

CURRICULUM VITAE

University of Idaho

NAME: Bryan S. Austin

DATE: January, 2020

RANK OR TITLE: Associate Professor

DEPARTMENT: Leadership and Counseling

OFFICE LOCATION AND CAMPUS ZIP:

Rehabilitation Counseling and
Human Services Program
College of Education, Health and Human Sciences
322 East Front Street, Suite 200
Boise, ID 83702

OFFICE PHONE: (208) 364-9902

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EMAIL: baustin@uidaho.edu

WEB: www.uidaho.edu/rehabcounseling

DATE OF FIRST EMPLOYMENT AT UI: August 12, 2012

DATE OF TENURE: August 18, 2019

DATE OF PRESENT RANK OR TITLE: August 18, 2019

EDUCATION BEYOND HIGH SCHOOL:

Degrees: (List most recent degree first: Degree, institution name, city, state, date, major or area of specialization.)

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

Certificates and Licenses:

License# LPC-5464 Licensed Professional Counselor (LPC) by the State of Idaho Bureau of Occupational Licenses, Idaho Licensing Board of Professional Counselors and Marriage and Family Therapists (April, 2014 - present).

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

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

EXPERIENCE:

Teaching, Extension and Research Appointments: (List position titles and locations since receipt of Bachelor's degree)

Associate Professor, University of Idaho, Department of Leadership and Counseling, Rehabilitation Counseling and Human Services Program, Boise, Idaho (August 2019 - present).

Assistant Professor, University of Idaho, Department of Leadership and Counseling, Rehabilitation Counseling and Human Services Program, Boise, Idaho (August 2012 - August 2019).

Teaching Assistant, Michigan State University, Department of Counseling, Educational Psychology, and Special Education, East Lansing, Michigan (August 2008 - May 2012).

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

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

Clinical Supervisor, Michigan State University, Department of Counseling, Educational Psychology, and Special Education, East Lansing, Michigan (May 2011 - August 2011; September 2010 - December 2010).

Academic Administrative Appointments: (List position titles and locations since receipt of Bachelor's degree)

Principal Investigator, Oregon Vocational Rehabilitation Director's Internship Stipend. University of Idaho, Department of Leadership and Counseling, Rehabilitation Counseling and Human Services Program, Boise, Idaho (May 2018 - present).

Campus Coordinator, National Board for Certified Counselors, Approved institutional application to participate with the NCC/LPC student application process. University of Idaho, Department of Leadership and Counseling, Rehabilitation Counseling and Human Services Program, Boise, Idaho (September 2017 - present).

Program Liaison, Council for Accreditation of Counseling and Related Educational Programs. University of Idaho, Department of Leadership and Counseling, Rehabilitation Counseling and Human Services Program, Boise, Idaho (July 2017 - present).

Project Director, Rehabilitation training: Rehabilitation long-term training grant-vocational rehabilitation counseling. University of Idaho, Department of Leadership and Counseling, Rehabilitation Counseling and Human Services Program, Boise, Idaho (October 2015 - present).

Program Coordinator, University of Idaho, Department of Leadership and Counseling, Rehabilitation Counseling and Human Services Program, Boise, Idaho (January 2015 - present).

Non-Academic Employment including Armed Forces: (List title, brief description, date)

June 2005 - August 2008	Vocational Rehabilitation Counselor 3, State of Washington Department of Social and Health Services, Division of Vocational Rehabilitation (DVR), Vancouver, Washington.
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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 determined client eligibility. Interpreted vocational assessments and

developed Individualized Plans for Employment. Accurately interpreted DVR policies and procedures to ensure compliance in providing client services. Applied comparable benefits and authorized DVR funds to purchase services required for clients 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.

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 intellectual and 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 intellectual and 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 education. Hired as employee for summer and Saturday respite programs after graduation.

Provided direct care and skills training for children/adolescents with intellectual and developmental disabilities. Helped coordinate a schedule of activities, managed a budget and supervised volunteers.

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.

Consulting: (List company/institute name, title, brief description, date)

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

Provided direct service to children/adolescents and adults with intellectual and 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.

TEACHING ACCOMPLISHMENTS: (Academic and Extension teaching)

Areas of Specialization: Clinical judgment, assessment and evaluation, interviewing/counseling skills, clinical supervision, and vocational rehabilitation.

Courses Taught:

University of Idaho

Graduate

CRC 533: Principles of Rehabilitation, Community, and School Counseling (Summer 2016)
 CRC 504: Legislative and Philosophical Foundations in Working with People with Disabilities (Summer 2016)
 CRC 517: Group Counseling (Summer 2015)
 CRC 570: Research and Evaluation in Counseling Psychology (Fall 2016; Fall 2014)
 CRC 509: Psychometrics (Fall 2014; Fall 2012)
 CRC 521: Counseling Techniques (Fall 2014; Fall 2013; Fall 2012)
 CRC 512: Theories and Applications of Counseling (Summer 2016; Summer 2014; Summer 2013)
 CRC 520: Approaches to Counseling with Families (Spring 2014)
 CRC 597: Practicum: Rehabilitation Counseling (Spring 2017; Fall 2013; Spring 2013)
 CRC 534: Rehabilitation and Community Case Management (Summer 2013)
 CRC 528: Diagnosis and Case Conceptualization in Counseling (Spring 2017; Spring 2015; Spring 2013)
 CRC 510: Individual Appraisal (Fall 2012)
 CRC 598: Internship (Spring 2016; Fall 2015; Summer 2015; Fall 2014; Summer 2014; Fall 2013)
 RCHS 517: Group Counseling (Summer 2019; Summer 2017)
 RCHS 598: Internship (Spring 2020; Fall 2019; Spring 2018; Fall 2017)
 RCHS 512: Theories and Applications of Counseling (Summer 2018)
 RCHS 521: Counseling Techniques (Fall 2018)
 RCHS 532: Medical/Physical Aspects of Rehabilitation (Fall 2018)
 RCHS 597: Practicum: Rehabilitation Counseling (Spring 2019)
 RCHS 528: Diagnosis and Case Conceptualization in Counseling (Spring 2019)
 RCHS 570: Research and Evaluation in Counseling (Fall 2019)

