

A large, stylized teal silhouette of a saguaro cactus is positioned to the left of the main title text.

NCDA 2018

GLOBAL CAREER
DEVELOPMENT
CONFERENCE

*Leading the Way by
Integrating Theory,
Research, and Practice*

PHOENIX, AZ  JUNE 21-23, 2018

PROGRAM BOOK



WELCOME



I'm so glad that you've joined us here in Phoenix for the National Career Development Association's Global Career Development Conference.

You have a lot of options for spending your professional development time and money, and I'm honored that you've chosen to be here. I think you'll find it to be worth your while!

This year's conference theme is **Leading the Way by Integrating Theory, Research, and Practice**. I chose this theme because I believe that NCD A continues to lead the way for the career development profession. In the more than 100 years our association has existed, our members have developed the theories that guide our work, conducted research to inform effective practice, and inspired and empowered individuals to achieve their career and life goals.

During our three days together, you'll have the choice to attend numerous different education sessions. I also encourage you to visit our vendors – their generous support of NCD A helps to make this conference possible.

Our three general sessions include keynote speakers who will provide inspiring messages as they address our conference's theme:

- During our opening general session, Gregg Levoy will discuss how we can find passion in our work.
- In our second session, a group of five NCD A and career development legends will discuss how theory informs practice. Jane Goodman will moderate our discussion and will invite Jim Bright, John Krumboltz, Janet Lenz, and Mark Savickas to talk about how the career theories they developed connect with our work.
- On Friday, Germán Cadenas will discuss how all career practitioners can serve as advocates for immigrants – or any clients from marginalized backgrounds. Germán's personal story and the career path he's following are especially inspirational to me, and I think you'll enjoy his insight.

But, perhaps most importantly, I hope you find these three days to be a good opportunity to connect with your friends, including your long-time colleagues and those you are just meeting for the first time. It's these professional relationships with our NCD A family members that have inspired me throughout my career, and I hope you'll make time to connect with others in the career development community who share your passion and commitment. If any of us on the NCD A team, including our board members, headquarters staff, committee chairs, or anyone, can help you out in any way, don't hesitate to ask.

ENJOY YOUR VISIT TO PHOENIX!

Paul Timmins NCD A President 2017-2018



WELCOME

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The NCDA Global Conference is a collaborative effort of many associations and organizations. The National Career Development Association would like to thank each group for their tremendous support in planning this conference.

CONFERENCE COMMITTEES AND MANAGEMENT TEAM

NCDA President

Paul Timmins, University of Minnesota

Program Chair

Mark Danaher, Fairfield Warde High School

Committee Members

Lori Bieleck, University of Baltimore
 Angela Bourassa, Manchester High School
 Michael Cadaret, Springfield College
 Michelle Carroll, Carroll Consultants
 Celeste Hall, Virginia Community Colleges
 Sarah Holliday, University of Baltimore
 David Just, Retired Nonprofit
 Arza Karajic, Walsh University
 Dawn Kesselman, Florida State University
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 John Long, Two Roads Resources, Inc.
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 Caitlin Magidson, John Hopkins University
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 Chelsea Ocho, University of Minnesota
 Jessamyn Perlus, University of Illinois
 Constance Pritchard, The Pritchard Group
 Virginia Reijners, Philip Simmons High School
 Patrick Rottinghaus, University of Missouri
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 Rob Seemann, Northwest Family Services
 Aubrey Sejuet, Lenoir-Rhyne University
 Fay Roseman, Barry University
 Suzanne Savickas, Kent State University
 Krasi Shpakarova, John Hopkins University
 Sherri Turner, University of Minnesota
 Stacy Van Horn, University of Central Florida
 Jennifer Wells, The Virginia Community College System
 Cheryl Wolf, Western Kentucky University

CONVENTION MANAGEMENT TEAM

Alicia Cheek
 Deneen Pennington
 Mary Ann Powell
 Melanie Reinersman
 Cynthia Marco-Scanlon
 Natalie Scrimsher

LOCAL SUPPORT

Arizona Career Development Association

FREQUENTLY ASKED QUESTIONS

How do I receive Continuing Education Clock Hours for this conference? Will I receive a certificate?

At the close of this event, you will need to complete the form on page 96 and return to info@ncda.org. Once received by NCDA, you will be sent an electronic link to complete the evaluation process and the contact hours/credit will be logged into your membership record. You can log into the NCDA members only section to retrieve your certificate/transcript at any time. This data will be stored and accessible for as long as you are an NCDA member.

NCDA is approved by NBCC as an Approved Continuing Education Provider, ACEP #1003. NCDA is solely responsible for all aspects of this program. Complete the earned contact hours for only the sessions you attended.

I keep hearing about the NCDA Conference App? Who can help me figure this out?

Stop by the conference registration desk. The volunteers and NCDA staff are familiar with the NCDA Conference App. They can give you a brief demonstration of some of the features of the App.

Why are there different colors of name badge lanyards?

The different colors represent the four main NCDA Constituency Groups. This is a great opportunity to connect with members working in similar settings from around the world.

BLUE: School Counselors – NCDA Trustee: Celeste Hall, Virginia Community College System

BLACK: Higher Education – NCDA Trustee: Lakeisha Mathews, University of Baltimore and Right Resumes & Career Coaching, LLC

GREEN: Private Practice, Business & Industry, and Agencies – NCDA Trustee: Sharon Givens, Training Visions

ORANGE: Counselor Educators and Researchers – NCDA Trustee: Seth C.W. Hayden, Wake Forest University

Check out page 41 of the program book for more information and meeting times for each constituency group.

When/where should I wear my name badge?

Please wear your badge for admission to all convention programs, exhibits, and receptions. Those without badges will require tickets for admission. For security reasons, we recommend removing your name badge when you leave the hotel.

What should I do with my registration bag at the end of the conference if I don't want it?

Be a part of NCDA's GO GREEN initiative, return your bag to Registration to be reused next year. NCDA – and the earth – thanks you.

I want to bring a guest to some of the functions. What can they attend?

Guests are welcome to attend the NCDA Party on Friday evening, June 22 providing they purchase a ticket. Tickets are for sale during Conference Registration hours. Conference attendees do not need a ticket for the NCDA Party – only their name badge. Guests may also purchase a \$5 shuttle pass to attend the Scottsdale ArtWalk on Thursday, June 21. Reservations are not required for conference attendees or their guests. The shuttle will run continuously from 6:00 – 9:00 pm. A \$5 shuttle pass may be purchased at the Registration Desk or available from an NCDA Staff member at the shuttle departure location from 6:00 – 6:30 pm.

Where can I find a conference evaluation?

An email will be sent to you following the conference where you can link directly to our online form. Please take a moment to complete the online form - we value your input and strive to continually improve the NCDA Global Conference.

What if I have a message for an attendee? What if someone has a message for me?

There is a Message Board in the Conference Registration Area for messages that are received through the hotel. You may also use the Message Board to post messages for other attendees. The conference app is also a great way to send messages to other attendees.



What if I have handouts that I want to share with attendees?

Sharing tables in the Exhibit Hall are full of complimentary information provided by the collaborating organizations. Presenters are welcome to place their extra handouts on the specified Sharing Table. This area is not for soliciting and is for extra handouts from NCDA 2018 workshops only.

I am a graduate student, how can I get involved and meet other graduate students?

We are glad you are here!! Please stop by and visit the Graduate Student Poster sessions on Friday morning in the Exhibit Hall. This will be a great opportunity to meet other students and view their work in the field. There are also plenty of other networking opportunities – First Timer's Session, NCDA Constituency Group meetings and the NCDA Party.

I am currently nursing a child. Is there a private place I can go?

Yes, we have a lactation room located in the Moran meeting room. You may come and go at your convenience. The room has several chairs, tables, small refrigerator, and electrical outlets for your convenience. Please stop by the Registration Desk for a key to enter this room.

Will there be any gender neutral bathrooms available?

Yes, you can find a gender neutral bathroom located in Suite 325.

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SHARON GIVENS
Visions Counseling and
Career Center

CONSTITUENCY GROUPS

NCDA Trustees represent the four main membership constituency groups within NCDA. Constituency groups are easily identifiable by their different colored name badge lanyards. We hope you will connect with the Trustee from your primary workplace setting. Constituency groups will be meeting separately on Thursday, June 21, 10:15 – 11:15 am.

BLUE: School Career Counselors and Specialists, Celeste Hall

BLACK: Higher Education Career Counselors and Specialists, Lakeisha Mathews

GREEN: Private Practice, Business & Industry, and Agencies Career Counselors and Specialists, Sharon Givens

ORANGE: Counselor Educators and Researchers, Seth C.W. Hayden

NVGA • NCDA PAST PRESIDENTS

1910's

1913-14 Frank Leavitt
1914-16 Jesse B. Davis
1916-18 Meyer Bloomfield
1918-20 Frank V. Thompson

1920's

1920-21 John Marks Brewer
1921-22 Helen T. Woolley
1922 Anne S. Davis
1922-24 Harry K. Kitson
1924-25 Edward Ryneearson
1925-26 Dorthea de Schweinitz
1926-27 W. Carlson Ryan, Jr.
1927-28 A. H. Edgerton
1928-29 Mary H.S. Hayes
1929-30 Richard D. Allen

1930's

1930-31 Emma Pritchard Cooley
1931-32 George W. Myers
1932-33 Mildred E. Lincoln
1933-34 William Martin Proctor
1934-35 Susan J. Ginn
1935-36 Arthur J. Jones
1936-37 Leona C. Buchwald
1937-38 Franklin J. Keller
1938-39 Frances W. Cummings
1939-40 Rex B. Conliffe

1940's

1940-41 Mary P. Corre Foster
1941-42 George E. Hutcherson
1942-44 Margaret Bennett
1944-46 Marion R. Traube
1948-49 Warren K. Layton
1949-50 Robert Hoppock

1950's

1950-52 Clifford E. Erickson
1952-53 Max F. Baer
1953-54 C.C. Dunsmoor
1954-55 Clifford P. Froehlich
1955-56 Charles E. Odell
1956-57 Blanche B. Paulson
1957-58 Raymond N. Hatch
1958-59 Edward C. Roeber
1959-60 William C. Cottle

1960's

1960-61 C. Winfield Scott
1961-62 Helen Wood
1962-63 Harold C. Cottingham
1963-64 Harold R. Reed
1964-65 Kenneth B. Ashcraft
1965-66 David V. Tiedeman
1966-67 W. Wesley Tennyson
1967-68 Henry Borow
1968-69 S. Norman Feingold
1969-70 Donald E. Super

1970's

1970-71 John G. Odgers
1971-72 William C. Bingham
1972-73 Norman Gysbers
1973-74 Carl O. McDaniels
1974-75 Ester E. Matthews
1975-76 James W. Kelz
1976-77 George E. Leonard
1977-78 Thelma C. Lennon
1978-79 Daniel Sinick
1979-80 Edwin L. Herr

1980's

1980-81 Harry N. Drier
1981-82 Katherine Cole
1982-83 Juliet V. Miller
1983-84 Robert L. Smith
1984-85 Edwin A. Whitfield
1985-86 Sunny S. Hansen
1986-87 Linda A. Pfister
1987-88 Duane Brown
1988-89 Lee J. Richmond
1989-90 David Jepsen

1990's

1990-91 Carole W. Minor
1991-92 Deborah P. Bloch
1992-93 Kenneth B. Hoyt
1992-93 Alfred K. Gallagher
1993-94 Howard Splete
1994-95 Jane Goodman
1995-96 Dennis W. Engels
1996-97 JoAnn Harris-Bowlsbey
1997-98 Michael Shahnasarian
1998-99 Mark Pope
1999-00 Nancy Schlossberg

2000's

2000-01 Diane Kjos
2001-02 Roger Lambert
2002-03 Laura Ward
2003-04 Spencer Niles
2004-05 Janet Lenz
2005-06 Martha Russell
2006-07 Y. Barry Chung
2007-08 Darrell Luzzo
2008-09 Judith Hoppin
2009-10 Pat Schwallie-Giddis

2010's

2010-11 Cheri Butler
2011-12 Deb Osborn
2012-13 Rich Feller
2013-14 Lisa Severy
2014-15 Mark Danaher
2015-16 Cynthia Marco-Scanlon
2016-17 David Reile

State Career Development Associations

State Divisions are critical to the success of the National Career Development Association in several ways. State Divisions deliver significant services to the membership, they help identify the leadership of the future, and they provide essential feedback to NCDA. If you are not already a member of your state's Career Development Association, we hope you will consider joining. For more information on State Divisions, please visit the NCDA website at www.ncda.org and click on About NCDA for a listing of State Divisions and contact lists.

