CURRICULUM VITAE

BRYAN S. AUSTIN

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EDUCATION

Ph.D.	2012	Michigan State University, East Lansing, MI Major: Rehabilitation Counselor Education
M.S.	2003	Portland State University, Portland, OR Major: Education: Counseling Rehabilitation Counseling Specialization
B.A.	1997	University of Oregon, Eugene, OR Major: Psychology

WORK EXPERIENCE

Teaching, Research, and Clinical Supervision

August 2012 - Present — Assistant Professor, University of Idaho, Department of Leadership and Counseling, Boise, Idaho.

Teaching synchronous on-line graduate level rehabilitation counseling courses, CRC 504: Counseling Techniques, CRC 509: Psychometrics, and CRC 510: Individual Appraisal. Performing all teaching duties to include development of course design, syllabus, lesson plans, course instruction, and grading.

January 2012 - May 2012 — Instructor, Michigan State University, Department of Counseling, Educational Psychology, and Special Education, East Lansing, Michigan.

Independently teaching graduate level counseling course, CEP 862: Introduction to Individual and Group Counseling. Performing all teaching duties to include development of course design, syllabus, lesson plans, course instruction, and grading.

August 2008 - June 2012 Research Assistant, Project Excellence, Michigan State University, Office of Rehabilitation and Disability Studies, East Lansing, Michigan.

Conduct program evaluation research in a partnership with Michigan Rehabilitation Services (MRS). Work in collaboration with faculty and other graduate students. Analyzed quantitative and qualitative data and assisted in preparing report for the FY 2009 and 2010 911 Report and Customer Satisfaction Survey Report for MRS. Developed basic knowledge of SPSS statistical software package, use of descriptive statistics, cross tabs, organized procedure of data analysis and cleansing process. Gained practical experience and skills of thematic analysis and use of triangulation to analyze and validate findings for qualitative data. Helped construct instrument based on theory and research intended to survey counselors at MRS for program evaluation purposes. Assisted with the development of a written counselor-customer Working Alliance Brief disseminated to MRS counseling staff. Helped prepare report for the 2009 Michigan Career Technical Institute (MCTI) Environmental Scan and Career Readiness Center Surveys for MRS. Conducted key informant interviews of community providers and contributed to preparing report for Comprehensive Statewide Needs Assessment for MRS, Michigan Commission for the Blind, and Statewide Council for Independent Living (SILC).

September 2011 - December 2011 Instructor, Michigan State University, Department of Counseling, Educational Psychology, and Special Education, East Lansing, Michigan.

Independently taught graduate level rehabilitation counseling course, CEP 877: Assessment in Rehabilitation. Performed all teaching duties to include development of course design, syllabus, lesson plans, course instruction, and grading.

January 2010- September 2011 Research Apprentice, Michigan State University, Department of Counseling, Educational Psychology, and Special Education, East Lansing, Michigan.

Independently designed and conducted a qualitative study of clinical supervision within a public vocational rehabilitation program using research method of grounded theory. The study was approved by the Institutional Review Board. Developed semi-structured interview guide that was used to interview study participants. Analyzed qualitative data and developed skills in identifying patterns and themes grounded in data using comparative analysis and triangulation. Developed written manuscript that has been accepted for publication in a peer-reviewed refereed journal.

May 2011- August 2011 Clinical Supervisor, Michigan State University, Department of Counseling, Educational Psychology, and Special Education, East Lansing, Michigan.

Provided individual clinical supervision of two master's students in the rehabilitation counseling program during students' clinical counseling practicum experience.

August 2008 - May 2011 Instructor, Michigan State University, Department of Counseling, Educational Psychology, and Special Education, East Lansing, Michigan.

Independently taught upper division undergraduate course, CEP 460: Communication Skill Training for the Helping Professional, during Fall and Spring Semesters for the 2008-2009, 2009-2010 and 2010-2011 academic years. Performed all teaching duties to include development of course design, syllabus, lesson plans, course instruction, and grading.

September 2010- December 2010 Clinical Supervisor, Michigan State University, Department of Counseling, Educational Psychology, and Special Education, East Lansing, Michigan.

Provided individual clinical supervision of one master's student in the rehabilitation counseling program during student's clinical counseling practicum experience.

May 2010 - July 2010 Instructor, Michigan State University, Department of Counseling, Educational Psychology, and Special Education, East Lansing, Michigan.

Independently taught graduate level rehabilitation counseling course, CEP 877: Assessment in Rehabilitation. Performed all teaching duties to include development of course design, syllabus, lesson plans, course instruction, and grading.