Michigan State University

Graduate

CEP 862: Introduction to Individual and Group Counseling (Spring 2012)
CEP 877: Assessment in Rehabilitation (Fall 2011; Summer 2010)

Undergraduate

CEP 460: Communication Skill Training for the Helping Professional (Spring 2011; Fall 2010; Spring 2010;
Fall 2009; Spring 2009; Fall 2008)

Students Advised:

Graduate Students:

Advised to completion of degree-major professor (Student name, degree, and date)

- ██████████ (M.Ed., 2014)
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- ██████████ (M.Ed., 2019)

35 Total

Current advisees

[Redacted list of 17 names]

Joe Tate

18 Total

Served on graduate committee (student name, degree, and date)

[Redacted] (2016 – 2018). Doctor of Education (Ed.D.) with a major in Education.

[Redacted], [Redacted], [Redacted] (2013 – 2014). Professional Practices Doctorate (PPD) Dissertation Team.

[Redacted] (2013 – 2014). Doctor of Education (Ed.D.) with a major in education emphasis: Education Leadership and Administration.

[Redacted] (2013). Doctor of Philosophy (Ph.D.) with a major in Educational Leadership.

Current advisees

[Redacted] (2017 - present); [Redacted] (2016 – present); [Redacted] (2014 - present); [Redacted] (2014 - present); [Redacted] (2015 - present).

Materials Developed: (non-scholarship activity)

Program Self-Study Document – Submitted to Council on Rehabilitation Education (CORE) for national reaccreditation (2015)

CORE Annual Program Progress Report (2017; 2016; 2015)

Program Evaluation Report (2015)

Survey of graduates (i.e., alumni)/Written Summary Report (2015)

Survey of employers (i.e., site supervisors)/Written Summary Report (2015)

Student Focus Group/Written Summary Report (2015)

Advising of Students Experiencing Difficulty in Practicum/Internship Policy (2015)

Program Written Program Evaluation Plan (2017; 2015)

Updated program’s curriculum (2015)

Program mission statement and objectives (2017; 2015)

Updated Program Student Handbook/Practicum and Internship Manual (2015)
 Updated Frequently Asked Questions Form (2017)
 Updated Program brochure (2017; 2015)
 Updated Program website (2018; 2015)
 Focus for the Future Report (2013)
 Transfer of Credits Policy for Category R Advanced Graduate Certificate (2013)
 Agenda for CORE site review team (2016)

Rehabilitation training: Rehabilitation long-term training grant-vocational rehabilitation counseling.
 Grant project: U.S. Department of Education, Office of Special Education and Rehabilitative Services, Rehabilitation Services Administration (RSA).

Payback Information Management System (PIMS) Data Submission (2019)
 Annual Payback Report (2018; 2017; 2016)
 Annual Performance Report (2019; 2018; 2017; 2016)
 RSA Scholar Internship Assessment Tool (2017)
 84.129 Quarterly Report (2019; 2018; 2017; 2016)
 RSA Current Contact Information Form (2016)
 RSA Scholar Point of Contact Form (2016)
 RSA Scholar Verification of Qualifying Employment Setting Form (2016)
 Exit Certification Form (2016)
 RSA Scholars Program Scholarship Agreement (2015)
 List of Identified Employers-Related Rehabilitation Agencies (2015)

Progress Report for State Board of Education - New Graduate Program Review M.Ed./M.S.
 Rehabilitation Counseling and Human Services (2016)

CACREP Mid-Cycle Review (2019)

CACREP Vital Statistics Survey (2019; 2018)

Courses Developed: (teaching delivery methods include traditional face-to-face, video conferencing, hybrid, asynchronous and synchronous online formats)

University of Idaho

CRC 533: Principles of Rehabilitation, Community, and School Counseling
 CRC 504: Legislative and Philosophical Foundations in Working with People with Disabilities
 CRC 517: Group Counseling
 CRC 570: Research and Evaluation in Counseling Psychology
 CRC 520: Approaches to Counseling with Families
 CRC 512: Theories and Applications of Counseling
 CRC 534: Rehabilitation and Community Case Management
 CRC 528: Diagnosis and Case Conceptualization in Counseling and Human Services
 CRC 598: Internship: Rehabilitation Counseling
 CRC 597: Practicum: Rehabilitation Counseling
 CRC 521: Counseling Techniques
 CRC 509: Psychometrics
 CRC 510: Individual Appraisal

Michigan State University

CEP 862: Introduction to Individual and Group Counseling
 CEP 877: Assessment in Rehabilitation
 CEP 460: Communication Skill Training for the Helping Professional

Non-credit Classes, Workshops, Seminars, Invited Lectures, etc.:

Guest Lecturer, PSYC 347 Survey of Helping Professions, University of Idaho, Department of Psychology and Communication Studies, Moscow, ID; 2018; 2017; 2016.