International Affiliates

We are pleased that our international presence also continues to grow. Below is a list of our current International Affiliates:

- Asia Pacific Career Development Association
- Peru International Affiliate
- Career Consultant Forum of South Korea
- ElNamaa International Affiliate
- Japan International Affiliate



HIGHLIGHTS AND SPECIAL EVENTS

Annual Membership Meeting

All NCDA members are encouraged to attend the **Annual Membership Meeting, Friday, June 22 at 8:00 am.** Members will vote on future leaders of the association, receive information about new and exciting initiatives, and hear a Presidential Address by Paul Timmins, NCDA President, as he summarizes the State of the Association. **You will need to bring your membership card (enclosed in your conference packet) to the meeting in exchange for a voting card.** All non-members are also welcome to attend this meeting. Don't miss this special event.

NCDA members who are in attendance at the conference may cast their votes immediately. During the Annual Membership Meeting NCDA members will be asked to narrow the slate down to just two candidates per office. Members may vote using the paper ballots that will be distributed at the conference or online after logging in to their record on the NCDA Website. Come to the Annual Membership Meeting to hear the candidates! We need your vote to ensure strong leadership representation on the NCDA Board of Directors. **COME AND VOTE!!**

Conference Tickets for Special Activities and Sessions

Tickets for special conference activities and sessions are on sale at the Conference Registration Desk. Please make sure to purchase a ticket for the following activities. These activities are not covered through your conference registration.

- Pre-Conference Professional Development Institutes, Wednesday, June 20
- Guest Tickets for the NCDA Party on Friday, June 22 (conference participants need only a badge for admittance; guests will require a ticket).
- \$5 Shuttle passes for attendees or guests are required for the shuttle to/from Scottsdale ArtWalk on Thursday, June 21. The shuttle will run continuously from 6:00 – 9:00 pm.

First Timer's Meeting

The First Timer's Session is for those attendees who have never been to an NCDA Global Career Development Conference. It is a great opportunity to meet others and learn how to maximize your conference experience. Don't miss this session led by Spencer Niles and Sharon Givens, NCDA Board Members.

Constituency Group Meetings

NCDA has transitioned to a constituency model to better represent and serve the diverse needs of our members. At this year's conference, you will once again have the opportunity to meet with the trustee for the constituency group that most closely represents your work setting or interest affiliation. These groupings are designed to help you in your networking, to facilitate greater connection with colleagues who may share similar interests and work settings, and to enhance communication between the membership and the NCDA Board.

Constituency groups are easily identifiable by their different colored name badge holders. Be sure to participate in these special meetings on Thursday, June 21 from 10:15 – 11:15 am.

School Career Counselors and Specialists (blue)

NCDA Trustee: Celeste Hall

Higher Education Career Counselors and Specialists (black)

NCDA Trustee: Lakeisha Mathews

Private Practice, Business & Industry, and Agencies (green)

NCDA Trustee: Sharon Givens

Counselor Educators and Researchers (orange)

NCDA Trustee: Seth C.W. Hayden



Receptions

Please join us for several different receptions throughout the conference. These are fantastic opportunities to meet and network with new colleagues, rekindle relationships, and enjoy some downtime. All receptions listed in the program book provide details of who may attend.

Scottsdale ArtWalk

Thursday, June 22, 6:00 – 9:00 pm

Shuttle bus passes are available to all attendees and their guests for \$5 per person. The bus will depart from the hotel lobby and drop attendees off at Scottsdale's Art district. Buses will run continuously between the two destinations with the last bus departing Scottsdale's Art District at 9:00 pm.

Scottsdale's ArtWalk offers the opportunity to stroll at your own pace, wander into galleries through a festive area enjoying dramatic statues, bubbling fountains, tree-covered courtyards, famed restaurants and live music. Horse-drawn carriage rides, golf carts and trolley rides are available.



BOOTH 23



THE EDTECH
AWARDS



COOL TOOL
WINNER 2018

Brighter Futures
START HERE.

Help turn aspirations into reality.

Whether it's serving youth or adults, Kuder solutions help users discover new directions and create rewarding plans. With award-winning products like Kuder Navigator®, it's now easier than ever to equip your students with the tools they need to help them turn their dreams into reality.

Impact that changes lives.

Visit our Series III Presentation: *Kuder Navigator and Texas Graduation Rates* to discuss Kuder Navigator® and its positive impact on graduation rates and long-term users.

Visit us today.

Exhibit Hall: Booth #23
Monday, June 18 - Saturday, June 23

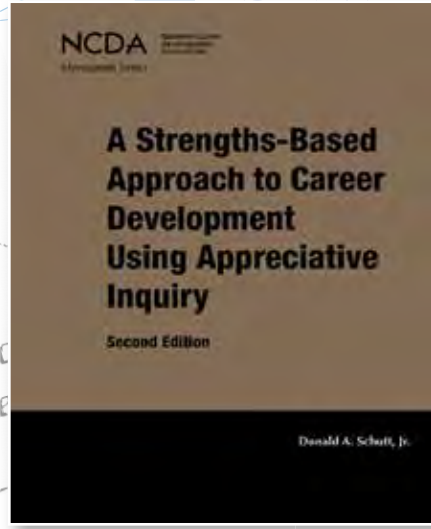
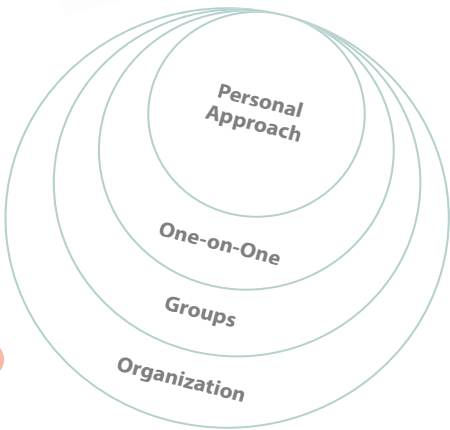
Series III Presentation #306:
Friday, June 22
1:50 p.m. - 3:00 p.m.

International Reception Sponsor:
Wednesday, June 20 at 7:00 p.m.



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NEW NCD MONOGRAPH!

A Strengths-Based Approach to Career Development Using Appreciative Inquiry, Second Edition

The Strengths-Based Approach is a way of seeing the world that is positive and focuses on building upon strengths rather than on fixing or repairing deficits. It suggests that the questions we ask drive the direction and focus of our actions and behavior. The Strengths-Based Approach, drawing on life-planning and positive psychology concepts and Appreciative Inquiry processes, is based on the simple assumption that every individual has something that works well and that these strengths can be the starting point for creating positive change. This updated monograph details the approach and includes activities and a participant guide to move the Strengths-Based Approach to career development into practice. This is a valuable resource for anyone interested in approaching career development from a strengths-based perspective.

Donald A. Schutt, Jr. • 2018

Non-member Price \$35.00 • Member Price \$25.00

ISBN 978-1-885333-59-9

Available June 2018

Print #904 and Electronic (PDF) #E904

Shop the NCD Career Resource Store at www.ncda.org





BOOTH 20

PUT DOWN THE 20-YEAR-OLD TEXTBOOKS

Mike Smith

Co-founder, Find Your Grind
+ Motivational Speaker



Teachers know first-hand how to get a job of the past, but students desperately need to prepare for jobs of the future.

It's time to bring the real world into the classroom using Find Your Grind's game-changing curriculum.

- ★ Dozens of in-depth "day-in the life" videos of emerging careers
- ★ 90+ lessons on self-discovery, personal finance, and social media
- ★ Genuine, meaningful discussion starters and much more



LEARN MORE AND SIGN UP AT
FINDYOURGRIND.COM



Find your grind





NCDAC CREDENTIALING COMMISSION



Commission Members



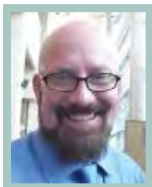
Constance J. Pritchard,
EdD, CMCS, CCSP
NCDAC Fellow and Master Trainer
The Pritchard Group



James Westhoff,
MEd, CCC
Husson University



Tina Ancil,
PhD, LPC, CRC, CCCE
Portland State University



Aaron Leson,
MBA, CCSP, CBSP
Master Trainer
Tad Grants



John Long,
EdS, BCC, CMCS
Two Roads Resources, Inc.

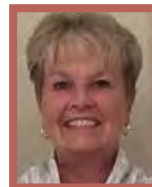
DIRECTOR OF CREDENTIALING AND SPECIAL PROGRAMS....



Marilyn Maze,
PhD
Asia Pacific Career
Development
Association



Judith M. Hoppin,
LPC, NCC, and
NCDAC Fellow
Oakland University



Cynthia Marco-Scanlon,
PhD, CCC
National Career
Development
Association





Why? How? Value?

The National Career Development Association (NCDA) is the recognized leader in developing standards for the career development profession, for the provision of career counseling programs and services, and for the evaluation of career information materials.

WHY?

Members and the public-at-large have repeatedly asked for clarification among the distinctions between the variety of practitioners providing career services.

August 2018 marks the one year anniversary of the official launch **of five new competency based credentials offered through the NCDAC Credentialing Commission**, an affiliate of NCDA!

The NCDAC Credentialing Commission was formed in January 2017 and charged with the overarching task of developing, piloting, launching, and administering certifications for an array of professionals within the field of career development.

- During the exploration and design phases of its work, the NCDAC Credentialing Commission relied upon materials from several trusted professional bodies, including NCDA, The Institute for Credentialing Excellence (ICE) and the National Commission on Certifying Agencies (NCCA).
- **NCDAC credentials are competency-based**, as competency-based credentials provide a higher level of consumer confidence. Career professionals holding an NCDAC credential will have met rigorous standards set by NCDA.

WHAT IS A CREDENTIAL?

A credential represents a formal validation of your qualifications and professional competency in the career development field.

WHAT IS THE VALUE OF A CREDENTIAL?

An industry certification ensures that you are proficient in a field, while allowing you to enhance your professional brand. By promoting your credential to organizations, your peers and the public at large, you are able to present your base of knowledge, skills and experience to those you serve (students and clients).

HOW DO YOU KNOW WHICH CREDENTIAL TO CHOOSE?

NCDA has developed five credentials, to let the general public and your current employer or potential clients know that you have a strong working knowledge of the standards set by the recognized leader in the career development profession, the National Career Development Association.

NCDAC Credentials Currently Available

- **Certified Career Services Provider (CCSP)** – a credential for individuals from an array of backgrounds, to deliver services and demonstrate core competency in the field of career services.
- **Certified Master of Career Services (CMCS)** – a new professional credential intended to recognize the contributions of non-counselors who have mastered a variety of roles within the field of career services.
- **Certified Career Counselor (CCC)** – the new standard of professional excellence for individuals trained as counselors, who will specialize in the delivery of career counseling services.
- **Certified Clinical Supervisor of Career Counseling (CCSCC)** – a new professional credential to recognize the contributions of individuals who serve as clinical supervisors to career counselors and other practitioners who provide career services.