January 2010 - May 2010 Teaching Assistant, Michigan State University, Department of Counseling, Educational Psychology, and Special Education, East Lansing, Michigan.

Assisted in course instruction of graduate level counseling course, CEP 862: Introduction to Individual and Group Counseling. Video-recorded individual counseling interview (role-play) sessions and facilitated individual clinical supervisory dialogue/feedback sessions with rehabilitation counseling master's students. Provided case presentation in-class and helped lead and facilitate group discussions.

September 1996- June 1997 Research Assistant, Psychology Department, University of Oregon, Eugene, Oregon.

Worked in experimental environment with research emphasis in learning and memory. Helped organize and conduct experiments. Utilized spreadsheets to collect and analyze data.

Clinical Experience

June 2005 - August 2008 Vocational Rehabilitation Counselor 3, State of Washington Department of Social and Health Services, Division of Vocational Rehabilitation, Vancouver, Washington.

Promoted to lead counselor position. Acted as decision maker during absence of unit supervisor. Provided vocational counseling and case management to assist individuals with disabilities to obtain and maintain employment. Managed large caseload of individuals with all types of severe disabilities. Analyzed medical/psychological records and determine customer eligibility. Interpreted vocational assessments and develop Individualized Plans for Employment. Accurately interpreted DVR policies and procedures to ensure compliance in providing customer services. Applied comparable benefits and authorized DVR funds to purchase services required for customers to achieve specific employment outcomes.

November 2003 - May 2005 Vocational Rehabilitation Counselor 2, State of Washington Department of Social and Health Services, Division of Vocational Rehabilitation, Vancouver, Washington.

May 2003 - November 2003 Vocational Rehabilitation Counselor 1 In-Training, State of Washington Department of Social and Health Services, Division of Vocational Rehabilitation, Vancouver, Washington.

April 2002 - May 2003 Vocational Rehabilitation Intern/Executive Fellowship 1, State of Washington Department of Social and Health Services, Division of Vocational Rehabilitation, Vancouver, Washington.

September 2001 - March 2003 Practicum Counseling Student and Peer Supervisor, Portland State University, Community Counseling Clinic, Portland, Oregon.

Provided brief mental health counseling to individuals in the community. Completed intake assessments, client diagnostics and developed treatment plans with clients. Provided individual peer supervision for first year graduate clinical practicum students.

November 1999 - April 2002 Behavior Consultant, Self-Employed, Beaverton, Oregon.

Provided direct service to children/adolescents and adults with developmental disabilities who engage in challenging behaviors. Provided in-home consultation to families, residential and foster providers. Conducted Functional Assessments and developed Positive Behavior Support Plans. Provided training in the implementation of non-aversive behavior intervention, crisis intervention, physical restraint techniques and environmental supports. Statewide trainer for Oregon Intervention System certification workshops. Attended Individual Education Plan meetings and psychiatric appointments to provide support/advocacy for consumers.

March 1999 - November 1999 Behavior Specialist, Children's Program, Alternative Services Incorporated, Lake Oswego, Oregon.

Clinical team leader for new residential program serving children/adolescents with developmental disabilities. Improved consistency of daily routine, implementation of behavior support interventions, and communication strategies between school and residential staff.

December 1997 - March 1999 Behavior Specialist, Alternative Services Incorporated, Albany, Oregon.

Promoted to clinical team leader serving adults with developmental disabilities for non-profit residential and vocational provider. Worked in group homes and sheltered workshop. Developed Individual Support Plans and provided consultation to community vocational providers. Conducted Functional Assessments, developed Positive Behavior Support Plans and Task Analysis programs to improve independent living skills. Analyzed behavioral data and completed monthly/quarterly behavior reports to help monitor plan efficacy and effects of psychotropic medication. Facilitated anger management therapy sessions. Conducted clinical systems Quality Assessments. Provided agency training workshops in CPR/First-Aid and Oregon Intervention System.

October 1997- November 1997 Assistant Home Manager, Alternative Services Incorporated, Eugene, Oregon.

Worked in group home serving adults with developmental disabilities. Helped manage staff and ensure shift coverage. Assisted consumers with basic living needs and planning for daily activities. Provided skills training to increase individual independence at home and in the community. Helped coordinate and implement behavior treatment plans for consumers. Collected, summarized and graphed behavior data.

September 1996 - August 1997 Program Leader, ARC of Lane County, Eugene, Oregon.