Honors and Awards:

Council on Rehabilitation Education (CORE) confers Certificate of Accreditation to the graduate Rehabilitation Counselor Education Program at University of Idaho. Period of Accreditation: October 1, 2016 through October 31, 2024; 2017. July 1, 2017, CORE and Council for Accreditation of Counseling and Related Educational Programs (CACREP) merged, and the accredited status for the RC specialty area transferred to CACREP.

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.

SCHOLARSHIP ACCOMPLISHMENTS: (Including scholarship of teaching and learning, artistic creativity, discovery, and application/integration)

Research/Focus areas: Rehabilitation counselor clinical competencies that address bias, and individuals with intellectual disabilities and co-occurring psychiatric disorders.

Publications, Exhibitions, Performances, Recitals:

Refereed/Adjudicated: (i.e. books, book chaps., journals, proc., abstr., etc.; provide citations-author, date, title, publisher)

Book Chapters

Stuntzner, S., & **Austin, B.** (2015). Implementing a holistic approach to enhance career opportunities for transition students with disabilities. In A. Normore, & K. Esposito (Eds.). *Inclusive Practices and Social Justice Leadership for Special Populations in Urban Settings: A Moral Imperative* (pp. 213-233). Charlotte, NC: Information Age Publishing.

Peer Reviewed/Evaluated: (i.e. journals, articles, proceedings, abstracts, etc.)

Journal Articles

Austin, B. S., Lee, C.-L., Fleming, A., & Sukyeong, P. (2019). Vocational rehabilitation outcomes for individuals with intellectual disabilities and co-occurring psychiatric disorders. *Journal of Rehabilitation*, 85(4), 14-23.

Austin, B. S. (2018). Educators' perceptions of clinical judgment skill competencies in rehabilitation counseling. *Rehabilitation Research, Policy, and Education*, 32(3), 192-208.

Chen, R. K., **Austin, B. S.**, & Lin, C-C. (2017). Acculturation and filial piety as mediators of the relationship between caregiver burden and gender-role expectations in hispanic-american rehabilitation services students. *Internet Journal of Allied Health Sciences and Practice*, 15(4), 1-11.

Chen, R. K., Blankenship, C. J., **Austin, B. S.**, Cantu, V. C., & Kotbungkair, W. (2016). Hiring of people with disabilities: Perceptions of hispanic small business owners. *Journal of Vocational Rehabilitation*, 45(2), 185-196.

Louw, J. S., **Austin, B. S.**, Rak, E., & Barnes, E. (2015). Master's students' rehabilitation counselor identity formation: A descriptive study. *Rehabilitation Research, Policy, and Education*, 29(4), 302-319.

Austin, B. S., Sabo, C. W., McCarthy, A. K., Sprong, M. E., & Noble, L. N. (2015). Utilization of interviewing as an assessment tool to enhance vocational rehabilitation service delivery: Fostering the therapeutic alliance and professionals' judgment accuracy. [Special Issue]. *Vocational Evaluation and Work Adjustment Association Journal and Vocational Evaluation and Career Assessment Journal*, 37-52.

Austin, B. S., & Leahy, M. J. (2015). Construction and validation of the clinical judgment skill inventory: Clinical judgment skill competencies that measure counselor debiasing techniques. *Rehabilitation Research, Policy, and Education*, 29(1), 27-46.

Austin, B. S., & Lee, C.-L. (2014). A structural equation model of vocational rehabilitation services: Predictors of employment outcomes for clients with intellectual and co-occurring psychiatric disabilities. *Journal of Rehabilitation*, 80(3), 11-20.

Austin, B. S. (2012). A qualitative analysis of vocational rehabilitation counselor perceptions of clinical supervision. *Journal of Applied Rehabilitation Counseling*, 43(3), 25-33.

Barnes, E. F., Rak, E., **Austin, B.**, & Louw, J. (2012). Rehabilitation counselor professional identity development in master's-level training programs: An exploratory study of potential influencing factors. *Rehabilitation Research, Policy, and Education*, 26(2 & 3), 185-198.

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.

Other: (reports, proceedings, papers, citations and references, performances)

Austin, B., Sukeyong, P., & Thielsen, V. (2012, August). MRS customers with intellectual disabilities: Why is it important to know about this group and what are their outcomes? *RSA-911 Data Brief Series 3*, Project Excellence, Michigan State University.

Program Evaluation Reports

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

Sukeyong, P., Thielsen, V.A., Leahy, M. J., Rak, E., Jang, H., Lee, C.-L., 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.

Peer Reviewed/Evaluated (currently scheduled or submitted):

Book Chapters

Austin, B. S. (2018). Gathering Information: Supporting Documentation. In A. Perkins (Ed.). *Assessment and Evaluation for Human Service Professionals*. Osage Beach, Mo: Aspen Professional Services. Manuscript submitted for publication.

Journal Articles

Austin, B. S., Lee, C.-L., McCarthy, A., & Sprong, M. (2018). *Importance of clinical judgment skill competencies across rehabilitation settings: Certified rehabilitation counselors' perceptions*. Manuscript in preparation.

Austin, B.S., & Lee, C.-L. (2018). *Confirmatory factor analysis of the clinical judgment skill inventory*. Manuscript in preparation.

Austin, B. S., & McKnight-Lizotte, M. (2018). *Student focus group: Teaching intervention for program evaluation of a rehabilitation counseling program*. Manuscript in preparation.

