

LEEANN M. ESCHBACH

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Counseling and Human Services Dept.
University of Scranton
Scranton, PA 18510
(570) 941-6299

EDUCATION

- Ph.D. Counseling Psychology, Washington State University.
1990 Dissertation Title: A Study of Selected Psychological Variables as Causal Factors of the Imposter Phenomenon among Undergraduate College Women.
- M.S. Vocational Technical Education, Washington State University.
1981 Thesis: An Instrument to Assess Job-Maintenance Skills. Emphasis: Guidance
- B.S. Home Economics Education, Washington State University.
1975

PRESENT EMPLOYMENT

CHAIR, Department of Counseling and Human Services, University of Scranton, 2009-present.

ASSOCIATE PROFESSOR, Department of Counseling and Human Services, University of Scranton, 1995-present.

- Graduate courses currently teach: Career and Lifestyle Development, Career Development in Schools, Appraisal Techniques in Schools, Appraisal Techniques. Systemic Leadership and Advocacy, Counseling Theories, Practicum: School Counseling, Internship: School Counseling, School Counseling Program Planning, Group Process and Practice Career and Lifestyle Development.
- Undergraduate course currently teach: Career Seminar, Counseling and Human Services Internship, Counseling and Human Services Advanced Internship.
- Develop curriculum, instructional activities and evaluation materials.
- Serve as mentor and advisor for graduate counseling students.
- Engage in a research program at the University.
- Serve on university and departmental committees.
- Consult with other university departments and programs.

PROGRAM DIRECTOR, PROGRAM CO-DIRECTOR, School Counseling Program (CACREP-accredited), Department of Counseling and Human Services, University of Scranton, 1996 to December, 2001; April 2002 to present..

- Initiate and implement curriculum innovation.
- Coordinate advisement and mentoring for approximately 120 students (advise 70-80 students).
- Coordinate admissions process for School Counseling applicants.
- Verify students' graduation status and approval for Pennsylvania School Counselor certification.
- Coordinate School Counseling Certificate Program

ACTING CHAIRPERSON, Counseling and Human Services Department, University of Scranton, June 1999 to January 2000.

ASSISTANT PROFESSOR, School Counseling Program, Department of Human Resources, University of Scranton, 1990 to 1995.

INSTRUCTOR, School Counseling Program, Education Dept, University of Scranton, 1986 to 1990

COUNSELING EXPERIENCE

COUNSELOR, Private Practice, Empowerment Counseling Associates, Scranton, PA, 1993-present.
-Individual and couples counseling.

COUNSELOR, Career Development Program, Washington State University, 1984-1986
-Counseled undergraduate and graduate students over full range of student concerns
- Supervised graduate practicum students
- Led counseling groups
- Presented outreach programs throughout the campus community

COUNSELOR, Counseling Services, Washington State University, 1986, 1983-1984
- Individual and group counseling with university student population

PRACTICUM COUNSELOR, Pullman School District (Pullman, WA) 1985
- Group and individual counseling with elementary school students

PRACTICUM COUNSELOR, Career Development Program, Washington State University, 1983-1984
- Individual and group career development counseling with university student population

TEACHING EXPERIENCE

INSTRUCTOR, College of Education, Washington State University, 1986, 1985, 1983-1984
- Taught undergraduate and graduate courses: Evaluation of Learning and Communication, Cultures, and Careers

INSTRUCTOR, Career Services, Washington State University, 1984-1985.
- Taught Career Planning and College Major Choice course; developed supplementary materials

HOME AND FAMILY LIFE INSTRUCTOR, Walla Walla High School, Walla Walla, Washington, 1975-82

SCHOLARLY PRESENTATIONS AND PUBLICATIONS

Eschbach, L. & Matta, J. (2012). Rules, Regulations and Realities of becoming a Licensed Professional Counselor. Paper accepted for presentation at the Pennsylvania Counseling Association, State College, PA, October, 2012.

Eschbach, L. & Matta, J. (2011). Navigating the process to become a Licensed Profesional Counselor. Presentation at the Pensylvania Counseling Association, State College, PA, October, 2011.

Eschbach, L., Cleary, L., Dietrich, L., Gradwell, J., Hughes, A., & Moran, M. (2011). Successful strategies in implementing the ASCA National Model. Presentation at the Pennsylvania School Counseling Association, Lancaster, PA, February, 2011.

Matta, J., Eschbach, L., and Hooper-Knox, A. (2010). Pursuing licensure: successfully running the maze. Presentation at the Pennsylvania Counseling Association Conference, State College, PA, October, 2010.

Eschbach, L., Brown-Huston, J., Martino, A., McGlenn, A., Sewell-Allen, C., and Zengel, C. (2010). Professional school counselor identity development and job search strategies: Students' perspectives. Presented at the Pennsylvania School Counseling Association, Lancaster, PA May, 2010.