- **Certified Career Counselor Educator (CCCE)** – a new professional credential intended to recognize the contributions of individuals whose primary focus is on the training of new counselors who will specialize in the field of career counseling.
- **Coming Soon!**
Certified School Career Development Advisor (CSCDA) – this credential is intended for providers who work in the K-12 sector (children and youth ages 5 – 18) to ensure students are prepared for meaningful work and high-demand careers. Individuals may work with other staff to coordinate the design, implementation, and monitoring of school and community based efforts to improve the chances of students entering the job market with skills, knowledge, and credentials to be competitive.

CONFERENCE SESSION

JUMP START your Application for an NCDAC Credential!

Thursday, June 21 from
9:00 am – 12:00 pm in Suite 318

Demystify the credentialing process! Members of the NCDAC Credentialing Commission will be available to assist you with questions and concerns surrounding NCDA's competency-based certifications. Not sure which credential is right for you? Uncertain about the preparation and steps in the application process? Need clarification on the items you need to verify to begin an application for a specific credential? **Bring your laptop, your resume/C.V. and your questions** and the Commission members will be happy to walk you through the necessary steps to earn your new competency based credential, and advance your professional brand!

Study guides are available on our website for the CCSP, CMCS and the CCC applicants.

Which credential to choose, how to apply, start your application!

Visit the Credentialing section of the NCDA website for detailed descriptions and requirements at www.ncdacredentialing.org.



Choosing a Credential – Factors, Roles and Answers

By Cynthia Scanlon and John E. Long



Earning a career credential can help solidify your work experience and knowledge into one complete package. This can define who you are as a career development professional, and reveal the strengths and skills that represent your competencies. NCDA's Credentialing Commission understands you have questions about this new step in your career and offers many answers here and on the website at www.ncdcredentialing.org

WHAT IS A CREDENTIAL?

A credential represents a formal validation of an individual's qualifications and professional competency in a specific industry.

WHAT IS THE VALUE OF A CREDENTIAL?

An industry certification ensures that you are proficient in a field, while allowing you to enhance your professional brand. By promoting your credential to organizations, your peers and the public at large, you present your base of knowledge, skills and experience to those you serve (students/clients).

HOW DO YOU KNOW WHICH CREDENTIAL TO CHOOSE?

NCDA currently offers six credentials (listed below) that allow you to communicate (to the general public, an employer or potential clients) a strong working knowledge of the standards set by the National Career Development Association - the recognized leader in the career development profession. Each credential is competency based, meaning it has a set of "requirements" with guidelines, for certain industry-specific career practitioners. Visit www.ncdcredentialing.com for detailed info.

CCSP – Certified Career Service Provider

Have you completed the NCDA Facilitating Career Development (FCD) training program, or hold a current GCDF certification? CCSP is for all levels/all career settings - no educational requirements or years of experience required.

CCC – Certified Career Counselor

Do you possess an advanced degree (master's or higher), in an area such as clinical counseling, counseling psych., rehab. counseling, or counselor education and primarily provide career counseling related services? Did you complete subsequent training in career development, such as an internship, FCD (formerly CDF) training or a depth of career-related CEU's?

CMCS – Certified Master of Career Services

For non-counselors who have completed a Bachelor's degree or higher with a depth of experience in the field of career development. The designated years of work experience: seven years for applicant's with a Bachelor's degree and five years for those with a graduate degree (Master's, Specialist or Doctorate).

CCCE – Certified Career Counselor Educator

Is your primary focus on the training/teaching of new counselors who will specialize in career counseling? Are you a faculty member or other counselor educator contributing to the career field through publications, research or other scholarly work?

CCSCC – Certified Clinical Supervisor of Career Counseling

Do you provide clinical supervision to career counselors and others that provide career services? CCSCC is for applicants with a Master's degree (or higher) in counseling and trained in supervision.

CSCDA – Certified School Career Development Advisor

Do you work in the K-12 sector to ensure students are prepared for meaningful work and high-demand careers? Individuals may work with other staff to coordinate the design, implementation and monitoring of school and community based efforts to improve the chances of students entering the job market fully prepared to be competitive. *Coming Soon!*

STILL DON'T KNOW WHICH CREDENTIAL TO APPLY FOR?

Here are a few tips:

- Job titles can be arbitrary at times, so ask yourself, "What role do I play in the field of career services?"
- If you are working on enhancing your involvement in the career field – what credential "ties in" with your background (experience, education and training), and therefore demonstrates to others your level of proficiency in career development?
- Have you looked at the in-depth **FAQs page** for each of the six certifications? Start there to address your initial questions such as Who is this credential for? Which competencies are necessary? What educational requirements are needed to apply? There is also a general FAQs page to guide you through core questions on applying for and maintaining a credential.



BOOTH 18

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With the new **Self-Directed Search (SDS)**, it's easier than ever to help your clients and students explore career options and programs of study that best match their personality.

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CONFERENCE APP

DID YOU KNOW... THAT NCDA HAS OUR VERY OWN CONFERENCE APP?

The Conference App is available for the iPhone, iPad, and all Android phones and tablets.

The NCDA Conference App is available from the App Store and Google Play.



Search the stores for NCDA to download.

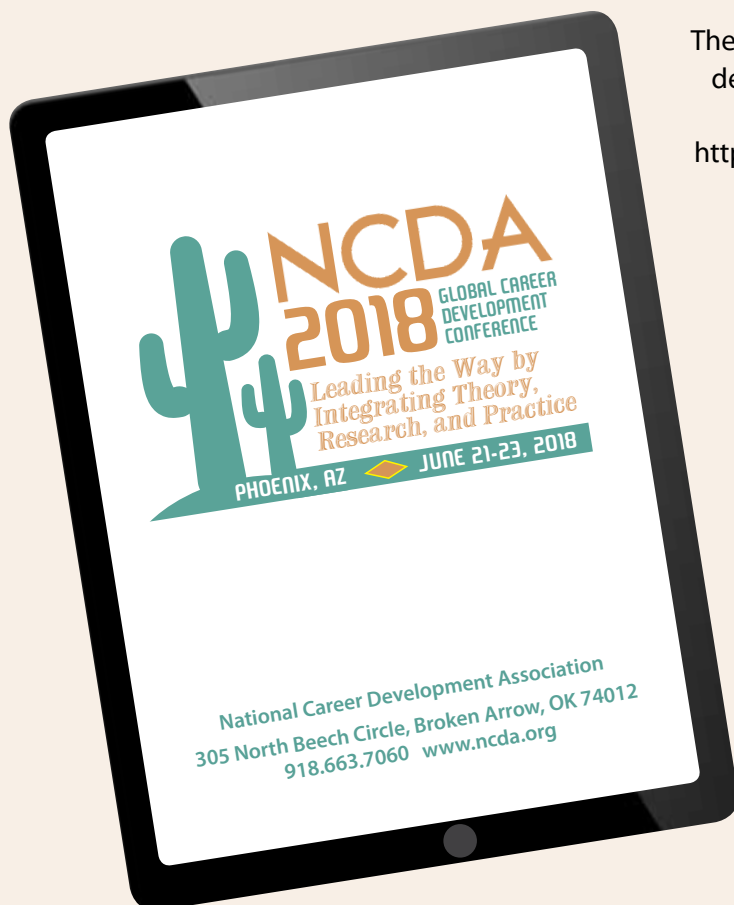
The Conference App is also available for your desktop or Windows phones and devices.

Simply visit:

<https://event.crowdcompass.com/ncda2018>

Some great features of the App include:

- ✓ Create your own personalized electronic schedule
- ✓ Access to speaker bios and contact information
- ✓ Ability to send messages to other attendees
- ✓ Ability to write brief notes about sessions you attend
- ✓ Updates on schedule changes and special events
- ✓ Map feature that helps you locate sessions and exhibitors



**STOP BY THE NCDA SHOWCASE TO
LEARN MORE ABOUT THE NCDA CONFERENCE APP.**

NCTA COMMITTEES

NCTA Committees

Much of NCTA's work is conducted through its committees. These committees provide an opportunity for members to serve the association in a leadership position. Please read through these brief committee descriptions.

Simply choose the committee(s) that interest you and stop by those tables during the **Committee meeting on Thursday, June 21, 11:30 am**. Volunteers will be available to assist you in locating your preferred committee table. All members are welcome to join committees at any time!

To View complete details about all committees visit the NCTA website and click on Membership, then Committees.

Awards: The Awards Committee is responsible for publicizing and soliciting nominations for and selecting recipients of the various NCTA National Awards. Any NCTA member may nominate a candidate for an award, including themselves. The Awards Committee will also solicit and coordinate the nomination of NCTA members for ACA and other appropriate external awards.

Career Convergence: NCTA maintains a web magazine entitled *Career Convergence*. The Website Magazine Editor, in coordination with Associate and Field editors, manages this magazine. The magazine is posted monthly on the NCTA website and is available to the general public. All members are encouraged to apply for Associate and Field editor positions, as well as contribute articles. [Submission Guidelines](#) can be found in the online magazine.

Diversity/Cultural Inclusion: The Committee on Diversity Initiatives and Cultural Inclusion works to raise awareness and promote equity and access within the membership and leadership of the National Career Development Association (NCTA). We seek to create an inclusive organization where diversity is viewed from an intersectional perspective, acknowledging the ways in which race, ethnicity, socio-economic status, age, gender identity and expression, mental and physical (dis)ability, sexual orientation, religion, and other identity categories exist along axes of power, privilege, and oppression. The committee aims to provide resources and training to educate and empower members regarding best practices related to diversity in career development practice and research and to serve as a hub for diversity conversations and initiatives within NCTA.

Ethics: The Ethics Committee is responsible for: (a) educating the membership as to the Association's Ethical Standards, [Code of Ethics](#); (b) making suggestions to the NCTA Board for the modification or development of ethics related documents and procedures; (c) responding to questions about ethical standards and the ethical behavior of NCTA members; and (d) investigating (if called upon by the ACA Ethics Committee or the NCTA Board) complaints of alleged violations of the ethical standards of ACA and NCTA and referring complaints to ACA for adjudication, if necessary.

Global Connections: The Global Connections Committee was formed to unite counselors worldwide who have expressed interest and concern about international policies and practices in career development. The committee achieves this goal by playing an active role in hosting global participants at the NCTA Annual Conference, recognizing global leaders through the International Career Practitioner Award, collaborating with International Career Development Associations as partners in strategic initiatives, and representing issues of global career counseling practice worldwide through information dissemination and advocacy.

Government Relations: This Committee is responsible for: (a) sensitizing NCTA members to current and pending school and educational issues that warrant legislative action; (b) promoting, developing, and monitoring federal legislation relevant to career development services; (c) providing state division presidents with information necessary to act locally upon national legislation, appropriations, and related matters; and (d) extending the professional contacts of NCTA/ACA members to persons outside the profession who are equally concerned with legislation affecting career development services.

International Student Services: The NCTA International Student Services Committee aims to increase the understanding of career development experiences and the needs of international students. The committee provides resources and best practice examples to the NCTA members and career development professionals who work with international students in the U.S. Involving a diverse team of dedicated career services practitioners who work with international students on a daily basis, this group advocates for the enhancement of culturally competent career development services, programs and resources that help international students create meaningful career paths in the U.S. and beyond.

National Career Development Month

This Committee coordinates a national brochure reflecting the importance of career development as a practical resource for professionals in promoting the concept of career development. Each year the committee recommends a theme for [NCD Month](#) as part of the nationwide observance of career development. The committee designs the contest, brochure, and assists with the publicity activities at professional association conferences.

Research Committee: The Research Committee provides oversight to any research NCTA conducts, is asked to participate in, or awards grants to. Such oversight may include coordination of samples, surveys, etc.; screening research proposals for NCTA grants; suggesting research topics for NCTA members; and identifying career research needs.