Presentations and Other Creative Activities: (i.e. slide sets, web pages, video productions, etc., provide date and location)

Peer-Reviewed National Professional Conference Presentations

Austin, B., Donohoe, E., Salazar, D., Williams, T., & Mead, H. (2019, April). Internal Languages of Transformation (ILT): Intervention for reflective practice and counseling theory. Poster presentation at the Spring 2019 National Rehabilitation Education Conference, "*Honoring Our Rich History – Leading the Future*", San Diego, CA.

Austin, B., Clark, C., O'Brien, N., Maxwell, A., & Perry, K. (2017, April). Evidence-based practice journal club: Intervention for critical appraisal and clinical decision-making skills. Paper presentation at the Spring 2017 National Rehabilitation Education Conference, "*Rehabilitation Counseling Education: Embarking on the New Road Ahead*", Anaheim, CA.

Austin, B., Durbin, T., & Tolman, C. (2016, April). Student focus groups: Innovative teaching intervention for program evaluation in rehabilitation counseling. Paper presentation at the Spring 2016 National Rehabilitation Education Conference, "*Redefining Our Identity: New Challenges, New Perspectives, A Bright Future for Rehabilitation Counselor Education*", Newport Beach, CA.

Austin, B., & Lee, C.-L. (2015, April). Importance in using clinical judgment skills across settings: Certified rehabilitation counselors' perceptions. Paper presentation at the Spring 2015 National Rehabilitation Education Conference, "*Broadening Our Horizon Through Collaboration: Opening the Box and Talking*", Newport Beach, CA.

Austin, B., & Lee, C.-L. (2015, April). Employment outcome predictors for VR clients with intellectual and co-occurring psychiatric disabilities. Poster session at the Spring 2015 National Rehabilitation Education Conference, "*Broadening Our Horizon Through Collaboration: Opening the Box and Talking*", Newport Beach, CA.

Austin, B., Sabo, C., McCarthy, A., Sprong, M., & Noble, L. (2015, April). Utilization of interviewing: An assessment tool to enhance vocational rehabilitation service delivery. Poster session at the Spring 2015 National Rehabilitation Education Conference, "*Broadening Our Horizon Through Collaboration: Opening the Box and Talking*", Newport Beach, CA.

Austin, B. (2014, November). Advanced counseling competencies deemed important by CRCs working for State VR agencies. Paper presentation at the Fall 2014 NCRE/RSA/CSAVR National Rehabilitation Education Conference, *Back to the Future: "Embracing the Journey"*, Arlington, VA.

Newman, R., **Austin, B. S.**, & Barros-Bailey, M. (2014, March). International internship experience to promote multicultural counseling competencies: Student and faculty perspectives. Poster session at the National Rehabilitation Educators Conference, *Disruptive technologies in higher education and training: Preparing future professionals and leaders*, Manhattan Beach, CA.

Austin, B. S. (2013, April). Clinical judgment skill inventory (CJSI): A validation study of rehabilitation counselor educators. Paper presentation at the National Rehabilitation Educators Conference, San Francisco, CA.

McCarthy, A., Dallas, B., **Austin, B.**, Melvin, A., & Fleming, A. (2013, April). New faculty panel: Tips for students interested in a career in academia. Paper presentation at the National Rehabilitation Educators Conference, San Francisco, CA.

Rak, E., Barnes, E. Louw, J., & **Austin, B.** (2013, April). Master's students' professional identity development in rehabilitation counseling programs: A qualitative analysis. Poster presentation at the National Rehabilitation Educators Conference, San Francisco, CA.

Austin, B. S., & Lee, C.-L. (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.

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.

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.

Peer-Reviewed State/Regional Professional Conference Presentations

Austin, B. S., & Lee, C.-L. (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.

Invited State/Regional Professional Conference Presentations

Austin, B. (2018, May). Addressing bias: Toward a reflective, culturally sensitive practice to enhance working alliances. Paper presentation at the Idaho Conference on Drug and Alcohol Dependency, Boise, ID.

Austin, B., Lee, C.-L., & Cunningham, C. (2013, July). VR services that predict employment outcomes for customers with intellectual and co-occurring psychiatric disabilities. Paper presentation at the Idaho NRA Summer Conference, Boise, ID.

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.

Professional Meeting Papers, Workshops, Showings, Recitals: (provide date and location)

Austin, B.S. (2017, September). Introduction to Clinical Supervision. University of Idaho M.Ed./M.S. Rehabilitation Counseling and Human Services Program. Presentation to vocational rehabilitation professionals, University of Idaho, Boise and Coeur d' Alene, ID.

Austin, B. S., & McKnight-Lizotte, M. (2017, January). Practicum Orientation/Introduction (Primer) to Clinical Supervision. University of Idaho M.Ed./M.S. Rehabilitation Counseling and Human Services Program. Presentation to UI adjunct faculty, University of Idaho, Boise and Coeur d' Alene, ID.

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

Grants and Contracts Awarded: (provide principal and co-investigators, title, sponsor, funding dates, amount)

Funded

Austin, B. S. (February 2018 – June 2020). *Oregon vocational rehabilitation director's internship stipend*. Contract proposal: Oregon Department of Human Services, Vocational Rehabilitation (Agreement Number: 156735 **Amount: \$166,018**).

Austin, B. S., & Stuntzner, S. (October 2015 – September 2020). *Rehabilitation training: Rehabilitation long-term training grant-vocational rehabilitation counseling*. Grant proposal: U.S. Department of Education, Office of Special Education and Rehabilitative Services, Rehabilitation Services Administration (Award Number: H129B150039 **Amount: \$1,000,000**).