Eschbach, L., (2010). Becoming a licensed professional counselor (LPC). Presented at the Pennsylvania School Counseling Association, Lancaster, PA, May 2010.

Wilkerson, K. & Eschbach, L. (2009). Transformed school counseling: the impact of a graduate course on Trainees' perceived readiness to develop comprehensive, data-driven programs. *Professional School Counseling, 13*(1), 30-37.

Eschbach, L. (2009). Update on professional licensure: Is the LPC right for me? Presentation at the Pennsylvania School Counseling Association Conference, Hershey, PA, April, 2009.

Eschbach, L., Brown-Huston, H., Derby, J., & McCabe, T. (2009). Best and worst in school counselor supervision. Presentation at the Pennsylvania School Counseling Association Conference, Hershey, PA, April, 2009.

Eschbach, L. & Wilkerson, K. (2009). School counselor leadership and advocacy poster projects. Poster presentations presented at the Pennsylvania School Counseling Association Conference, Hershey, PA, April, 2009.

Wilkerson, K. & Eschbach, L. (2008). School counselor leadership and advocacy poster projects. Poster presentations presented at the Pennsylvania School Counseling Association Conference, Lancaster, PA, April, 2008.

Stano, D., Barner, B., Brooks, F., Eschbach, L., Kenney, M., Linder, E., London, S., Mathews, C. and Weirich, D. (2008). PCA, 1968-2008, 40 Years of Community Service. Presentation at the Pennsylvania Counseling Association Conference, State College, PA, October, 2008.

Eschbach, L. and Kraus, K. (2008). Update and latest information on Professional Counselor Licensure. Presentation at the Pennsylvania Counseling Association Conference, State College, PA, October, 2008.

Wilkerson, K. & Eschbach, L. (2007). Developing transformed school counselors: Impacts of a graduate class on trainee readiness. Presentation at the Eighth Annual Transforming School Counseling Summer Academy, Portland, OR, May 31 – June 2, 2007.

Eschbach, L., Reina, P., Irvine, H. & Warren, J. (2007). A comprehensive review of strategies and resources targeting relational aggression in elementary schools. Presentation at the Spring 2007 Pennsylvania State School Counselors Association Conference, Lancaster, PA, April, 2007.

Wilkerson, K. & Eschbach, L. (2006). Implementing the ASCA National Model: Impacts of a graduate class on trainee readiness. Presentation at the North Atlantic Region Counselor Educators and Supervisors Conference, Lake George, NY, October, 2006.

Eschbach, L. & Wilkerson, K. (2006). Action research: It is not as hard as you think. Presentation at the Spring 2006 Pennsylvania State School Counselors Association Conference, Lancaster, PA, March, 2006.

Eschbach, L. & Houser, E. (2005). Reflective professional development: Our continuous journey. *Journal of the Pennsylvania Counseling Association, 7*(1), 3-6.

Eschbach, L. (2005). Update on professional counselor licensure: Just because the bill passed we are not done! Presentation at the 2005 Pennsylvania Counseling Association Conference, State College, PA, November, 2005.

Eschbach, L. (2005). Update on professional counselor licensure: Just because the bill passed we are not

done! Presentation at the Fall 2005 Regional Meeting of the Pennsylvania Association of Rehabilitation Professionals, Philadelphia, PA., November, 2005.

Eschbach, L. (2005). Update on activities of the Pennsylvania Alliance for Counseling Professionals. Presentation for the Pennsylvania Alliance for Rehabilitation Professionals, Philadelphia, PA.

Eschbach, L., Grozier, G., & Reina, P. (2005). Interfacing Career Development with the Senior Project: A Win/Win Situation. Presentation at the 2005 Pennsylvania Counseling Association Conference, State College, PA, April, 2005.

Eschbach, L. (2005). School-based crises. In B. Collins and T. Collins (Eds.). *Crisis and trauma: Developmental-ecological intervention* (pp. 407-455). Boston, MA: Houghton Mifflin.

Eschbach, L. & Bruch, L. (2004). Professional counseling issues. Presentation, a component of the USAID grant project, at the Universidad Iberoamericana, Mexico City, Mexico, April 13, 2004.

Eschbach, L. (2004). Comprehensive school counseling programming. Presentation for Counselors League en Consjo Tenico del Depto. De Desarrollo Humano, , a component of the USAID grant project, at the Universidad Iberoamericana, Mexico City, Mexico, April 13, 2004.

Eschbach, L. (2004). School counseling. Presentation, a component of the USAID grant project, at the Universidad Iberoamericana, Mexico City, Mexico, April 14, 2004.

Eschbach, L. (2004). Appraisal techniques: Testing in the counseling process in schools. Presentation, a component of the USAID grant project, at the Universidad Iberoamericana, Mexico City, Mexico, April 15, 2004.