Volunteered for academic credit as practicum student in after school respite program during senior year of undergraduate school. Hired as employee for summer and Saturday respite programs after graduation. Provided direct care and skills training for children/adolescents with developmental disabilities. Helped coordinate a schedule of activities, managed a budget and supervised volunteers.

PUBLICATIONS

Dissertation

Austin, B. S. (In Press). Rehabilitation counselor educators' perceptions of importance, student preparedness, and teaching proficiency in clinical judgment skill domains. ProQuest Dissertations and Theses database.

Articles in Refereed Journals

Austin, B. S. (In Press). A qualitative analysis of vocational rehabilitation counselor perceptions of clinical supervision. Journal of Applied Rehabilitation Counseling.

Barnes, E., Rak, E., **Austin, B.**, & Louw, J. (In Press). Rehabilitation counselor professional identity development in master's level training programs: An exploratory study of potential influencing factors. Rehabilitation Research, Policy, and Education.

Leahy, M. J., Thielsen, V. A., Millington, M. J., **Austin, B.**, & Fleming, A. (2009). Quality assurance and program evaluation: Terms, models and applications in rehabilitation administration. Journal of Rehabilitation Administration, 33(2), 69-82.

Monographs, Technical Reports, Non-Refereed Publications

Austin, B., Sukyeong, P., & Thielsen, V. (2012, August). Mrs customers with intellectual disabilities: Why is it important to know about this group and what are their outcomes? Project Excellence, Michigan State University.

Thielsen, V. A., Sukyeong, P., Jang, H., Fleming, A., **Austin, B.**, Phillips, B., Lee, C., & Roy, S. (2011, August). Customer Satisfaction Survey Report, Fiscal Year, 2010. Project Excellence, Michigan State University.

Sukyeong. P., Thielsen, V.A., Leahy, M. J., Rak, E., Jang, H., Lee, C., Fleming, A., Phillips, B., **Austin, B.**, Roy, S., Shamsiddeen, J., & Huntley, D. (2011, May). An Outcome Analysis of Michigan Rehabilitation Services' Program based on the RSA 911 Data and Performance Indicators (2008 - 2010). Project Excellence, Michigan State University.

Leahy, M. J., Thielsen, V. A., Crewe, N. M., Hwang, J. H., **Austin, B.**, Chang, D., Fleming, A., Jang, H., Rak, E. C., (2010, May). Customer Satisfaction Survey Report, Fiscal Year, 2009. Project Excellence, Michigan State University.

Leahy, M. J., Thielsen, V. A., Crewe, N. M., Rak, E. C., Hwang, J. H., **Austin, B.**, Fleming, A., Jang, H.,Wang, D., Shamsiddeen, J., & Shader-Patterson, L. (2010, May). An Outcome Analysis of Michigan Rehabilitation Services' Program based on the RSA 911 Data and Performance Indicators (2007-2009). Project Excellence, Michigan State University.

Presentations at National or Regional Meetings

Austin, B. S. (2012, July). The efficacy of clinical supervision in vocational rehabilitation: Counselor perspectives. Paper presentation at the Pacific Region NRA and Idaho NRA Summer Conference, Boise, ID.

Austin, B. S. (2012, July). The importance of clinical judgment skills for effective rehabilitation counseling practice. Paper presentation at the Pacific Region NRA and Idaho NRA Summer Conference, Boise, ID.

Austin, B. S., Lee, C. (2012, April). VR services that predict outcomes for customers with intellectual and psychiatric disabilities. Poster session at the National Rehabilitation Educators Conference, San Francisco, CA.

Fleming, A., **Austin, B.**, Thielsen, V. (2011, December). Change to the transition youth definition and its impact. Presentation at Michigan Rehabilitation Services, Lansing, MI. Project Excellence, Michigan State University.

Austin, B. S., & Lee, C. (2011, October). A structural equation model of vocational rehabilitation services that predict employment outcomes for customers with intellectual and co-existing psychiatric disabilities: A national study. Paper presentation at the Michigan Rehabilitation Conference, Grand Rapids, MI.

Austin, B. S. (2011, April). Vocational rehabilitation services that predict employment outcomes for customers with intellectual and co-existing psychiatric disabilities. Paper presentation at the course conference for Psychology: 992 Structural Equation Modeling at Michigan State University, East Lansing, MI.

Austin, B. S. (2011, April). Counselor perceptions of supervision within a state/federal rehabilitation agency. Poster session at the National Rehabilitation Educators Conference, Manhattan Beach, CA.