Honors and Awards:

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.

SERVICE:

Major Committee Assignments: (National, State, District, County, University, College, Departmental and dates)

University of Idaho, University Committee

COGS Dean Search Advisory Committee, College of Graduate Studies (2017)
Graduate Student Fellowship Support Program, College of Graduate Studies (2016 - 2018)

University of Idaho, College of Education, Health and Human Sciences Committee

Doctoral Core Review Ad Hoc Committee (2019)
Associate Dean Search Committee (2017)
Ad Hoc Promotion and Tenure Committee (2014 - 2015)
Promotion and Tenure Committee, Clinical Faculty (2014)
Promotion and Tenure Committee, Alternate (2012)
Assessment Committee (2012 - 2013; 2014 - 2019)
Technology Committee (2013 - 2014)

University of Idaho, Department of Leadership and Counseling Committee

Financial Specialist Search Committee (2016)
Chair, Rehabilitation Counseling and Human Services Faculty Search Committee (2015 - 2016)
Faculty Host Committee (2013)
Focus on the Future (2013)

University of Idaho, Rehabilitation Counseling and Human Services Program Committee

Chair, Graduate/Grant Assistant Search Committee, Rehabilitation training: Rehabilitation long-term training grant-vocational rehabilitation counseling (2016)
Chair, Affiliate/Adjunct Search Committee (2014 - 2019)
Affiliate Search Committee (2013)
Program Advisory Council, Rehabilitation Counseling and Human Services Program (2012 - present)

University of Idaho, Satellite Campus, Boise Center Committees/Service

Floor Marshal, UI Boise Commencement (2019)
Reader, UI Boise Commencement (2018)
Volunteer, Capital City Public Market (2017)
Volunteer, Capital City Public Market (2015)
Student Orientation Planning Committee (2013)

Professional and Scholarly Organizations (including memberships, committee assignments, editorial services, offices held and dates)

Memberships

NATIONAL American Counseling Association (ACA) (2001-2003; 2011-2015)
 American Rehabilitation Counseling Association (ARCA) (2001-2003; 2010-2019)

National Rehabilitation Counseling Association (NRCA) (2007-2008)
 National Council on Rehabilitation Education (NCRE) (2009-present)
 Association of Counselor Education and Supervision (ACES) (2011-2015)
 National Rehabilitation Association (NRA) (2008-2015)
 Rehabilitation Counselors and Educators Association (RCEA) (2008-2011)
 National Association of Multicultural Rehabilitation Concerns (NAMRC) (2009-2013)

STATE Idaho Counseling Association (2016-2019)
 Michigan Rehabilitation Association (2008-2012)

Committee Assignments

Invited Participant, Executive Think Tank, Commission on Rehabilitation Counselor Certification (CRCC), Schaumburg, IL (2018)

Member, Public Policy and Legislation Standing Committee, American Rehabilitation Counseling Association; Responsibility: Monitor human rights issues that relate to disability or rehabilitation (2014 - 2015)

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

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

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

Editorial Services

Peer Reviewer, Editorial Team, *Contemporary Research in Disability and Rehabilitation*, peer-reviewed journal, invited to serve (2018-present)

Peer Reviewer, Editorial Review Board, *Journal of Disability Studies*, peer-reviewed journal, invited to serve (2018-present)

Peer Reviewer, Editorial Review Board, *Journal of Rehabilitation*, peer-reviewed journal, invited to serve two three-year terms (2018-present; 2014-2017)

Consultant Peer Reviewer, *Rehabilitation Research, Policy, and Education*, peer-reviewed journal (2016)

Peer Reviewer, presentation proposals, *National Council Rehabilitation Education 2017 Spring Conference*, Anaheim, CA (2016)

Expert Reviewer, Invitation by Michigan State University doctoral student, reviewed new instrument to measure rehabilitation counselor educator perceptions of the importance and student preparedness to engage in evidence-based practice (2016)

Peer Reviewer, *Research in Developmental Disabilities*, peer-reviewed journal (2015)

Peer Reviewer, presentation proposals, *National Rehabilitation Educators 2014 Spring Conference*, Manhattan Beach, CA (2013)

Peer Reviewer, invited to review book proposal on the topic of clinical supervision; publisher, Wiley Blackwell (2013)

Outreach Service: (Including popular press, interview articles, newspaper articles, workshops-seminars-tours organized, Extension impact statements)

Invited Panel Member, Lovely, M. (2019, October 31). Rehabilitation Long Term Training Success Stories. NCRE/RSA/CSAVR National Rehabilitation Educators Fall Conference, Arlington, VA “Keeping our Eyes on the Prize: Achieving Vocational Rehabilitation Excellence”.

Invited Work Group Participant, Behavioral Health Integration and Rehabilitation Counseling Services (BHIRCS), collaboration between St. Luke’s Health Partners (SLHP) and University of Idaho Rehabilitation Counseling and Human Services program, to develop and institute the pairing of SLHP’s Primary Care Behavioral Health (PCBH) model and the University of Idaho Rehabilitation Counseling curriculum and to focus on the psychosocial, vocational, and social determinants of health that impacts daily functioning as related to chronic disease management, Boise, Idaho (2018)

Interview article, Ortega, M. (2016). Helping people accomplish their goals. *Here We Have Idaho, University of Idaho Magazine, Fall 2016, 33(1)*, 30-31. <https://www.uidaho.edu/ed/lc/features/rehab>

Interview article, Ortega, M. (2016, September 6). UI Rehabilitation Counseling Program Awarded Full National Accreditation. *University of Idaho News*.