Carey, A. & Eschbach, L. (2004). Message from the Co-Editors: Life challenges: Learning in all things. *Journal of the Pennsylvania Counseling Association*, 6(1), 3-5.

Eschbach, L. & Carey, A. (2003). Message from the Co-Editors. Change and commitment. *The Journal of the Pennsylvania Counseling Association*, 5 (1), 3-4.

Eschbach, L., Kelley, L., McGrail, K., Piccotti, S., O'Donnell, C., & Reichl, J. (2003). The transforming school counseling initiative. Presentation at the 2003 Pennsylvania School Counselors Association Conference, State College, PA, April, 2003.

Eschbach, L. & Bruch, L. (2002). Development as a professional counselor: Narrative experiences. Presentation at the 2002 Pennsylvania Counseling Association Conference, State College, PA, October, 2002.

Carey, A. & Eschbach, L. (2002). Practical direction for publishing. Presentation at the 2002 Pennsylvania Counseling Association Conference, Harrisburg, PA, October, 2002.

Eschbach, L., Cerrito, J., Juracek, K., Leadem, K., and Yevitz, L. (2002). Ethical considerations in working with school-age students with disAbilities. Presentation at the First Annual Conference on disAbility. Scranton, PA, September, 2002.

Ripley, V.V., Erford, B.T., Dahir, C.A., & Eschbach, L. (2002). Planning and Implementing a 21st century comprehensive developmental school counseling program. In B. Erford (Ed.), *Transforming school counseling* (pp. 63-119) Columbus, OH: Prentice-Hall.

Eschbach, L. (2001). Relational theory: Implications for practice. *The Journal of the Pennsylvania Counseling Association*, 4(1) 29-32.

Eschbach, L. (2001). Relational theory: Implications for practice. Presentation at the 2001 Pennsylvania Counseling Association, Harrisburg, PA, October, 2001.

Hartman, N., Lisowski, D., & Eschbach, L. (2001). Ready, Set, Go...Facilitating high school seniors transition to college. Presented at the Pennsylvania School Counseling Association Conference, Lancaster, PA, April, 2001.

Bruch, L. & Eschbach, L. (2000). Collaborative Research: Implications for the Counseling Profession. *The Journal of the Pennsylvania Counseling Association*, 3(1), 13-24.

Eschbach, L., Ripley, V., & Lo, D. E. Collaborative learning seminar: Fostering teamwork for problem-solving. Workshop presented at The Eleventh Education Trust National Conference, Washington, D.C., November, 2000.

Eschbach, L., Ripley, V., and University of Scranton Graduate Students. The process of professional counselor identity development: Students' perspectives. Panel discussion presented at Pennsylvania Counseling Association Annual Conference, Harrisburg, PA., October, 2000.

Toloczko, A. & Eschbach, L. Relational Theory: Implications for Training and Practice. Preconference Learning Institute presented at the American Counseling Association World Conference, Washington DC, April 2000.

Ripley, V, Eschbach, L. & Sento, O. Innovative Strategies in Supervision. Workshop presented at the Pennsylvania Counseling Association Conference, Harrisburg, PA, November 1999.

Ripley, V. & Eschbach, L. Supervision of School Counselors: Counselors' and Principals' Perceptions. Poster presented at the Association for Counselor Educators and Supervisors Convention, New Orleans, LA, October, 1999.

Eschbach, L. & Ripley, V. School Counselor Supervision: Principals' Perceptions and Innovative Strategies. Workshop presented at the Pennsylvania School Counseling Association Conference, Lake Harmony, PA, April, 1999.

Eschbach, L., Jacob, E. & Jones, D. Diversity training through identity development: A group approach. Poster presented at the American Counseling Association Convention, San Diego, CA, April, 1999.

Toloczko, A. & Eschbach, L. Graduate training of counselors in human growth and development: A study of CACREP-approved programs. Poster presented at the American Counseling Association Convention, San Diego, CA, April, 1999.

Brooks, F. & Eschbach, L. Graduate student programming and update. Presentation at the Pennsylvania Counseling Association Conference, Harrisburg, PA, November 1998.

Goodnough, G., Ripley, V. & Eschbach, L. School counseling program improvement: Successes and struggles. Paper presented at the North Atlantic Region of Counselor Education and Supervisors Conference, Wells, ME, September 1998.

Eschbach, L. & Toloczko, A. Self in relation theory: A lens to examine the career paths of woman managers. Paper presented at the American Counseling Association Convention, Indianapolis, IN, April

1998.

Eschbach, L., Way, A., Buberniak, V., Edwards, B., Kirkpatrick-Carter, A. & Wentland, K. A group approach: Diversity training through identity development. Paper presented at the Pennsylvania School Counselor's Association Conference, State College, PA, and March 1998.