Technology Committee: The NCTA Technology Committee provides recommendations to the Board on technology development, concerns and issues relevant to NCTA as an organization and its members. The objectives of the committee are: 1) To report to the NCTA organization and Board and provide feedback about technology with distinctions between efficient and effective use; 2) To assist NCTA in identifying online platforms for members to participate in networking and professional development; 3) To maintain a database of knowledge experts who conduct training and development on technology in career development; 4) To develop systems to distribute guidelines and techniques on the use of technology in career development; 5) To cross-collaborate with other NCTA committees on the integration of technology, as appropriate.

Veterans Committee: The Veterans Task Force was formed in mid-2011 to provide a forum for discussion of veterans' career and employment issues within NCTA. Initial goals of the task force are: 1) To establish a means for NCTA members interested in veterans' issues to communicate with each other; 2) To advise the association on projects related to veterans; 3) To encourage presentations on veterans' issues at the annual conference and other professional development opportunities; 4) To encourage research and publication of articles on career development issues related to veterans; and 5) To provide resources on veterans' issues for NCTA. The task force has instituted a LinkedIn discussion group.

◉◉◉ SUBMISSION GUIDELINES ◉◉◉

FOCUS

Career Convergence readers are career development practitioners. Articles should address trends, “how to”, best practices, case examples, overview of models, training opportunities and related career information in one of the magazine’s career development departments:

- **Features** - Broad and deeply applicable career development topics - what people are talking about!
- **Independent Practice** – For practitioners who balance diverse clients, skills and work
- **Counselor Educators and Researchers** - Advancing counselors’ effectiveness by exploring and sharing strategies through teaching, research and supervision
- **K-12** - The process and practice of career exploration for young adults, which covers elementary to middle/junior high and high school students
- **Post-Secondary** - Career development best practices and models for students at any level of post-secondary education, including community college, college, university, and vocational/technical
- **Workplaces** – Career development working in business/industry, agencies, government or any of the variety of areas of practice
- **Tech Tips** – Short lessons on some of the newest technology tools, trends, and apps, provided by the NCDA Technology Committee
- **NCDA News** - What’s happening in our association.

STYLE

Authors are suggested to write in a practical/informative/positive style rather than overly technical or academic or blog-like. It may be helpful to readers if articles include lists, bullets, tips, etc. Any links included should be active and appropriate (allowing the reader to dig-deeper, without detracting from the content). Use active voice, rather than passive, and use gender inclusive language (“he or she” rather than just “she”). Avoid jargon, and spell out abbreviations on the first use. Use appropriate references, including any relevant references from the NCDA online Career Resource Store. It is suggested that book reviews focus on quality of the contents, identify key points, and illustrate strengths and weaknesses for a balanced review.

LENGTH . FORMAT

Articles should be less than 950 words, including title, abstract, and section subheads. Authors should include a proposed title and abstract (up to 50 words) and a short bio (including relevant positions) with contact information (include e-mail and web links, if appropriate). Articles may be submitted via e-mail, as either an MS Word file or pasted into the body of e-mail. Authors are welcome to submit (in an attachment) a high resolution professional-looking .jpg headshot photo for possible inclusion with their bio. Articles may be edited for space or clarity.

SELECTION CRITERIA

Authors are encouraged to discuss topics with an Editor in advance and expect edits after submission. Editorial criteria include (but are not limited to) the following: **Audience Appeal** (will the article be of interest to the reader?), **Practicality** (can the article help the reader in the field of career development?), **Content** (do the ideas and facts represent accurate, professional information? Do citations and resources support the content?), **Reader Development** (does the article encourage professional growth and affiliation with the association?). In particular, Content should be of a professional nature, rather than commercial. Concentrated product promotion will not be accepted. Career Convergence has the right to, at its sole discretion, refuse any content that violates any policy or is in any way unprofessional, harmful, objectionable or defamatory.

CONDITIONS

All work must be original. Authors should not submit articles that have been published or are being considered by another publication. All published material is copyrighted by NCDA. (The author’s signature on our copyright transfer form is required). Reprint permission will be granted if submitted in writing to the editor. Submission implies acceptance of NCDA policy. Membership in NCDA is not required of authors. No compensation will be given for articles. Authors may receive 4 CEUs for each publication – contact the Editor after publication for your certificate. Authors of published articles will be automatically emailed when Comments are posted; responses are encouraged. Social media sharing after publication is encouraged.

HOW TO SUBMIT

Authors should email an Associate Editor in one of the career development departments. Please do not submit the same article to multiple editors. If you do not know which Associate Editor to contact, or you want help with your submission, please contact a Field Editor. A list of all the Editors, with contact information, is online at www.careerconvergence.org.



This is your one-stop shop for all things NCTA!

NCTA Facilitating Career Development Training Program

Stop by this table and visit with NCTA Advisory Council members and NCTA trained instructors of this widely successful career development training program.

NCTA Credentialing Commission

What's all the buzz about? Stop by this table and talk with Credentialing Commission members and learn more about NCTA's credentials.

NCTA Career Resource Store

This is an excellent opportunity to shop all of NCTA's bookstore offerings! Don't forget to use your \$5 off coupon in your registration bag.



NCT Month

Stop by to check out the winning entries from the **52nd Annual National Career Development Month Poetry and Poster** contest! The winners range in age from kindergarten through adults. The theme for this year's contest was *Leading the Way to a Future Full of Possibilities*.

Let's Identify NCTA's Shared Values – NCTA Research Committee

NCTA kicked off a project identifying shared values in April 2018. The research team has been collecting members' positive experiences with NCTA via a survey and interviews. Preliminary study results will be available here for conference attendees. The final product—a set of shared values of NCTA—will serve as a guideline for NCTA's everyday practice at all levels of the organization. A final survey—a validation of the values that have been identified—will take place after the conference.

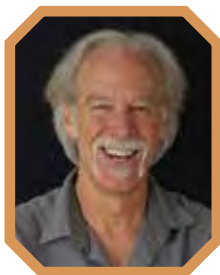
Publications

Whether you are looking to get published or have a question about an NCTA product, visit here to get answers. Representatives from Career Convergence, the Publications Development Council, and more, will assist you.

Sharing Tables

Stop by and browse the sharing tables which contain extra handouts from presentations at the conference.

KEYNOTE SPEAKERS



THURSDAY, JUNE 21, 2018
1:30 – 3:30 PM

Gregg Levoy

Author

**Vital Signs: Discovering
and Sustaining Your
Passion for Life**

Gregg Levoy, author of *Callings: Finding and Following An Authentic Life* (Random House)—rated among the “Top 20 Career Publications” by the Workforce Information Group—and *Vital Signs: The Nature and Nurture of Passion* (Penguin), has keynoted at the National Career Development Association Conference, International Association of Career Management Professionals Conference, International Coach Federation, Smithsonian Institution, Environmental Protection Agency, National Conference on Positive Aging, Microsoft, American Counseling Association, and others, and been a frequent guest of the media, including ABC-TV, CNN, NPR and PBS.

He is the former behavioral specialist at USA Today, a regular blogger for Psychology Today, and has written about passion and calling for the New York Times Magazine, Washington Post, Omni, Fast Company, Reader’s Digest, and many others. His website is www.gregglevoy.com.

FRIDAY, JUNE 22, 2018
9:30 – 11:00 AM

Career Theories Guide Career Interventions Panel



from NCDa and is a fellow of ACA and NCDa.

Dr. Jane Goodman is Professor Emerita of Counseling at Oakland University in Rochester, Michigan. She is a past president of the American Counseling Association and the National Career Development Association as well as the Michigan Counseling Association and the Michigan Career Development Association and serves on the board of the International Association for Educational and Vocational Guidance and The Counselors for Social Justice. She is the author of several books and many articles and book chapters, primarily in the area of transitions and the career development of adults. She received the Eminent Career Award



Association (NCDa), an NCDa Eminent Career Award winner, and an NCDa fellow. She is a National Certified Counselor and a Facilitating Career Development Instructor. She has authored or co-authored more than 80 publications.

Dr. Janet Lenz is a senior research associate in the Florida State University Career Center’s Center for the Study of Technology in Counseling and Career Development. Prior to that she was an Associate-In faculty member in Florida State’s Department of Educational Psychology and Learning Systems (EPLS), and the Career Center’s Program Director for Instruction, Research, and Evaluation. She also served as the FSU Career Center’s Program Director for Career Advising, Counseling, & Programming.

Dr. Lenz is a past-president of the National Career Development



Associates, a career development consultancy specialising in career coaching, medico-legal assessment, expert witness testimony and speaking and training. He has written over 1000 medico-legal reports related to vocational capacity, and has written a weekly careers column in the Sydney Morning Herald for over a decade.

Jim is a regular keynote presenter, having presented a keynote to the NCDa conference in St. Louis in 2009. He has also presented keynote presentations at CANNEXUS, Canada, CDI UK, APCDA Philippines, and Beijing, Taiwan, around Australia and New Zealand and in Europe.

Dr. Jim Bright is an Organizational Psychologist, Professorial Fellow in Career Education and Development at Australian Catholic University in Sydney Australia and Visiting Professor of Career Development at the University of Derby, UK. His primary research interests focus on the application of complexity and chaos approaches to career development, and leading educational change. He has published extensively on career development including 12 books and over 100 peer reviewed journal articles, book chapters, reports and careers tests.

Dr. Bright combines his academic role with running Bright and

He is a frequently invited or regular guest on various radio and television programs most particularly ABC Sydney, Sunrise, Today, Life and Style and Your Career on Foxtel. He is the co-author of the *Chaos Theory of Careers* published by Routledge. He is a Fellow of the Australian Psychological Society, the Career Development Association of Australia, and an International Fellow of National Institute of Counseling Education and Guidance UK, Honorary International Director of the British Columbia Career Development Association, and a member of the NCDa and Life Member of APCDA.

KEYNOTE SPEAKERS



Dr. Mark Savickas is Professor Emeritus (Department of Family and Community Medicine) and Chair Emeritus (Department of Behavioral Sciences) at the Northeast Ohio Medical University. He continues to serve, since 1975, as Adjunct Professor of Counselor Education at Kent State University. He also serves a Visiting Professor in the Institute for Employment Research at Warwick University in the United Kingdom.

His 100 articles, 45 book chapters, and 500 presentations to professional groups have dealt with vocational behavior and career counseling.



Dr. John Krumboltz, Emeritus Professor of Education and Psychology at Stanford University, is a Fellow of the American Psychological Association and the American Association for the Advancement of Science. He holds a Ph.D. in educational psychology and counseling from the University of Minnesota, M.A. degree in counseling from Teachers College, Columbia University, and B.A. in psychology from Coe College.

He has worked as a high school counselor and algebra teacher, as a research psychologist for the U.S. Air Force and taught educational psychology at Michigan State University before

moving to Stanford. During sabbatical years he accepted year-long invitations as a Visiting Senior Research Psychologist at the Educational Testing Service, as a Fellow at the National Center for Research in Vocational Education at Ohio State University, and as a Visiting Colleague in the Institute of Psychiatry at the University of London as well as at the National Institute for Careers Education and Counseling in Cambridge, England.

He has received a Guggenheim Fellowship and spent a year as a Fellow at the Center for Advanced Studies in the Behavioral Sciences. On three occasions he has received the Outstanding Research Award from the American Personnel and Guidance Association (now the American Counseling Association). He has received numerous awards including the American Psychological Association's Division of Counseling Psychology Leona Tyler Award, the nation's foremost award in the field of counseling psychology; the National Career Development Association Eminent Career Award; the American Psychological Association's The Distinguished Professional Contributions to Knowledge Award; the American Counseling Association designated him a Living Legend in Counseling and the Outstanding Achievement Award from the University of Minnesota.