Interview article, Stewart, M. (2016, January 17). Help wanted, apply within. University of Idaho offers full master’s degree scholarships for rehabilitation counseling. *Coeur d’ Alene Press*. <http://www.cdapress.com/archive/article-776ca68a-bd91-11e5-aadd-6b596dbf0ea7.html>

Consultant, Hosted co-director of Manos Unidas Peru at University of Idaho, Boise, and provided consultative services to support development of their program, a non-profit organization who provides school to adult life transition services to individuals with intellectual and developmental disabilities in Cuzco, Peru (2013)

Invited Guest, Employment First Consortium Meeting, Developmental Disabilities Council, Boise, Idaho (2013)

Invited interviewee/podcast, Boutin, D. (2013, April). RPR show #12 – Perceptions and practices of clinical supervision. *Vocational Rehabilitation Radio*. Northern Illinois University, DeKalb, Illinois.

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

Community Service: (non-academic unrelated to employment)

Volunteer, Rake up Boise – NeighborWorks, Boise, Idaho (2019; 2015)

Honors and Awards:

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

PROFESSIONAL DEVELOPMENT: (workshops and seminars attended)**Teaching:**

Emergency Preparedness Knowledge and Confidence for Persons with Disabilities: Implications for Rehabilitation Education, 19th Annual National Rehabilitation Educators Conference, San Diego, CA (April, 2019)

Ethics and Social Media in Rehabilitation Counseling Programs, 19th Annual National Rehabilitation Educators Conference, San Diego, CA (April, 2019)

Critical Consciousness as a Pedagogical Pathway to Social Justice Advocacy with Counselors-in-Training, 19th Annual National Rehabilitation Educators Conference, San Diego, CA (April, 2019)

Invited Speaker: "Making Paid Work a Priority", 19th Annual National Rehabilitation Educators Conference, San Diego, CA (April, 2019)

Pathway to Progress, 19th Annual National Rehabilitation Educators Conference, San Diego, CA (April, 2019)

"Motivational Interviewing and Transition Students: Eliciting Change through Case Conceptualization", Idaho National Rehabilitation Association Summer Conference, "Making the Connection", McCall, Idaho (July, 2018)

"Caretaking for the Caretaker – Finding Time to Balance Your Life", Idaho National Rehabilitation Association Summer Conference, "Making the Connection", McCall, Idaho (July, 2018)

"Understanding the Ticket to Work and Cost Reimbursement", Idaho National Rehabilitation Association Summer Conference, "Making the Connection", McCall, Idaho (July, 2018)

"Avoiding Burnout - Methods to Unpack Overload", Idaho National Rehabilitation Association Summer Conference, "Making the Connection", McCall, Idaho (July, 2018)

Keynote Speaker Address: "Beyond Counselor Identity: Driving Meaningful Change through Professional Advocacy and Engagement", 18th Annual National Rehabilitation Educators Conference, Anaheim, CA (March, 2018)

Pre-Conference – Advanced Supervision Training: Acknowledging the Needs of Seasoned counselors and Advocating for an Evolving Profession, 2018 Idaho Counseling Association Annual Conference, Boise, ID (January, 2018)

Advocacy Evaluation in Counseling: Process and Ethical Considerations, 2018 Idaho Counseling Association Annual Conference, Boise, ID (January, 2018)

Systems-Based Advocacy: Ethical Considerations in Advocating for Couples and Family Clients, 2018 Idaho Counseling Association Annual Conference, Boise, ID (January, 2018)

NCRTM: Gateway to RSA's Technical Assistance and Training Materials, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2016)

Psychiatric Rehabilitation: An Interprofessional Education Approach, 16th Annual National Rehabilitation Educators Conference, Newport Beach, CA (April, 2016)

Keynote Panel Address: Redefining Our Identity: New Challenges, New Perspectives, A Bright Future for Rehabilitation Education, 16th Annual National Rehabilitation Educators Conference, Newport Beach, CA (April, 2016)

CANAR Vision 2025 - The Path Forward for AIVRS, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2015)

A Management Focused National Learning Collaborative with AIVRS Programs, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2015)

CORE/CACREP Standards: Opportunity for Transformation of RCE Programs and Mental Health Services, 15th Annual National Rehabilitation Educators Conference, Newport Beach, CA (April, 2015)

Historical and Future Points of Convergence between Rehabilitation Education and the Private Sector, 15th Annual National Rehabilitation Educators, Newport Beach, CA (April, 2015)

Translating Research to Practice: A Training Initiative to Avert Ethical Violations, Fall 2014
NCRE/RSA/CSAVR National Rehabilitation Education Conference, Arlington, VA (November, 2014)

Using DSM-5 & ICF Assessment Instruments as Training Tools for Rehabilitation Counselors, Fall 2014
NCRE/RSA/CSAVR National Rehabilitation Education Conference, Arlington, VA (November, 2014)

On-line Teaching Strategies for Success, All College Meetings, Fall 2014, College of Education, University of Idaho, Moscow, ID (August, 2014)

Training to Use the Doceo Center as a Classroom or Meeting Room, All College Meetings, Fall 2014, College of Education, University of Idaho, Moscow, ID (August, 2014)

Creative and Effective Online Teaching using Blackboard, 14th Annual National Rehabilitation Educators Conference, Manhattan Beach, CA (March, 2014)