White, I., Garvey, R. & Eschbach, L. Career Education: Today's Exploration = Tomorrow's Choices. Paper presented at the Pennsylvania School Counselor's Association Conference, State College, PA, March 1998.

Eschbach, L. & Bruch, L. Developing collaborative research endeavors. Paper presented at the Pennsylvania Counseling Association Conference, Harrisburg, PA, November 1997.

Eschbach, L. Creating a Mentoring Community: Building Student Connections. Keynote address for College of Health, Education and Human Resources Board of Visitors Fall Meeting, October 1997.

Eschbach, L. The imposter phenomenon: What it is and treatment approaches. Paper presented at the Pennsylvania Counseling Association Conference, Harrisburg, PA, November 1997.

Eschbach, L. (1997). Reflections on a group supervision model. *Pennsylvania Counseling Association Newsletter*, 21, 5.

Kormanski, C. & Eschbach, L. (1997). From group leader to process consultant. In J. A. Kottler and H. Forester-Miller (Eds.). *Issues and Challenges for Group Practitioners* (pp. 133-164). Denver, CO: Love Publishing Co.

Bruch, L. & Eschbach, L. Collaborative research: Implications for students, faculty and counselors. Paper presented at the American Counseling Association Annual Convention, Orlando, FL, April, 1997.

Eschbach, L. & Kormanski, C. From group leader to process consultant. Roundtable discussion at the Pennsylvania Counseling Association Annual Conference, Harrisburg, PA, November 1996.

Eschbach, L. Using group counseling skills in contemporary group leader roles. Presented at the North Atlantic Region of the American Counseling Association Branch Assembly, Wilmington, DE, October 1996.

Cavallaro, M., Toloczko, A., & Eschbach, L. Fostering gender inclusion in the counselor training curriculum. Paper presented at the Association for Counselor Educators and Supervisors Convention, Portland, OR, September 1996.

Eschbach, L., George, M., Farrell, M., Toloczko, A. The role of the relational perspective among women and their career-related decisions. Accepted for presentation at the National Association of Women in Catholic Higher Education Conference, Boston, MA, July 1996.

Bruch, L. & Eschbach, L. (1996). The value of collaborative research endeavors: The faculty-student connection with implications for the counseling profession. *Pennsylvania Counseling Association Newsletter*, 20, 5-7.

Eschbach, L. & Toloczko, A. Strategies for integrating gender issues in counseling instruction and practice. Paper presented at the American Counseling Association Annual Convention, Pittsburgh, PA, April 1996.

Toloczko, A. & Eschbach, L. Women's development: The role of relationships in identity development. Presented at the Pennsylvania Counseling Association Annual Convention, Erie, PA, November 1995.

Kormanski, C. & Eschbach, L. Using Group Leaders in Emerging Roles for Group Counselors: Training Implications. Presented at the North Atlantic Region of the Association for Counselor Educators and Supervisors Conference, Hershey, PA, September 1995.

Eschbach, L. & Morgan, O. (1994). The Freshman Goal-Setting Program: Implementing an integrated student development project. *Journal of College Student Development*, 35, 385-386.

Morgan, O., Eschbach, L., Hall, D., Collins, T., Simons, M., Bamford, S., & Serafini, S. Developing counselor-training clinics: Process and practice. Paper presented at the American Counseling Association Annual Convention, Minneapolis, MN, April 1994.

Eschbach, L., Toloczko, A., & Serafini, S. Women's development: A life-span process of relational networks, choices and coping. Paper presented at the American Counseling Association Annual Convention, Minneapolis, MN, April 1994.

Eschbach, L., Toloczko, A., & Serafini, S. Women's relational networks, choices, and coping. Presented at the University of Scranton Regional Counseling Conference, Scranton, PA, March 1994.

Collins, T., Eschbach, L., Hall, D., Morgan, O., Simons, M., & Datti, P. Monitoring a counseling program: Using focus groups and supervision. Presented at the Pennsylvania Counseling Association 25th Anniversary Conference, Harrisburg, PA, November, 1993.

Eschbach, L., Graham, P. & Spell, C. Are you culturally (dis)abled? Diversity in organizations and in the workplace. North Atlantic Region Branch Assembly of the American Counseling Association, St. Thomas, Virgin Islands, October 1993.

Collins, T., Eschbach, L., Hall, D., Morgan, O., & Simons, M. Nuts and bolts development of a university-based practicum. Presented at the North Atlantic Regional Association for Counselor Educators and Supervisors Conference, Cape Elizabeth, ME, October 1993.

Eschbach, L. Factors contributing to college major choice: A causal model analysis. Paper accepted for presentation at the Pennsylvania Educational Research Association Conference, Philadelphia, PA, March, 1993.

Eschbach, L. & Gianino, L. Helping students with academic and career choices: What are we doing. Presented at the University of Scranton Regional Counseling Conference, Scranton, PA, February 1993.