SATURDAY, JUNE 23, 2018
11:30 AM – 12:30 PM

Dr. Germán Cadenas

Dr. Germán Cadenas is currently a Postdoctoral Psychology Fellow with the UC Berkeley Undocumented Student Program, and incoming Assistant Professor of Counseling Psychology at Lehigh University (starting August 2018). He identifies as a Latinx immigrant and was undocumented for nearly 10 years.

Germán has been active in advocating for institutional, state, and national policy changes to promote the wellbeing and educational development of undocumented immigrants. He was one of the founders of the Arizona DREAM Act Coalition and is current Co-Chair of the California Psychological Association's Immigration Task Force. He also took part on creating DREAMzone, one of the first ally-development programs for undocumented students in education, and he created the Poder program Arizona State University, which supports the technology entrepreneurship career development of underrepresented minorities at Arizona community colleges.

Germán's research focuses on the psychology of immigrant integration through education, and on critical consciousness as a tool for the empowerment and career development of marginalized groups (ex: women and cultural minorities) in science and technology.



LEADERSHIP ACADEMY

The Leadership Academy was created in 2006 with the ultimate goal of identifying and nurturing future generations of NCDA Leaders. Up to eight NCDA members are selected each year to join this hands-on, highly experiential leadership development opportunity designed specifically for promising national and state career development association leaders. NCDA's Leadership Academy will refine and strengthen the leadership skills of those selected for this dynamic program. The Leadership Academy classes will take part in a series of workshops and training sessions during the Global Conference. Participants will have the opportunity to meet with current and past NCDA leaders throughout the conference. The Leadership Academy will also learn more about future leadership opportunities within NCDA.

LEADERSHIP ACADEMY 2018



AUDRA LAVOIE
University of
Rhode Island
Scituate, RI



JENN (LONG) LAIRD
Goucher College
Catonsville, MD



BETHANY MILLS
University of Georgia
Atlanta, GA



MASON MURPHY
Texas State University
San Marcos, TX



**EMILY SAWYER
KEGERREIS**
Middletown, DE



NA MI BANG
Conway, AR



CHRISTIAN CHAN
Idaho State University
Pocatello, ID

LEADERSHIP ACADEMY 2019



AMY THUL-SIGLER
The Pennsylvania State
University
University Park, PA



HEATHER ROBERTSON
St. John's University
Queens, NY



CARLA CHEATHAM
Bremen High School/
Cheatham Career
Services
Homewood, IL



JANINE ROWE
Rochester Institute of
Technology
Rochester, NY



**DAVID JULIUS
FORD, JR.**
Assistant Professor,
Monmouth University
West Long Branch, NJ



RAE BRENDHECKE
University of Colorado
Boulder
Denver, CO



DEBRA RUDDELL
Private Practice, DJR
Career Connector
Atlanta, GA



SUZETTE FLETCHER
Billings Adult Education
Billings, MT



HEATHER MAIETTA
Regis College
Weston, MA



LEADERSHIP ACADEMY ALUMNI

LEADERSHIP ACADEMY ALUMNI

Sungsik Ahn
Patrick Akos
Catherine Allen
Tina Ancil
Alison Angell
Marty Apodaca
Janis Ashkin
Sarah Backes-Diaz
Diana Bailey
Susan Barclay
Marsha Boettger
Dianne Brooks
Pamelia Brott
Rodney Bullock
Stephanie Burns
Mary Buzzetta
Angela Byars-Winston
Brian Calhoun
Tanya Campos
Stephen Cantine
Michelle Carroll
Ronald Cathey
Satomi Chudasama
Robin Cleveland

Laura Coleman
Kristin Conner
Yamonte Cooper
Jessie Czerwonka
Lauren Daley
Nena Davis
Ray Davis
Jennifer Del Corso
Laura Demarse
Abiola Dipeolu
Thomas Dodson
Joyce Donahue
Christy Dunston
Alicia Durham
Marcia Eagleson
Christopher East
Julia Elliott
Melissa Fickling
Amanda Flora
Michael Frank
Jane Gay
Sally Gelardin
Kevin Glavin
Marjorie Hendrickson

Brian Hutchison
Kristy Jackson
Jeanette James
Imants Jaunarajs
Erin Jennings
Jamie Johnson
Darren Kaltved
Lynda Kemp
Meagan Kittrick
Traci Klasing
Kellie Klink
Wendy LaBenne
Laura Lane
Charles Lehman
Sarah Lopienski
Christine Lundeen
Darrell Luzzo
Oula Majzoub
Julia Makela
Cynthia Marco-Scanlon
Lakeisha Mathews
Amy Mazur
Maggie McCormick
Kevin Mellencamp

Robert Miles
Leann Morgan
Brian Montalvo
Matt Morscheck
Ahmed Mostafa Kamal
Debbie Osborn
L. Zoe Payne
Thomas Phillips
Sally Redpath
Mark Reh fuss
Angelika Reiss
Samara Reynolds
Lourdes Rivera
Rebecca Ross
Lee Rush
Julie Salzman
Varunee Sangganjanavanich
Paulette Schenck
Jodi Schneiderman
Lisa Severy
Cori Shaff
Carol Smith
Linda Sollars
Cindy Sproehnle

Stacie Stormer
Thomas Stowell
Billie Streufert
Brian Taber
Kevin Tate
Nancy Thelen
Carol Trotter
Carol Vecchio
Melissa Venable
James Westhoff
Melissa Wheeler
Linda Whited
Amanda Williams
Dawn Williams
Gemma Williams
Fatima Wilson
Wendy Winter-Searcy
Jessica Wood
Heather Zeng
Marie Zimenoff





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COUNSELOR EDUCATOR ACADEMY

The inaugural Counselor Educator Academy (CEA) participants were charged with determining how NCDA can better serve those who teach and prepare aspiring counselors in counselor preparation settings.

The 2018 academy will focus on

- supporting the growth and development of the intersection of career education and career counseling
- providing best career information, resources, and practice, and
- working directly with recognized leaders in the field.

The Agenda will include the following:

- Increasing the visibility and popularity of career counseling courses
- Reviewing career theories critical to teaching career development
- Addressing past, present, and future concerns of teaching career counseling courses
- Sharing NCDA and other resources that strengthen career courses
- Reviewing NCDA's new Career Development Certifications
- Analyzing current, related legislation
- Fostering faculty relationships and advocating for career development across school and institutional programs
- Sharing career course syllabi

Working together, previous Academy participants have realized enhanced and strengthened delivery of career courses. Findings will be presented during a 2018 Global Career Development Conference session.

To be considered for participation in a future Academy, submit applications to:

Rebecca Dedmond (rdedmond@gwu.edu) and
Amanda Friday (fridayar@gwu.edu)

2018 PARTICIPANTS

Monica Paige Band
Marymount University

Tiffany P. Brooks
Lindsey Wilson College

Richard D. Cortes
University of Southern California

Yas Hardaway
Pepperdine University

Marian Higgins
University of Georgia

Kelley Renae Holladay
Western Michigan University

Jade Letourneau
Husson University

Carrie Sanders
Virginia Tech

Deirdre Teeling
*National University of Ireland
Maynooth, Ireland*

Angela Weingartner
University of Northern Colorado

NCDA AWARDS



NOMINATE TO CELEBRATE Crowning Achievements

Consider nominating for one of the following
NCDA AWARDS for 2019

- **Outstanding Career Practitioner**
- **Legislative**
- **Merit**
- **Dr. Kenneth B. Hoyt Career Education Practitioner**
- **International Practitioner of the Year**
- **Eminent Career**
- **Diversity Initiative**
- **Graduate Student Research**
- **NCDA Fellow**
- **Service to International Students**
- **Exemplary Career Center (Nonprofit/Community)**
- **Exemplary Career Center (Education, Government, Business)**

Nominations Deadline is *Wednesday, January 31, 2019.*

PAST EMINENT CAREER AWARD RECIPIENTS

NCDA's most prestigious award is given annually to a member for outstanding service to career development over a lifetime. It is considered NCDA's highest honor. Past recipients include:

1966	Anne Roe	1979	David V. Tiedeman	1992	Martin R. Katz	2005	Duane Brown
1967	Robert Hoppock	1980	John L. Holland	1993	Donald Zytowski	2006	Jane Goodman
1968	Harry D. Kitson	1981	Kenneth B. Hoyt	1994	John Krumboltz	2007	Spencer G. Niles
1969	Edward Roeber	1982	Russell Flanders	1995	David A. Jepsen	2008	Mark Pope
1970	Seymour Wolfbein	1983	Anita M. Mitchell	1996	Mark L. Savickas	2009	Rich Feller
1971	Roy Anderson	1984	John O. Crites	1997	Garry R. Walz	2010	Itamar Gati
1972	Donald E. Super	1985	John W. Rothney	1998	Dale Prediger	2011	Dennis Engels
1973	Helen Wood	1986	Edwin L. Herr	1999	JoAnn Bowsbey	2012	Robert Chope
1974	Blanche Paulson	1987	Nancy Schlossberg	2000	Samuel Osipow	2013	Howard Splete
1975	C. Gilbert Wrenn	1988	Carl O. McDaniels	2001	James P. Sampson	2014	Norman Amundson
1976	Leona Tyler	1989	Norman Gysbers	2002	J. Lee Richmond	2015	Robert Lent
1977	E. G. Williamson	1990	William C. Bingham	2003	Robert Reardon	2016	Janet Lenz
1978	Henry Borow	1991	Sunny S. Hansen	2004	Thomas Harrington	2017	Carole W. Minor

2018 NCDA Awards

The National Career Development Awards recognize individuals from around the world for their leadership and service to the field of Career Development. We are pleased to once again honor deserving career development professionals with the following Awards.



Eminent Career Award

David Blustein

Fellows Award

Diana Bailey
Pamelia Brott
Rebecca Dedmond
Marilyn Maze
Don Schutt

Presidential Recognition Awards

Mark Danaher
Maggie Heier
Constance Pritchard
Alberto Puertas

Outstanding Career Practitioners

Shirley Rowe

Outstanding State Divisions

Louisiana Career Development Association
Missouri Career Development Association

Services to International Students Award

International Team at the Northeastern University

Outstanding Articles of the Year

Career Convergence:

What Career Counselors Need to Know About Refugees
(March 2017) Shadin Atiyeh

Career Developments:

Personal Branding: Maximizing the Power of YOU! (Spring 2017)
by Carmen Croonquist and Susan Chritton

Career Development Quarterly:

Initial Validation of the Planned Happenstance Career Inventory—English Version. (December 2017)
Lee, Cho, Lee, Eum, Jang, Suh, and Lee

Legislative Award

Michael Marlowe

Ken Hoyt Award for Career Ed

NCD Award Recipient: Mary Ellen Earnhardt
AACE Winner: Jack Oakes
Lifetime Achievement: Polly Liss