"The Future of Online Education: Lessons from the Internet Circa 1998", 14th Annual National Rehabilitation Educators Conference, Manhattan Beach, CA (March, 2014)

Technology and Rehabilitation: Ethical Issues and Challenges, 14th Annual National Rehabilitation Educators Conference, Manhattan Beach, CA (March, 2014)

The Implementation and Ethical Implications of Distance Supervision, 14th Annual National Rehabilitation Educators Conference, Manhattan Beach, CA (March, 2014)

"Compassion Fatigue, How to Avoid Burnout in the Helping Professions", University of Idaho/Idaho Division of Vocational Rehabilitation Professional Development Training, ID (December, 2013)

"The Difference between Lightning and the Lightning Bug: Words and How we Talk about Each Other Matter!", University of Idaho/Idaho Division of Vocational Rehabilitation Professional Development Training, Boise, ID (October, 2013)

Counseling Techniques for Practical Purposes and Person-Centered Planning, University of Idaho/Idaho Division of Vocational Rehabilitation Professional Development Training, Boise, ID (May, 2013)

Keys to Family Resilience: Mastering the Stressful Challenges with Disabilities, 13th Annual National Rehabilitation Educators Conference, San Francisco, CA (April, 2013)

Knowledge Translation in Action: Supporting Evidence-Based Practice in Vocational Rehabilitation, 13th Annual National Rehabilitation Educators Conference, San Francisco, CA (April, 2013)

Using Assistive Technology to Aid Vocational Rehabilitation, University of Idaho/Idaho Division of Vocational Rehabilitation Professional Development Training, Boise, ID (January, 2013)

Psychopharmacology of Mood and Psychotic Disorders, University of Idaho/Idaho Division of Vocational Rehabilitation Professional Development Training, Boise, ID (November, 2012)

Post-Traumatic Stress Disorder, University of Idaho/Idaho Division of Vocational Rehabilitation Professional Development Training, Boise, ID (October, 2012)

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)
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)

Scholarship:

Improving Outcomes for People with Disabilities: Research Outcomes of Effective Collaborative Partnerships, NCRE/RSA/CSAVR National Rehabilitation Educators Fall Conference, “Keeping our Eyes on the Prize: Achieving Vocational Rehabilitation Excellence”, Arlington, VA (October, 2019)

Are You Getting Enough to Eat? Addressing Food Insecurity in Rehabilitation Clients, 19th Annual National Rehabilitation Educators Conference, San Diego, CA (April, 2019)

Partnering with Free Clinics: Caring the uninsured, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2018)

RSA Project E3: Educate, Empower and Employ: Applications of Community-based Participatory Research (CBPR) in Targeted Communities in 12 States, 18th Annual National Rehabilitation Educators Conference, Anaheim, CA (March, 2018)

Employer Practices to Improve Employment Outcomes: Implications for the Rehabilitation Counselor as Consultant, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2016)

What Works in Youth Transition: Description and Evaluation of a Model Program, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2016)

Motivational Competence: The Power of Clinicians’ Perceptions in Motivating The ‘Unmotivated’, 16th Annual National Rehabilitation Educators Conference, Newport Beach, CA (April, 2016)

Evaluating Student Performance and Clinical Fieldwork Practices in Rehabilitation Counseling Programs, 16th Annual National Rehabilitation Educators Conference, Newport Beach, CA (April, 2016)

Keynote Address: “Identifying Strategies for Innovative Approaches for Collaboration under WIOA”, Janet LaBreck, Commissioner Designate Rehabilitation Services Administration, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2015)

An exploration of the recently revised RSA-911 case service report, 15th Annual National Rehabilitation Educators, Newport Beach, CA (April, 2015)

Writing (a lot!) for Publication, College Dean’ Mentoring Sessions 2014-15, College of Education, University of Idaho, Moscow, ID (January, 2015)

Locating foundations, corporations, and government agencies for potential funding, College Dean’ Mentoring Sessions 2014-15, College of Education, University of Idaho, Moscow, ID (December, 2014)

Getting the curriculum vitae “right”, College Dean’ Mentoring Sessions 2014-15, College of Education, University of Idaho, Moscow, ID (November, 2014)

Project HIRE (Helping Individuals Reach Employment) – An Innovative Community Partnership that Works, Fall 2014 NCRE/RSA/CSAVR National Rehabilitation Education Conference, Arlington, VA (November, 2014)

Preparing for annual evaluations and position descriptions, College Dean’ Mentoring Sessions 2014-15, College of Education, University of Idaho, Moscow, ID (October, 2014)

Current and Potential PI Meeting: Discussion of Budgets, Policies and Compliance, All College Meetings, Fall 2014, College of Education, University of Idaho, Moscow, ID (August, 2014)

Chairing Dissertations: Effective Processes and Tips for Faculty and Student Success, All College Meetings, Fall 2014, College of Education, University of Idaho, Moscow, ID (August, 2014)

Evaluation of a Training Program to Enhance Clinical Supervision, 14th Annual National Rehabilitation Educators Conference, Manhattan Beach, CA (March, 2014)

A Case Study: Promising Practices to Improve Employment Outcomes for Transition Youth, 14th Annual National Rehabilitation Educators Conference, Manhattan Beach, CA (March, 2014)

An Introduction and Example of Consensual Qualitative Research in Rehabilitation, 14th Annual National Rehabilitation Educators Conference, Manhattan Beach, CA (March, 2014)

Knowledge Translation in Action: Supporting Evidence-Based Practice in Vocational Rehabilitation, 13th Annual National Rehabilitation Educators Conference, San Francisco, CA (April, 2013)