Eschbach, L. & Czernysz, M. What do undecided students say is important in making their career decisions? Presented at the Pennsylvania Counseling Association Annual Conference, Harrisburg, PA, November 1992.

Eschbach, L. & Morgan, O. J. (1992). Setting goals: An essential life task for freshmen. *Freshman Year Experience Newsletter*, 4(3), 9.

Eschbach, L. Test of a causal path model to explain the imposter phenomenon in college women. Paper presented at the American Association Counseling Association Annual Convention, Baltimore, MD, March 1992.

Eschbach, L. Clarifying the needs of undecided students. Paper presented at the Retention Showcase Focus on the Undecided Student National Conference, Costa Mesa, CA, February 1992.

Eschbach, L. & Morgan, O. The Freshman Goal-Setting Program: An integrated student development project. Paper presented at the Freshman Year Experience National Conference, Columbia, SC, February 1992.

Eschbach, L. & Keenan, R. Self-concept: A model illustrating its consequences and intervention strategies. Presented at the Pennsylvania Counseling Association Conference, Harrisburg, PA, October 1991.

Engel, M. & Eschbach, L. A. Convincing the skeptics: Winning support for a graded freshman seminar at a liberal arts institution. Presented at the Freshman Year Experience National Teaching Conference, Kansas City, MO, April 1991.

Eschbach, L. The Freshman advising center: A stepping stone to involvement. *Conference Proceedings of the National Academic Advising Association Seventh Annual Mid-Atlantic Regional Conference*, Baltimore, MD, April 1991.

Eschbach, L. & Cunningham, J. Linking family systems theory to group work. Paper presented at the Pennsylvania Counseling Association Conference, Harrisburg, PA, November 1990.

Cunningham, J. & Eschbach, L. Using Family Systems Theory and Learning Style to Enhance the Effectiveness of Small Groups. *Proceedings of the Effective College Teaching Conference*, Pittsburgh, PA, October 1990.

Eschbach, L. & Gilroy, J. N. Adult Students Need Career help Too. National Conference on Student Retention, Washington, D. C., July 1990.

Eschbach, L. & Gilroy, J. Facilitating adult career development: A centered approach". Paper presented at the Pennsylvania Vocational Education Conference, Champion, PA, June 1990.

Eschbach, L. Untangling the career decision process. Paper presented at the Pennsylvania School Counselors Association Annual Conference, Hershey, PA, April 1990.

Eschbach, L. Success attribution tendencies among college undergraduates. Paper presented at the Pennsylvania Counseling Association Conference, Pittsburgh, PA, November 1989.

Eschbach, L. Exploration of the imposter phenomenon as an inhibitor of academic and career potential. Paper presented at the Pennsylvania Educational Research Association Annual Conference, Philadelphia, PA, May 1989.

OTHER PRESENTATIONS AND PUBLICATIONS

Eschbach, L. Time management for women: Balancing all that we do. Women's Health Care Series at Mercy Hospital, Scranton, PA, September 1996.

Eschbach, L. Considering the developmental and relational perspective of women clients. Marworth Counselor Training Session, Waverly, PA, February 1995.

Eschbach, L. & Toloczko, A. How we use relationships to develop our identity. Women's Center Presentation, University of Scranton, Scranton, PA, October 1994.

Eschbach, L. Women's development: How we use relationships in the choices we make and our coping strategies. Presented at the East Stroudsburg University Women in Search of Self-XV Conference Conference, Stroudsburg, PA, October 1994.

Toloczko, A., Eschbach, L., & Serafini, S. Women's development: Relational networks, choices, and coping". Workshop presented at the Luzerne County Women's Conference, Wilkes-Barre, PA, June 1994.

Eschbach, L. Warming the Chilly Classroom. Workshop presented at Harrisburg Area Community College, Harrisburg, PA, September 1993.

Eschbach, L. How to evaluate gender bias in interest inventories and planning your career path. Pennsylvania Career Development Association Workshop, Allentown, PA, May 1993.

Eschbach, L. Looking at women's career paths. Workshop presented at the East Stroudsburg University Women in Search of Self-XIII Conference, Stroudsburg, PA, March 1993.

Eschbach, L. Gender bias update: Meeting the needs of today's students. Daylong presentation at Luzerne County Community College New Options Program. Nanticoke, PA, February 1993.

Eschbach, L. Resident Assistant Training and Community Building Workshops (4 sessions), Fall, 1992; Intersession, 1993.

Eschbach, L. Career Exploration in the Education Field. Northeastern Pennsylvania Council Boy Scouts of America, Exploring Division's Career Awareness Program, 1991-1992.

Eschbach, L. Using Helping Skills in the Residence Life Setting, Resident Director Training, University of Scranton, 1990.

Eschbach, L. Understanding Children with Attention Deficit Disorder. ADD Parent Support Group, Moses-Taylor Hospital, Scranton, PA, Oct. 1989.