Merit Awards

Julia Panke Makela

Exemplary Career Center Award

Florida State University Career Center

Diversity Initiative Award

Mark Scholl

Grad Student Research Award

Kristin Wakefield

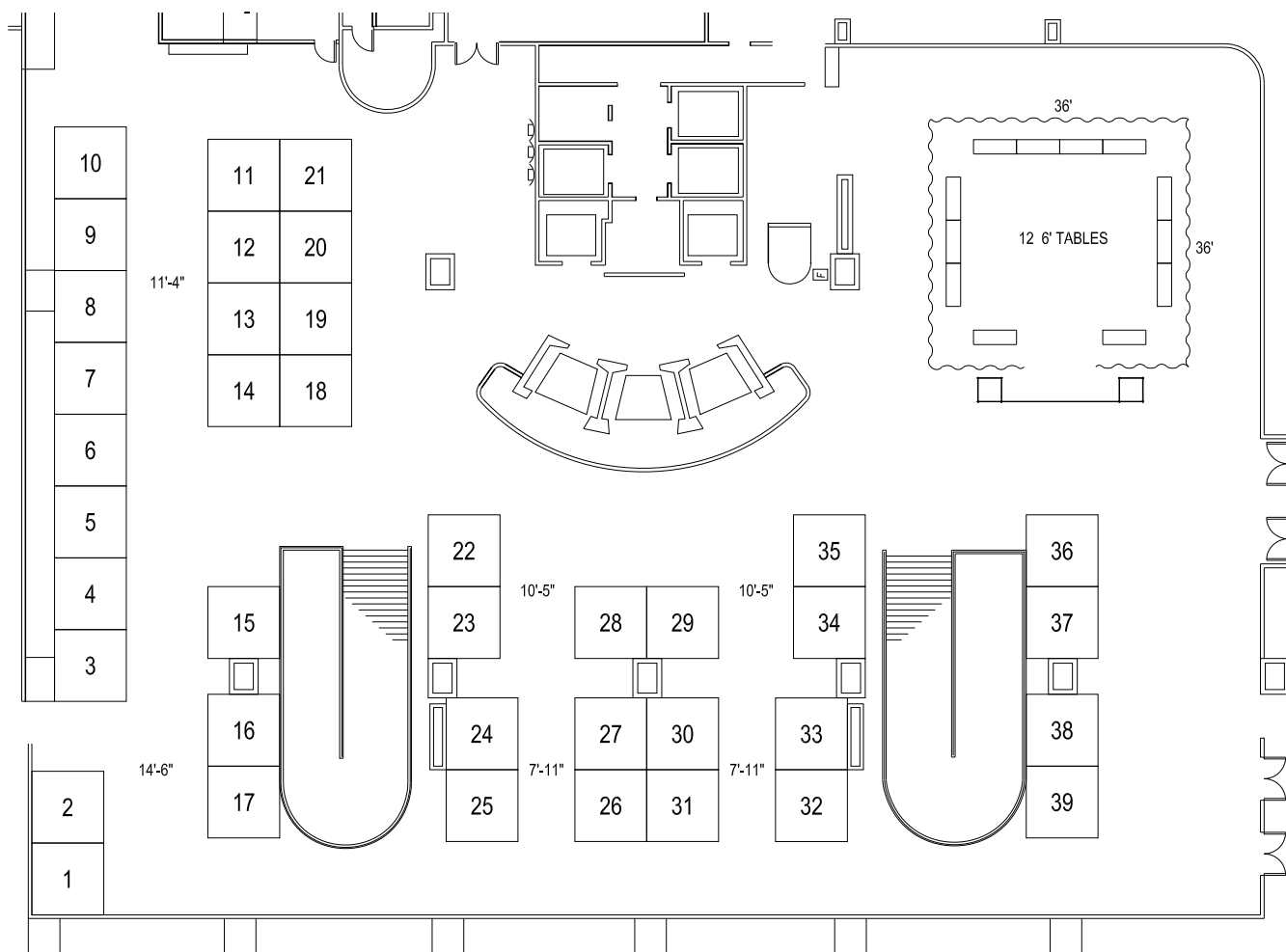
NCDA Board Service Awards

David Reile, Past President
Wendy LaBenne, Trustee
Seth Hayden, Trustee



EXHIBIT HALL EXPERIENCE

EXHIBIT HALL EXPERIENCE



THURSDAY HOURS

7:30 am – 8:30 am	Morning Beverages
7:30 am – 6:00 pm	Exhibit Hall Experience
11:15 am – 12:45 pm	Strolling Lunch
5:00 – 6:00 pm	Welcome Reception



FRIDAY HOURS

7:30 am – 8:30 am	Morning Beverages
7:30 am – 4:50 pm	Exhibit Hall Experience





EXHIBIT HALL EXPERIENCE

BOOTH # 3

YELLOWSTONE NATIONAL PARK LODGES

Contact: Wendy Dodd
(307) 344-5614
wdodd@xanterra.com
www.yellowstonejobs.com

Yellowstone National Parks Lodges is operated by Xanterra Leisure Collection. Xanterra's collection encompass some of the most spectacular and iconic places on Earth. We offer a housing and board package with employment. We have numerous opportunities along with a culinary apprenticeship program.

BOOTH # 4

INDICO, LLC

Contact: Lisa Beckler
(800) 622-7498 x 2472
lbeckler@goindico.com
www.goindico.com/suits

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BOOTH # 5

SKILLSCAN & PEAK-CAREERS

Contact: Lesah Beckhusen and Jim Peacock
(925) 939-8997 and
lesah@skillscan.com and
www.skillscan.com and
www.peak-careers.com

SkillScan's online and print transferable skills assessments get to the heart of client strengths. Results integrate with Holland and personality themes to facilitate exploration and self-marketing.

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BOOTH # 6

GOINGGLOBAL

Contact: Mary Anne Thompson
(252) 342-9811
mathompson@goingglobal.com
www.goingglobal.com

GoinGlobal provides career and employment resources for more than 120 worldwide locations, in addition to corporate profiles, H1B visa search engine and 16 million-plus job and internship postings. Our database features hiring trends, work permit regulations, resume/ CV guidelines, interview and cultural advice and more. Free trial access available. Contact president@goingglobal.com or call 1.800.989.1190.

BOOTH # 7

AWATO

Contact: Matthew Guruge
(603) 769-0563
matt@awato.org
www.awato.org

Awato is career platform that gets students excited and engaged in their career paths. Our tools are used by leading institutions to help students identify career and degrees they'd like to pursue and build custom academic and career plans that they can follow, step by step.

BOOTH # 8

TRUMOTIVATE

Contact: Kristin Evenson
(612) 327-7858
kevenson@trumotivate.com
www.trumotivate.com

Announcing TRUMOTIVATE—a new adaptation of an assessment that's provided powerful, profound career insights to executive and C-suite leaders for nearly 60 years, now available to young adults and made scalable with technology, with the mission of providing students career-planning insights and getting them off to a great vocational start sooner.

BOOTH # 9

JOBS CONNECTED

Contact: Michael Oelbaum
(516) 603-9204
Michael.oelbaum@jobsconnected.com
www.jobsconnected.com

Jobs Connected hosts online video chat career fairs that enable employers and job seekers to connect remotely over the internet. Students and other job seekers schedule interviews with employers, video chat with them, and then apply for positions that are of interest. We also host panel discussions, resume workshops, college fairs, and other online video chat events.

BOOTH # 12

ASVAB CEP

Contact: David Serra
(847) 688-3680 x 7508
david.m.serra.civ@mail.mil
www.asvabprogram.com

The ASVAB Career Exploration Program (CEP) is a comprehensive career exploration resource that enables high school students to discover their unique skills and interests, then explore careers that match. It is the only free career planning resource where students get an all-access pass to explore ALL pathways to careers – college, vocational school, certifications, apprenticeship, and the military – in one place. Join us as we discuss updates to CEP resources, including tools for educators!

BOOTH # 13

JOBSCAN

Contact: Christina Everett
(860) 208-5034
christina@jobscan.co
www.jobscan.co

Jobscan—a web tool where job seekers can score their resumes and LinkedIn profiles against any job description to keep from falling through the resume black hole, now includes Jobscan Coach. Give premium tools to your students and clients. Track job search activity, review their resume and LinkedIn match reports, and scan resumes on their behalf. Empower your clients with 3X more interviews and save 42% of resume editing time with Jobscan Coach. Employers use robots, so should you.



EXHIBIT HALL EXPERIENCE

BOOTH # 14

EDITS, LLC

Contact: Lisa Lee
(800) 416-1666
customerservice@edits.net
www.edits.net

For over 55 years, EdITS has been an industry leader in guidance and instructional materials. Our COPSys career assessments, relating interests, abilities and values are now available online, providing the same well-established reliability and validity we have become known for. Additionally, we offer measures of personality, self-concept, and study attitudes.

BOOTH # 15

THE OMNIA GROUP

Contact: Lydia Limardo
(813) 324-6717
lpagan-limardo@omniagroup.com
www.omniagroup.com

The Omnia Group, Inc. is a management and personnel consulting firm located in Tampa, Florida. Omnia's tools and services help companies maximize recruitment dollars, cut employee turnover costs, hire the right person the first time and manage them for peak performance.

BOOTH # 16

THE RESUME PLACE, INC.

Contact: Bobbi Rossiter
(410) 744-4324
bobbie@resume-place.com
<http://www.fedjobtraining.com/pdfs/Ten-Steps-Certified-Brochure-2018.pdf>

The Resume Place manages the Certified Federal Job Search Trainer and Certified Federal Career Coach programs, collectively known as the "Ten Steps to a Federal Job." This licensed program is taught at over 200 military bases and presents strategies and best practices for federal jobseekers, reinforced in popular federal career publications. Now offering NEW Certified Federal Resume Writer program.

BOOTH # 18-19

PAR-SELF-DIRECTED SEARCH

Contact: Teri Lyon
(813) 449-4074
tlyon@parinc.com
www.self-directed-search.com

The Self-Directed Search (SDS), developed by John Holland using his groundbreaking RIASEC theory, is a reliable and valid career assessment and exploration tool that helps your clients discover occupations and programs of study that best match their personality. Since 1971, the SDS has been translated into more than 30 languages and has been used more than 35 million times. The NEW SDS has flexible administration options and is designed to meet the needs of a variety of individuals, including middle and high school students, adults, and veterans. The SDS is published by PAR, Inc. a leading publisher of psychological assessment materials.

BOOTH # 20

FIND YOUR GRIND

Contact: Nick Gross
(323) 466-2322
nick@findyourgrind.com
www.findyourgrind.com

Students have been led to believe that life works in this order: pick the job you want; go to college or get training to do that job; and then hope you enjoy the lifestyle that job brings. Find Your Grind believes this is backwards. We believe it's more important to first help students identify lifestyles that fit their strengths and values. Then, we can expose them to multiple and flexible career paths to support their lifestyle. The mission of Find Your Grind is simple: To expose, enlighten, and educate students and teachers to the possibilities of tomorrow.



EXHIBIT HALL EXPERIENCE

BOOTH # 22

CAREER DEVELOPMENT NETWORK

Contact: Dick Knowdell

(408) 828-3858

rknowdell@mac.com

www.careernetwork.com

The Career Development Network conducts career development training and certification programs in North America, Europe, Africa, Asia, Australia and New Zealand. Since 1994, over 7,500 career practitioners have completed the Job & Career Transition Coach (JCTC) certification workshops. The Network publishes free bi-monthly newsletters and quarterly journals.

BOOTH # 23

KUDER, INC.

Contact: Bethney Ahrendsen

(515) 993-3005

marketing@kuder.com

www.kuder.com

With an 80-year history and legacy, Kuder (www.kuder.com) has been the industry's only evidence-based career and educational guidance system to continuously set high standards in assessment research and validity. Kuder's personalized, comprehensive, and affordable offerings have helped millions of individuals around the world realize their potential in education and employment, leading to stronger talent streams and greater economic vitality. A full-service approach to career development – from complete online career assessment systems to professional development certification and career coaching – delivers excellent return on investment for Kuder's partners and positively impacts education, workforce, and economic outcomes.

BOOTH # 24

VOCATIONAL RESEARCH INSTITUTE

Contact: Cal Schaerer

(800) 874-5387

info@vri.org

www.vri.org

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BOOTH # 27

GOODHEART-WILCOX PUBLISHER

Contact: Melissa Erffmeyer

(800) 323-0440

merffmeyer@g-w.com

www.g-w.com

Experts in Career and Technical Education, Goodheart-Willcox delivers authoritative content for teaching and learning success. Learn more about new digital learning solutions, textbooks, and instructor resources at our booth or visit www.g-w.com. Together, We Build Careers!