Austin, B. S. (2011, April). Counselor perceptions of supervision within a state/federal rehabilitation agency. Paper presentation in rehabilitation counselor education doctoral course Clinical Supervision, CEP: 969, Michigan State University, East Lansing, MI.

Barnes, E., Rak, E., **Austin, B.**, & Louw, J. (2010, April). Rehabilitation counselor professional identity development in master's level training programs: An exploratory study of potential influencing factors. Poster session at the National Rehabilitation Educators Conference, Manhattan Beach, CA.

Tansey, T., Boland, E., Kierpec, K, Louw, J., & **Austin, B.** (2009, February). Technology enhanced instruction in higher education: Enhancing learning in graduate education. Poster session at the National Rehabilitation Educators Conference, San Antonio, TX.

Research in Progress

Austin, B. S., & Lee, C. (In Progress). A structural equation model of vocational rehabilitation services that predict employment outcomes for customers with intellectual and co-existing psychiatric disabilities: A national study.

Book Chapters in Progress

Austin, B. S. (In Progress). Gathering Information: Supporting Documentation. In A. Perkins, & J. Stano (Eds.). Assessment and Evaluation for Human Service Professionals. Osage Beach, Mo: Aspen Professional Services.

COURSES DEVELOPED AND TAUGHT

Undergraduate

Communication Skill Training for the Helping Professional

Graduate

Assessment in Rehabilitation
Introduction to Individual and Group Counseling

AWARDS AND FELLOWSHIPS

National Council on Rehabilitation Education, Certificate of Appreciation in recognition of commitment and service to NCRE as a Session Monitor at the 2009 NCRE Spring Conference, San Antonio, TX; 2009.

Department of Social and Health Services, Recognition of Service for 5 Years of Faithful Service to the State of Washington; 2007.

Division of Vocational Rehabilitation, Certificate of Appreciation for Behavior in Serving Customers Modeling Vocational Rehabilitation's "Code of Ethics"; 2006.

Division of Vocational Rehabilitation, Working Together Award for Successful Participation in the Mentoring Program and making a difference through mentoring; 2005.

State of Washington, Governor's Executive Fellow Award for successfully completing an internship program, achieving valuable work experience in state government; 2003.

MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

NATIONAL	American Counseling Association (ACA) (2001-2003; 2011-present) American Rehabilitation Counseling Association (ARCA) (2001-2003; 2010-present) National Rehabilitation Counseling Association (NRCA) (2007-2008) National Council on Rehabilitation Education (NCRE) (2009-present) Association of Counselor Education and Supervision (ACES) (2011-present) National Rehabilitation Association (NRA) (2008-present) Rehabilitation Counselors and Educators Association (RCEA) (2008-2011) National Association of Multicultural Rehabilitation Concerns (NAMRC) (2009-present)
STATE	Michigan Rehabilitation Association (MRA) (2008-2012)

PROFESSIONAL SERVICES AND ACTIVITIES

Licensure and Certification

ID# 00056116 Certified Rehabilitation Counselor (CRC) by the Commission on Rehabilitation Counselor Certification (CRCC) (March, 2003 - present).

Oregon Intervention System (OIS) Certified Trainer (December, 1997 - April, 2002).

Registry# 29613 Registered Instructor in Medic First Aid Basic by EMP America International Registry (September, 1998 - September, 1999).

Professional Political Advocacy

Participant and Advocate, National Rehabilitation Association, Government Affairs Summit, Washington, D.C. (March, 2011).

Volunteer Work

Student Monitor, National Rehabilitation Educators Conference, Manhattan Beach, CA (April, 2010).

Student Monitor, National Rehabilitation Educators Conference, San Antonio, TX (February, 2009).

Student Volunteer, Michigan Rehabilitation Conference, Grand Traverse, MI (November, 2008).

Curriculum and Course Design

Doctoral Student, Rehabilitation Counseling Pedagogy CEP 944A, developed a rehabilitation counseling master's program curriculum in collaboration with other doctoral student colleagues that addressed the Council on Rehabilitation Education (CORE) accreditation standards and met the requirements for state counselor licensure. Designed syllabus for graduate level career counseling course.

Teaching Philosophy

Doctoral Student, Rehabilitation Counseling Pedagogy CEP 944A, developed personal teaching philosophy that identifies teaching principles, outcomes of learning to be achieved, teaching style, how students learn best, and empirical support for the use of teaching methods.