Eschbach, L. Responding to the Personal Concerns of Children and Adolescents at their Developmental Level. Highlights for Children Magazine Professional Development Workshop, Honesdale, PA, June 1989.

Eschbach, L. Using SIGI-Plus in Academic Advising. University of Scranton Academic Advising Center Resource Development Workshop, May 1989.

Eschbach, L. The Career Decision-Making Process. Career Search Seminar of the Single Parent/Homemaker Program Employment Opportunity Training Program of Northeastern Pennsylvania, Scranton, PA, April 1989.

Eschbach, L. The Role of Values in College Major Decision-Making. Penn State Residence Hall Program, Penn State Hazleton Campus, Hazleton, PA, April 1989.

Eschbach, L. Men and Women: Their Changing Roles. Penn State Residence Hall Program, Penn State Hazleton Campus, Hazleton, PA, March 1989.

Eschbach, L. New Issues in Elementary and Secondary Education, Leadership Lackawanna Conference on Education, Penn State Worthington Scranton Campus, February 1989.

Eschbach, L. Office of Instructional Development Journal Writing Workshop Panel Member: "Journal Writing in Graduate Courses," University of Scranton, November 1988.

Eschbach, L. The Post High School Transition for Learning Disabled Students, Panel Member: Students with Learning Differences: Concerns, Compassions, Accomplishments, Abington School District Parents Network for Students with Learning Differences, Clarks Summit, PA, 1988.

Eschbach, L. Two workshops presented as part of the Career Planning and Decision-Making Workshop Series: Values and the Role of Significant Others, and Goal-Setting and Decision-Making. Penn State University Residence Hall Program, Penn State Hazleton Campus, Hazleton, PA, 1988.

Eschbach, L. Understanding the Education Needs of Special Learning Students and Developing Appropriate Classroom Interventions. Abington School District Social Studies Teachers Inservice, Clarks Summit, PA, 1987.

Eschbach, L. Professional Growth: Continuing Challenges. University of Scranton Counselor Education Symposium, Scranton, PA, 1987.

Eschbach, L. The Unique Counseling Concerns of the Learning Disabled. Northeastern Pennsylvania Counseling Association, Scranton, PA, April 1987.

Eschbach, L. Time Management and Communication Skills, Resident Assistant Training Workshop, University of Scranton, 1987.

GRANTS

Eschbach, L. (2004). Updating resources on relational theory and counseling models. Teaching Improvement Grant, University of Scranton, 2001, \$2000.

Eschbach, L. (2001). Developing a School Counseling Internship Manual. University of Scranton Faculty Development Curriculum Grant, January, 2001. \$3000.

Ripley, V. & Eschbach, L. The Education Trust Transforming School Counseling Initiative – DeWitt Wallace Reader's Digest Foundation, 2000.

Eschbach, L. & Hall, D. (1997). American Counseling Association Legislative Support Grant for the Pennsylvania Counseling Association Licensure Efforts, April 1997. Amount: \$1500.

Eschbach, L. (1997). Teaching Improvement Grant. University of Scranton Office of Instructional Development, May 1997. \$546.

Eschbach, L. "An investigation of career planning activities in freshmen seminars and perceived career planning needs". National Academic Advising Association Research Grant, November 1991. \$1300.00
Eschbach, L. Internal Research Funding Grant, Office of Research Services, University of Scranton, 1999, 1996, 1994, 1991, and 1988.

PROFESSIONAL AFFILIATIONS

American Counseling Association (ACA), ongoing

Association for Counselor Educators and Supervisors, 1990-2008
 Association for Specialists in Group Work, 1989-1999
 Co-Chair Professional Development Committee, 1998-1999
 Membership Committee, 1993-1995
 National Career Development Association, 1998-2002

Pennsylvania Alliance for Counseling Professionals, 2003-2005
 Pennsylvania Counseling Association Liaison

Pennsylvania Counseling Association, 1986-current
 Co-Editor, *Journal of the Pennsylvania Counseling Association*, 2002-2006
 Copy Editor, *Journal of the Pennsylvania Counseling Association*, 1999-2002.
 Awards Committee, 1999-2002
 Conference Program Chair, 1999.
 Graduate Student Liaison, 1998-2000
 Co-Chair Journal Committee, 1998-2006
 Past President and Chair, Nominating Committee, 1997-1998
 President, 1996-1997 (approximately 450 members)

Pennsylvania Association for Specialists in Group Work,
 President, 1993 to 1995
 Treasurer, 1991-1993
 Chairman, Professional Ethics and Standards Committee, 1989-1991

Pennsylvania Association for Counselor Educators and Supervisors, ongoing

Pennsylvania School Counselors Association, ongoing

Northeast Pennsylvania Counseling Association
 Graduate Student Liaison, 1998-2002
 Chair, Nominating Committee, 1992-1994
 President, 1990-1992
 Professional/Community Interaction Liaison, 1987-1989

SERVICE

Departmental Service.