BOOTH # 28

CAREERANDTALENTHUB.COM

Contact: Brian Bodkin

(908) 879-2038

bbodkin@careerandtalenthub.com

www.careerandtalenthub.com

careerandtalenthub will improve student outcomes by instilling the importance of gaining positive experiences and obtaining recommendations from references that will highlight the student's unique abilities and skills. Our E-Reference Check (ERC) app will work with your students and engage employers, supervisors, teachers, internship and volunteer coordinators and others with whom they have interacted and obtain an evaluation of their experience and abilities. Freshmen and sophomores can submit the ERC report that is created when applying for scholarships and internships. Juniors and seniors can capture reference evaluations from their internship and employment while in school and help them jumpstart their career after graduation.

BOOTH # 29

CAREERONESTOP

Contact: Kelly Tenner

(651) 259-7626

Kelly.tenner@state.mn.us

www.careeronestop.org

CareerOneStop.org, sponsored by the U.S. Department of Labor, Employment and Training Administration, offers free electronic tools and resources to help users explore careers, education, training and jobs. Check out mySkillsmyFuture, Certification Finder, Short-term Training Finder, Salary Finder, and more. Audiences served include job seekers, students, workforce development professionals, and businesses.

BOOTH # 30

AMERICAN COUNSELING ASSOCIATION

Contact: Katrina Kona

(703) 823-9800

kkona@counseling.org

www.counseling.org

ACA has the tools you need to make a difference. From books, journals, and webinars to conferences and legislative action alerts, ACA is where counselors turn for credible content and support. Visit the ACA booth to browse our latest texts, including Orientation to the Professional Counseling; Postmodern Career Counseling; Assessment in Counseling, 6e; Counselor Self-Care; Counseling Research; Neurocounseling; Gatekeeping in the Mental Health Professions; and A Counselor's Guide to the Dissertation Process.

EXHIBIT HALL EXPERIENCE

BOOTH # 33

CAREER THOUGHT LEADERS/ RESUME WRITING ACADEMY

Contact: Marie Zimenoff

(970) 420-8413

marie@careerthoughtleaders.com

www.careerthoughtleaders.com

Career Thought Leaders Consortium and Resume Writing Academy convene career service professionals to share best practices, deliver innovative educational and research programs, and promote the credibility, visibility, and professionalism of the careers industry. Access to resources and leading-edge training supports your professional development – from writing resumes and LinkedIn profiles, to starting or growing your business, staying on top of personal branding trends, and improving candidate success. Stop by booth 33 to meet CEO Marie Zimenoff, NCDA leadership academy graduate, who is dedicated to serving career industry colleagues. For free resources and information on upcoming events, visit www.careerthoughtleaders.com and www.resumewritingacademy.com.



BOOTH # 34-35

ARMY RECRUITING EDUCATION DIVISION

Contact: Ina Tyler

(502) 626-1981

ina.j.tyler2.civ@mail.mil

www.goarmy.com

The U.S. Army shares a common goal with America's educators to motivate, educate, train and develop today's youth to be leaders, decision makers and citizen-contributors to achieve life-long success. Partnerships with educational organizations work to promote excellence in the education of all students and demonstrate the Army's commitment to our youth's success.

BOOTH # 36

SPARKPATH

Contact: J.P. Michel

(613) 804-7284

jp@mysparkpath.com

www.mysparkpath.com

Do you want to help your students look beyond job titles? Use the innovative Challenge Cards to 1) energize students to identify work challenges they can contribute to; 2) leverage a toolkit with instructions, lesson plans and videos and 3) increase preparedness, reduce anxiety and inspire action.

BOOTH # 37

OneLife Tools

Contact: Mark Franklin

(416) 465-9222

mark@careercycles.com

www.onelifetools.com

Humans are storytellers, we communicate through narratives and learn through reflection. OneLifeTools offers narrative assessment tools, games and training that harness the power of storytelling to help people move forward with clarity, hope & optimism. Visit our booth to experience a narrative assessment game in 3 minutes.



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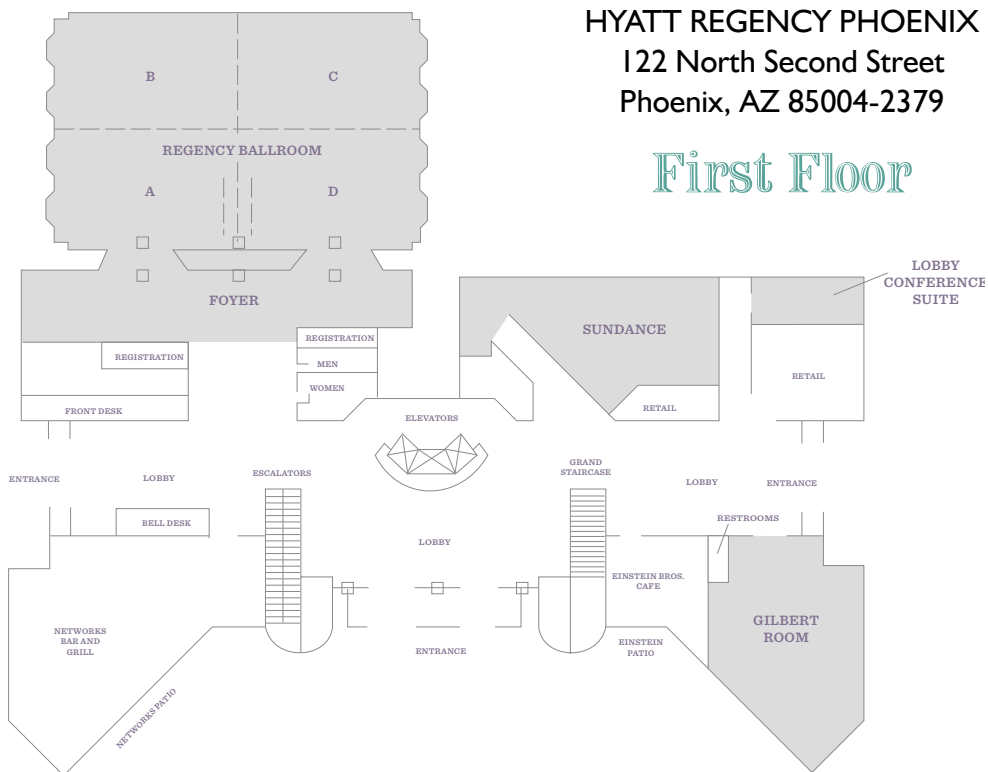


Foundation

HOTEL MAPS

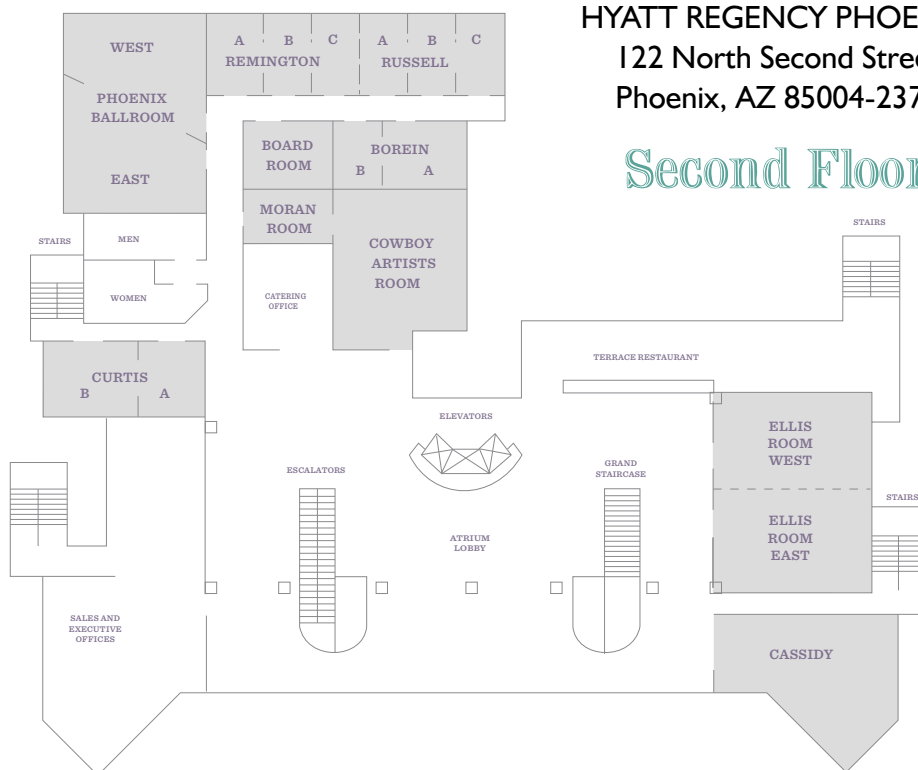
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122 North Second Street
Phoenix, AZ 85004-2379

First Floor



HYATT REGENCY PHOENIX
122 North Second Street
Phoenix, AZ 85004-2379

Second Floor



HYATT REGENCY PHOENIX 122 North Second Street Phoenix, AZ 85004-2379

Third Floor



HOTEL MAPS

PHOENIX CONVENTION CENTER West Building | Meeting Rooms | 100 Level | Street Level



BOOTH 33

CAREER
THOUGHT
LEADERS



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www.resumewritingacademy.com | www.careerthoughtleaders.com

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Attend Session #106



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Connect with CTL & Marie Zimenoff

www.resumewritingacademy.com | www.careerthoughtleaders.com

Email: marie@careerthoughtleaders.com | Call/Text: +1 970.420.8413

Twitter: @CareerTL & @WorkWithPurpose | Instagram: CareerLeaders

CONFERENCE AT-A-GLANCE

MONDAY • JUNE 18, 2018

9:00 am – 5:00 pm	Career Practitioner Supervision Training	Borein A/B
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TUESDAY • JUNE 19, 2018

8:00 am – 5:00 pm	NCDA Board of Directors Meeting	Board Room
8:00 am – 5:00 pm	Career Practitioner Supervision Training	Borein A/B
12:00 – 5:00 pm	Leadership Academy Planning Meeting	Suite 314
2:00 pm – 6:00 pm	Counselor Educator Academy	Suite 316
3:00 – 5:00 pm	Registration Open	Regency A-D Registration

WEDNESDAY • JUNE 20, 2018

7:00 am – 5:00 pm	Gender Neutral Bathroom	Suite 325
7:00 am – 5:00 pm	Lactation Room	Moran
7:30 – 5:30 pm	Registration Open	Regency A-D Registration
8:00 am – 5:00 pm	Career Practitioner Supervision Training	Borein A/B
8:00 am – 5:00 pm	NCDA Counselor Educator Academy	Suite 316
8:00 am – 5:00 pm	NCDA FCD Advisory Council Meeting	Remington A
8:00 am – 5:00 pm	NCDA Credentialing Commission Meeting	Remington B
8:00 am – 12:00 pm	NCDA Board of Directors Meeting	Board Room
8:00 am – 12:00 pm	PDI #1 Foundations of Career Construction	Cowboy Artists Room
8:00 am – 12:00 pm	PDI #2 Becoming a Positive Psychology Ambassador	Phoenix Ballroom West
8:00 am – 12:00 pm	PDI #3 A Systemic Teacher Centered Approach to Career Development	Russell A-C
8:00 am – 12:00 pm	PDI #4 Theory, Research, and Practice: Chaos Theory of Careers Interactive Training	Phoenix Ballroom East
10:00 – 10:15 am	Beverage Break	Atrium Lobby
12:00 – 1:30 pm	Lunch on Your Own	
12:00 – 1:30 pm	NCDA Leadership Academy (2018 & 2019) Luncheon	Ellis East
1:00 – 5:00 pm	Exhibitor Setup	Atrium Lobby
1:00 – 5:00 pm	State Leadership Training	Cassidy
1:30 – 5:30 pm	PDI #5 The Life Design Group: Career Development through Career Construction Counseling	Cowboy Artists Room
	PDI #6 Narrative Assessment Theory and Practice: Skill-Building Toolkits for Real World Applications	Phoenix Ballroom West
	PDI #7 Effectively Guiding Students towards Obtaining and Managing Their Ideal Federal Careers	Russell A-C
	PDI #8 Group Career Counseling: Principles and Practices	Phoenix Ballroom East
1:30 – 5:00 pm	NCDA Leadership Academy 2018 & 2019 Classes	Ellis West
5:30 – 6:30 pm	Committee Chair Meeting	Ellis East
3:00 – 3:15 pm	Beverage Break	Atrium Lobby
6:30 – 8:30 pm	NCDA Publications Development Council Meeting	Remington B
7:00 – 9:00 pm	International Reception	Cassidy

