The American's with Disabilities Act: An update on Title I. The Wilkes Barre Chamber of Commerce, Wilkes-Barre, PA, April 1, 1997

Bruch, L. A. ADA: The Spirit of Independence. Invited Speaker at the NE Anthracite Regional Center for Independent Living Annual Dinner, Hazleton, PA, June 16, 1997

### *Grant Proposal Submissions*

Submitted a research grant proposal to the National Institute on Disability and Rehabilitation Research (NIDRR) for a three-year period beginning October 2008 for a total of \$600,000. The title of the proposed project is “Work Opportunities Realized: Knowledge, Experience, Results, Success – The **WORKERS** Project – Summer Institutes on Disability and Work Topics for Human Resource Graduate Students: Making a Difference through Education”. (Not funded). **AY 2007-2008**

Bruch, L. A. & Wallick, W. G. (2005). Employment, inclusion, and retention of individuals with disabilities: Implications for continuing education for employers and rehabilitation professionals in NEPA. PA Department of Labor and Industry, Office of Vocational Rehabilitation. (\$1500) **AY 2004-2005**

Hobbs, T., Bruch, L. A., & Sanko, J. Friendship Formation on the Electronic Playground. Funding received: Leahy Grant. (\$8228). Funded **AY 1998-1999**

### *Research Interests*

Research interests include the American’s with Disabilities Act, employment of individuals with disabilities, attitudes towards persons with disabilities, professional identity for rehabilitation counselors, rehabilitation counseling curriculum and accreditation, and life span development.

### *Professional Characteristics*

Rehabilitation Counselor and Counselor Educator who upholds strong values, a relationship centered philosophy, and an empowerment approach in all interactions with colleagues, students, and persons served.

### *References*

Available Upon Request