Co-Coordinator CACREP Site Team Re-accreditation and Self-study, 1998-1999; 2005-2006, 2011-present
 Panuska College of Professional Studies contributor, departmental representative, 2009-present, 2006-2008, 1997-1999.
 Departmental Newsletter Committee, 2009-present.
 Coordinator, discussion leaders for Jesuit Education and the Helping Professions, Panuska College of Professional Studies, 20089-present.
 Coordinator, NCATE Self-study preparation, 2003, 2005
 Co-Coordinator, Education Trust Transforming School Counseling Initiative, 2000-2003.
 Departmental Representative, Career Experience Day, Panuska College of Professional Studies, 2002.
 Certificate of Advanced Graduate Study Development Committee, 1999-2001.
 Chair, Departmental Reappointment and Tenure/Promotion Review Committee, 2008, 2006, 2002-2005, 1997-1999.

Doctoral Program Proposal Committee, 1997-1999.
 Co-Coordinator Pennsylvania Department of Education Site Team Visit, 1994, 2005.
 Guest presenter in several classes: Physical Therapy Department, Psychology Department,
 Counseling and Human Services Department.

University Service.

Presentations

Invocation, Faculty Convocation, 2001.
 Panuska College of Professional Studies Board of Visitors Keynote Speaker, 1997.

Activities

Mentor Program, 2006-2007, 1998-2000.
 Brainworks Graduate School Focus Group Participant, 1998.
 Facilitated Panuska College of Professional Studies Freshman Seminar Faculty
 Mentoring Training Sessions, 1998.
 Advisor for students in University Review Board Hearing, 1997-1998.
 Advisor for university employee in Sexual Harassment Hearing Panel, 2000.
 Led focus groups for Rank and Tenure Study Committee on Faculty Affairs Council, 1996.
 United Way Campaign Unit Representative, 1993-1995.
 Facilitated a discussion at New Faculty Orientation, 1994.
 Co-chair, University of Scranton Regional Counseling Conference, 1992-1994.
 University of Scranton Academic Advising Center, 1988-1991.

Elected Member to Committees.

Board of Rank and Tenure, 2010, 2006-2008, 2003- 2004, 2000-2002, 1998-1999, 1995-
 1997.
 Faculty Development Board, 2004-2006, 2000-2002.
 Faculty Development Board Alternate, 1997-1998, 1994-1995, 1992-1993.
 Faculty Senate, 1990-1992.

Appointed Member to Committees.

Faculty Research Committee, 2009-present, 1996-2000, 1987-1990.
 Faculty Mentor for new faculty member, 2007-2008, 1998-1999.
 Women's Center Advisory Committee, 2001-2004.
 Panuska College of Professional Studies Newsletter Committee, 2002-2004, 1997-1998,
 1994-1996.
 Middle States Study Group on Organizational Administration/Governance, 2006-2007,
 1996-1997.
 University Planning Committee, 2006-2008, 2002-2004, 1997-1998.
 Sexual Harassment Hearing Panel, 1996-1998.
 Faculty Resource Representative to the Board of Trustees, 1993-1996.
 Freshman Seminar Committee, 1993-1996, Chair, 1996.
 Athletic Advisory Committee, 1992-1996.
 Committee on the Status of Women, Chair, 1992-1994, Member, 1990-1994
 Advisement Operations Committee, 1992-1993.
 Office of Instructional Development Advisory Committee, 1987-1992.
 Student Affairs Assessment Committee, 1990-1992.

Member of Ad Hoc Committees.

Student Affairs CIRP Data Analysis Committee, 1996.
 Women's Center Planning Committee, 1992, 1994-1995.
 Higher Education Research Institute (HERI) Data Committee, 1994.
 Sexual Harassment Education Committee, 1993-1995.

Women's Celebration of 25 years at the U of S Committee, 1992-1993.
 Member of 3-person panel to investigate a faculty grievance, 1992.
 Selection Committee for the Sears Mini Grants, January, 1992.
 Committee on Academic Integrity, 1990-1991.
 Task Force on Gender Studies, 1989-1991.

Search Committees.

Counseling and Human Services Faculty Member, 2012, 2011, 2007, 2006, 1997.
 Counseling Center Director, 2003.
 School Counseling Program Faculty Member, 2003.
 School Counseling Program Faculty Member 1997.
 Human Services Program Director AY1991-92.
 Community Counseling faculty member AY1989-90.
 Registrar AY1988-89.
 Elementary Education faculty member, AY1988-89
 Rehabilitation Counseling Program Director, AY1988-89

Tenured Associate.