Implementing the Global Registry for Rehabilitation Education through CORE, 13th Annual National Rehabilitation Educators Conference, San Francisco, CA (April, 2013)

Perceived Barriers and Benefits to Implementing Evidence-Based Practice by Rehabilitation Counselors, 13th Annual National Rehabilitation Educators Conference, San Francisco, CA (April, 2013)

Using the International Classification of Functioning (ICF) to Conceptualize Quality of Life, 13th Annual National Rehabilitation Educators Conference, San Francisco, CA (April, 2013)

Mothers with an Adult Child with Psychiatric Disability, 13th Annual National Rehabilitation Educators Conference, San Francisco, CA (April, 2013)

12th Annual National Rehabilitation Educators Conference, San Francisco, CA (April, 2012)

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)

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)

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

Outreach:

Forum: The Intersection of Policing and Mental Health, Boise City Club, Boise, ID (September, 2018)

Advanced Clinical Primary Care Behavioral Health Training, Mountain View Consulting Group, St. Luke's Health Partners, Boise, ID (February, 2018)

Breaking Down Silos: How Collaboration in Career Development Change the Game, 2018 Idaho Counseling Association Annual Conference, Boise, ID (January, 2018)

Autism: What Mental Health Practitioners Must Know to Effectively Work with Individuals on the Spectrum and their Families, 2018 Idaho Counseling Association Annual Conference, Boise, ID (January, 2018)

"I do not get where my Boss is coming from", Idaho NRA Summer Conference, "Building Bridges to Embrace Change", Jerome, ID (July, 2016)

Keynote: A Speaker panel of IDVR/ICBVI clients who are now successfully employed, Idaho NRA Summer Conference, "Building Bridges to Embrace Change", Jerome, ID (July, 2016)

"An Overview of Behavioral Health Division of Health and Welfare and Self Rescue which includes: Mobile Crisis, F/ACT, Children's Mental Health, Developmental Disabilities, Self-Reliance, and 211/Navigation", University of Idaho/Idaho Division of Vocational Rehabilitation Professional Development Training, Boise, ID (May, 2014)

"Employment First- Getting People with Disabilities to Work in Idaho", University of Idaho/Idaho Division of Vocational Rehabilitation Professional Development Training, Boise, ID (November, 2013)

Ethical Dilemmas Facing CRP's, Idaho National Rehabilitation Association, Summer Conference, Boise, ID (July, 2013)

ADA Updates on the Northwest ADA Center-Idaho including a panel on Effective Communication as a Reasonable Accommodation in the Workplace, Idaho National Rehabilitation Association, Summer Conference, Boise, ID (July, 2013)

Practicing Prevention in Managing Work Related Injury Care, Treasure Valley Employer Breakfast, Occupational Health, St. Luke's, Meridian, ID (July, 2013)

Evidence Based Causation Analysis, Treasure Valley Employer Breakfast, Occupational Health, St. Luke's, Meridian, ID (July, 2013)

Value of an Occupational Health Program, Treasure Valley Employer Breakfast, Occupational Health, St. Luke's, Meridian, ID (July, 2013)

Idaho National Rehabilitation Association, Summer Conference, Boise, ID (July, 2013)

The STARS Brain Injury Treatment Program, University of Idaho/Idaho Division of Vocational Rehabilitation Professional Development Training, Boise, ID (April, 2013)

Pacific Region and Idaho National Rehabilitation Association Summer Conference, Boise, ID (July, 2012)

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

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)

Administration/Management:

Invited Guest Speaker Presentation, Mark Shultz, Commissioner for Rehabilitation Services Administration, NCRE/RSA/CSAVR National Rehabilitation Educators Fall Conference, "Keeping our Eyes on the Prize: Achieving Vocational Rehabilitation Excellence", Arlington, VA (October, 2019)

Rehabilitation Counseling and Education Updates: Panel Discussion, NCRE/RSA/CSAVR National Rehabilitation Educators Fall Conference, "Keeping our Eyes on the Prize: Achieving Vocational Rehabilitation Excellence", Arlington, VA (October, 2019)

Rehabilitation Counseling and Education Updates: Panel Discussion, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2018)

Introduction to RSA's Payback Information Management System (PIMS) for RLTT Grantees, 18th Annual National Rehabilitation Educators Conference, Anaheim, CA (March, 2018)

The New Payback Regulations: What You Need To Know, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2016)

RSA Office Hours, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2016)

RSA Office Hours, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2015)

Update for Long Term Training Grantees, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2015)

Important Information for RSA Scholars, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2015)

CORE/CACREP Town Hall Meeting, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2015)

The Decision for CORE to Merge with CACREP, NCRE/RSA/CSAVR National Rehabilitation Education Fall Conference, Arlington, VA (October, 2015)

CORE Program Coordinator Training, Schaumburg, IL (September, 2015)

Keynote speaker address: Who YOU are makes a difference: Leadership and collaboration, 15th Annual National Rehabilitation Educators, Newport Beach, CA (April, 2015)

Council on Rehabilitation Education (CORE) Program Coordinator Training (CORE and Council for Accreditation of Counseling and Related Educational Programs Training Committee Members), Fall 2014 NCRE/RSA/CSAVR National Rehabilitation Education Conference, Arlington, VA (November, 2014)

CORE Town Hall Meeting, Fall 2014 NCRE/RSA/CSAVR National Rehabilitation Education Conference, Arlington, VA (November, 2014)

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