UNIVERSITY AND COMMUNITY SERVICE

Marketing and Recruitment

Member, Michigan State University Rehabilitation Counseling Program, Marketing/Advertising Task Force (2010-2011).

International Rehabilitation

Participant, DOCTRID Conference on Technology and Research Into Disability, hosted by Daughters of Charity and RESPECT in Ireland, and the Office of Rehabilitation and Disability Studies at Michigan State University, Maynooth, Ireland (October, 2010).

Leadership

Member, Policy Committee, Michigan Rehabilitation Association, East Lansing, MI (2011).

Applicant Interviewer, Department of Counselor Education, Portland State University, (2008).

Member, Senior Rehab Team, Division of Vocational Rehabilitation, Vancouver, WA (2007).

Member, Director's Advisory Council, Division of Vocational Rehabilitation, Vancouver, WA (2007).

Mental Health Liaison, Division of Vocational Rehabilitation, Vancouver, WA (2007).

Member, Program of Assertive Community Treatment (PACT) Stakeholder Advisory Committee, Clark County Department of Community Services, Vancouver, WA (2007).

Member, Rehabilitation Services Administration (RSA) review team, Vancouver, WA (2006).

Protégé, Mentoring Program, Division of Vocational Rehabilitation, Vancouver, WA (2005).

Participant, Leadership Cadre, Division of Vocational Rehabilitation, Vancouver, WA (2005).

Trainee, Self-Employment Consultant training program, Division of Vocational Rehabilitation, Lynnwood, WA (2005).

Graduate Assistantship

Graduate Assistant, Graduate School of Education, Portland State University, Portland, Oregon, transported faculty member with visual impairment to and from student teaching field site. Answered phones, made copies for faculty and assembled program information packets (2001).

RELEVANT PROFESSIONAL DEVELOPMENT TRAINING

Annual Big Three Conference, Michigan State University, Pennsylvania State University, University of Iowa, Kellogg Biological Station, Hickory Corners, MI (October, 2011).

11th Annual National Rehabilitation Educators Conference, Manhattan Beach, CA (April, 2011).

National Rehabilitation Association, Government Affairs Summit, Washington, D.C. (March, 2010).

DOCTRID Conference on Technology and Research Into Disability, Maynooth, Ireland (October, 2010).

3rd Annual Summit on Vocational Rehabilitation Program Evaluation and Quality Assurance. Pathways to Performance: Making a Difference through Program Evaluation, Center for Continuing Education in Rehabilitation, University of Washington, Vancouver, WA (September, 2010).

10th Annual National Rehabilitation Educators Conference, Manhattan Beach, CA (April, 2010).

Writing Quality Test Items for Multiple Choice Tests, Michigan State University, East Lansing, MI (December, 2009).

Accessible Learning Institute, Michigan State University, East Lansing, MI (November, 2009).

Annual Big Three Conference, Michigan State University, Pennsylvania State University, University of Iowa, Kellogg Biological Station, Hickory Corners, MI (October, 2009).

Will This Be on The Test? Using Critical Thinking Concepts to Engage Students Deeply in Thinking of the Discipline, Michigan State University, East Lansing, MI (September, 2009).

Creating a Teaching Philosophy You Can Use: Getting Started!, Michigan State University, East Lansing, MI (September, 2009).

9th Annual National Rehabilitation Educators Conference, San Antonio, TX (February, 2009).

Michigan Rehabilitation Conference, Grand Traverse, MI (November, 2008).

Annual Big Three Conference, Michigan State University, Pennsylvania State University, University of Iowa, Kellogg Biological Station, Hickory Corners, MI (October, 2008).

Seven Habits of Highly Effective People, Department of Social and Health Services, Economic Services Administration, Des Moines, WA (August, 2007).

Cognitive Motivational Tools for Negotiating Behavior Change, t3 Associates Training & Consulting Inc., Tumwater, WA (July, 2007).

Employment and Recovery, Columbia River Mental Health, Vancouver, WA (July, 2006).

Basic Ethical Considerations for Vocational Rehabilitation Professionals, Western Washington University, Vancouver, WA (February, 2006).

Current Practices of Neurological Vocational Rehabilitation a two day clinical symposium, Department of Neurology and the Regional Epilepsy Center, University of Washington Medical School, Seattle, WA (March, 2004).

Assessment and Treatment of Borderline Personality Disorder, PESI HealthCare, LLC, Portland, OR (November, 2003).

Autism Training Project: Level II – Knowledge, Level III – Hands-On, Oregon Technical Assistance Corporation, Salem, OR (June, 1999).