Communications Department, 2010-present
 Health Administration and Human Resources Department, 2003-2005.
 Occupational Therapy Department, 1993-2002.
 Chair, Occupational Therapy Tenured Associates, 1998-2002.
 Physical Therapy Department, 1994.

Professional Service

Council for the Accreditation of Counseling and Related Education Programs Site Team
 Member, 2010, 2008, 2006.
 Member Pennsylvania State Board of Social Workers, Marriage and Family Therapists, and
 Professional Counselors, Bureau of Professional and Occupational Affairs, 2007-2012.
 American Counseling Association Branch Awards for Excellence Review Committee, 1995-1997.
 Co-editor, *Journal of the Pennsylvania Counseling Association*, 2002-2006.
 Manuscript reviewer for the *Journal of the Pennsylvania Counseling Association*, 1998-2006.
 North Atlantic Region of the American Counseling Association Branch Assembly Pennsylvania
 Delegate, 1996, 1995, 1993, 1992.

Textbook manuscript reviewer for Brooks/Cole / Cengage Learning
 Juntunen, C. L. & Atkinson, D. R. (2009). *Joining the profession: An orientation to counseling
 across the lifespan*.
 Sciarra, D. (2002). *School Counseling*, 2002.
 MacCluskie, K. C. & Ingersoll, R. E. *Becoming a 21st century agency counselor: Personal and
 Professional Explorations*, 2001.
 Liptak, (2000). *Treatment planning in career counseling*.
 Sharf, *Applying career development theory to counseling* (2nd, 3rd, and 5th ed).
 Stone, C. & Dahir, C. (2004). *The transformed school counselor*.
 Russell-Chapin & Ivey (2003). *Your supervised practicum and internship*.
 Peterson and Gonzales, (1998). *Applied career and vocational counseling*
 Patton, W. & McMahon, M. *Career development and systems theory: A new relationship*.
Counseling in the 21st century.
A resource guide for the successful field experience: Turning knowledge into action.
 McFadden, (2001). *Elementary School Counseling*.
 Textbook manuscript reviewer for Sage Publication
 2010 *Experiencing Social Work in Groups*

Pennsylvania Department of Education Site Visit Team for Counseling Program, 1995.
 Pennsylvania Educational Research Association, Program Selection Committee, 1992-1994.
 Northeast Pennsylvania Higher Education Night Volunteer, 1991-1993.

Community Service

Immaculate Conception Church, Lector, Volunteer at various events, 2001-present.
 St. Joseph's Center Festival, 2009-present.
 Scranton Preparatory Galleria, 2008-2012
 Ballet Theatre of Scranton, Usher, Costume Assistant, Backstage Volunteer, 2000-2006
 Lackawanna County Democratic Committee Volunteer, 2006-present.
 Crisis Response Team, Diocese of Scranton Schools, 2004-2006
 Don't Laugh at Me Community Coordinator (facilitated programming in over 10 schools), 2002.
 Volunteer Parent, St. Clare's /St. Paul's Schools (lunch duty, fundraiser coordinator, library committee, chaperoning field trips, athletic event assistance, parent-teacher organization activities, 1999-2008.
 Muscular Dystrophy Association Support Group Facilitator, 2001-2004.
 District Attorney's Task force on Children and Adolescent Violence, 1998-1999.
 Brownie Troop Parent Volunteer, Assistant Leader, 2000-2003.
 Career Day at area schools, 1999 - present.
 Co-Coordinator, Towanda High School Cultural Diversity Program, 1997-1999.
 Co-Coordinator, Lourdesmont Career Development Program, 1997-1999.
 Muscular Dystrophy Association Lock-up Volunteer, 2002, 1998.
 Neighborhood Volunteer, Ongoing
 Multiple Sclerosis, American Heart Association, March of Dimes.
 Women's Resource Center Take Back the Night, Participant, 1998, 2000; Speaker, 1991
 Volunteer, Lourdesmont Emergency Care Shelter, 1987-1989.
 Scranton School District Mentor Program, 1987.

AWARDS

Nominated to Pennsylvania Counseling Licensing Board, Name submitted to Governor, 2007, 1999.

Recognition at University of Scranton Commencement
 Hood presenter for graduate students, 2003
 Escort for Honorary Degree Recipient, 2007, 2002
 Faculty Marshall, Graduate School Commencement, 2000, 1998.

Pennsylvania Association for Counselor Educators and Supervisors Outstanding Service Award, 1999.

Distinguished Service Award, College of Health, Education and Human Resources, University of Scranton, 1998.

President's Award, Pennsylvania Counseling Association, 1997.

Nominated for Outstanding Freshman Advocate, National Resource Center for the Freshman Year Experience and Students in Transition, 1997.

Outstanding Graduate Faculty Member, University of Scranton, 1993.

Nominated for National Distinguished Service Registry - Counseling and Development (Endorsed by the American Association for Counseling and Development), 1989

Who's Who Among Human Services Professionals, 1987