THURSDAY • JUNE 21, 2018

7:00 am – 5:00 pm	Gender Neutral Bathroom	Suite 325
7:00 am – 5:00 pm	Lactation Room	Moran
7:30 am – 5:00 pm	Registration Open	Regency A-D Registration
7:30 am – 5:00 pm	NCDA Showcase	Atrium Lobby
7:30 – 8:30 am	Coffee in the Exhibit Hall	Atrium Lobby
7:30 am – 6:00 pm	Exhibits	Atrium Lobby
9:00 am – 12:00 noon	NCDA Credentialing Commission Help Desk	Suite 318
9:00 – 10:00 am	First Timers' Orientation	Regency Ballroom
10:15 – 11:15 am	APCDA Meeting	Suite 322
10:15 – 11:15 am	K-12 Constituency Meeting	Suite 316
	Higher Education Constituency Meeting	Regency Ballroom
	Private Practice, B&I, Agencies Constituency Meeting	Cassidy
	Counselor Educators Constituency Meeting	Ellis East/West
11:15 am – 12:45 pm	Grab and Go Luncheon	Atrium Lobby

Leading the Way by Integrating Theory, Research, and Practice

CONFERENCE AT-A-GLANCE CONT.

11:30 am – 12:30 pm	Committee Meetings	Ellis East/West
11:30 am – 12:30 pm	Veterans Committee Meeting	Suite 316
11:30 am – 12:30 pm	Global Connections	Suite 314
11:30 am – 12:30 pm	NCDA Master Trainers Meeting	Suite 312
12:30 – 1:15 pm	NCDA Instructors Meeting	Suite 312
1:30 – 3:30 pm	Opening General Session	Regency Ballroom
3:30 – 3:50 pm	Beverage Break	Atrium Lobby
3:50 – 5:00 pm	Presentation Series I	Convention Center
	Roundtables	Ellis East/West and Cassidy
5:00 – 6:00 pm	Welcome Reception	Atrium Lobby
6:00 – 7:00 pm	Arizona Career Development Association Meeting	Suite 322
6:00 – 9:00 pm	Buses to Old Town	Hotel Lobby

FRIDAY • JUNE 22, 2018

6:30 – 8:00 am	Leadership Academy 2019 Breakfast	Suite 316
7:00 am – 5:00 pm	Gender Neutral Bathroom	Suite 325
7:00 am – 5:00 pm	Lactation Room	Moran
7:30 am – 5:00 pm	Registration Open	Regency A-D Registration
7:30 am – 5:00 pm	NCDA Showcase	Atrium Lobby
7:30 – 8:30 am	Coffee in the Exhibit Hall	Atrium Lobby
7:30 – 9:30 am	Graduate Student Poster Sessions	Atrium Lobby
7:30 – 4:50 pm	Exhibits Open	Atrium Lobby
8:00 – 9:00 am	NCDA Membership Meeting	Regency Ballroom
9:30 – 11:00 am	General Session	Regency Ballroom
11:15 am – 12:30 pm	Brain Trust Reception	Compass Arizona Grill
11:20 am – 12:30 pm	Presentation Series 2	Convention Center
	Roundtables	Phoenix Ballroom
	Career Talks	Cassidy
12:30 – 1:50 pm	Lunch On Your Own	
1:50 – 3:00 pm	Presentation Series 3	Convention Center
	Roundtables	Phoenix Ballroom
	Career Talks	Cassidy
3:20 – 4:30 pm	Presentation Series 4	Convention Center
	Roundtables	Phoenix Ballroom
	Career Talks	Cassidy
4:50 – 6:00 pm	Presentation Series 5	Convention Center
	Roundtables	Phoenix Ballroom
	Career Talks	Cassidy
4:50 – 8:00 pm	Exhibitor Teardown	Atrium Lobby
6:00 – 8:00 pm	NCDA Reception	Regency Ballroom

SATURDAY • JUNE 23, 2018

7:00 am – 12:00 pm	Gender Neutral Bathroom	Suite 325
7:00 am – 12:00 pm	Lactation Room	Moran
7:15 – 8:15 am	CCSP/GCDF Networking Session	Cassidy
8:00 – 12:00 noon	Registration Open	Regency A-D Registration
8:00 – 8:30 am	Coffee	Atrium Lobby
8:30 – 9:40 am	Presentation Series 6	Hyatt Regency
	Roundtables	Phoenix Ballroom
10:00 – 11:10 am	Presentation Series 7	Hyatt Regency
	Roundtables	Phoenix Ballroom
11:30 am – 12:30 pm	Closing General Session	Regency Ballroom
12:30 PM	Conference Adjourns	

MONDAY
6-18-18

TUESDAY
6-19-18

MONDAY

Career Practitioner Supervision Training

9:00 am – 5:00 pm

Borein A/B

This training is for those individuals interested in clinical supervision of career development practitioners. Participants must commit to attending the full training (23 hours over a 3 day period) plus complete 22 additional hours of practicum work submitting assignments and video-recordings via e-mail or other electronic methods. Individuals attending this training must receive prior approval to attend. For additional training dates and locations please visit www.ncda.org, Professional Development.

Judy Hoppin, Oakland University and Jane Goodman, Oakland University

TUESDAY

NCD A Board of Directors Meeting

8:00 am – 5:00 pm

Board Room

Career Practitioner Supervision Training

8:00 am – 5:00 pm

Borein A/B

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Judy Hoppin, Oakland University and Jane Goodman, Oakland University

Leadership Academy Development Committee Meeting

1:00 – 5:00 pm

Suite 314

This meeting is for the Leadership Academy Development Team.

Christy Dunston and Diana Bailey, Co-Chairs Leadership Academy

NCD A Counselor Educator Academy

2:00 – 6:00 pm

Suite 316

This academy is for select counselor educators who teach Career Counseling within their department. The inaugural group was charged with determining how NCD A can better serve counselor educators in other regions and in future Counselor Educator Academy offerings. This year's academy will focus on the growth and development of the intersection of counselor education and career counseling. Individuals attending this training must receive prior approval to attend the Academy. *Rebecca Dedmond and Amanda Friday, Co-Chairs, Counselors Educator Academy*

Beat the Rush!!

NCD A Registration Open

3:00 – 5:00 pm

Regency A–D Registration

This is an excellent time to stop by and pick up your conference materials.



WEDNESDAY

Registration Open

7:30 am – 5:30 pm

Regency A–D Registration

NCD Board of Directors Meeting

8:00 am – 12:00 pm

Board Room

Career Practitioner Supervision Training

8:00 am – 5:00 pm

Borein A/B

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Judy Hoppin, Oakland University and Jane Goodman, Oakland University

NCD Counselor Educator Academy

8:00 am – 5:00 pm

Suite 316

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NCD Facilitating Career Development Advisory Council Meeting

8:00 am – 5:00 pm

Remington A

This meeting is for all members of the NCDA FCD Advisory Council. Shirley Rowe, Chair, NCDA FCD Advisory Council

NCDA Credentialing Commission Meeting

8:00 am – 5:00 pm

Remington B

This meeting is for all members of the NCDA Credentialing Commission.

Cynthia Marco-Scanlon, NCDA Credentialing Commission

Professional Development Institutes

8:00 am – 12:00 pm

These special workshops require advance registration. If you are interested in attending one of these sessions, please see the NCDA Global Conference Registration Desk for pricing and availability.

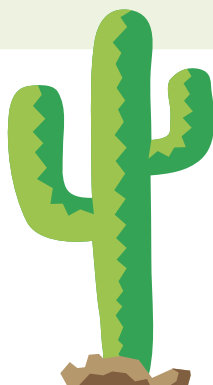
PDI #1

Foundations of Career Construction

Cowboy Artists Room

Career construction counseling helps people across life's diverse spectrum use work to actively master what they passively suffer. Integrating theory and practice, this session engages participants to both learn and practice career construction counseling and its core method of the career construction interview to increase their knowledge and skills in its use. Designed for a general audience.

Suzanne Savickas, Kent State University, Avenues of Counseling & Mediation, LLC; Mark L. Savickas, Northeast Ohio Medical University; Steven Antalvari, Kent State University; Marty Apodaca, University of New Mexico; Susan Barclay, University of Central Arkansas; Jamie Brant, Meridian HealthCare; William Briddick, South Dakota State University; Evan Faidley, Kent State University; Brian Taber, Oakland University



WEDNESDAY
6:20-18

PDI #2

Become a Positive Psychology Ambassador

Phoenix Ballroom West

Engage in a robust training experience to embrace and promote positive psychology (PPsy). Through immersion in scientifically validated material and techniques, you can adopt a mindset of positivity. You will delve into resources and techniques allowing you to confidently combat negativity – to embody and advance applied positive psychology within your community (family, friends, peers, colleagues, patients, students, clients). Create a joyous ripple effect as you focus your energy and efforts to bring positive psychology to LIFE and THRIVE as a Positive Psychology Ambassador.

John Long, Two Roads Resources, Inc.; Marshall Tucker, Two Roads Resources, Inc.

PDI #3

A Systemic Teacher Centered Approach to Career Development

Russell A–C

In our constantly changing work world, it is essential for students K–12 to know how their attitudes and aptitudes prepare them for lifetime success. During this session our team will show and involve you in the ways that this successful program has been integrated in the K–8 Cajon Valley curriculum.

Amy McCammon, Eddywhere Cooperative, Inc.; Ed Hidalgo, Cajon Valley Union School District

PDI #4

Theory, Research, and Practice: Chaos Theory of Careers Interactive Training

Phoenix Ballroom East

Chaos Theory of Careers addresses the non-linearity and uncertainty of career, freeing clients from outdated modes when making career decisions in the 21st century. In this PDI, we will delve in-depth on the theory and practice building skills around interventions using a new framework for university and private practice settings.

Jon Schlesinger, Brandeis University, Hiatt Career Center; Lauren Pasquarella Daley, Catalyst, Inc.

WEDNESDAY
6:20-18



Beverage Break

10:00 – 10:15 am

Lunch on Your Own

12:00 – 1:00 pm

NCDALeadership Academy (2018 & 2019) Luncheon

12:00 – 1:30 pm

Ellis East

Exhibitor Setup

12:00 – 5:00 pm

Atrium Lobby

State Leadership Training

1:00 – 5:00 pm

Cassidy

Come join state CDA leaders from around the country to learn more about being an effective leader for your state CDA. This four-hour session will involve significant interaction with other state leaders, an activity related to identifying your own leadership strengths and breakout sessions on topics of key importance including membership, leadership succession planning and professional development.

Wendy LaBenne, State Division Trustee, NCDA

Professional Development Institutes

1:30 – 5:30 pm

These special workshops require advance registration. If you are interested in attending one of these sessions, please see the NCDA Global Conference Registration Desk for pricing and availability.

PDI #5

The Life Design Group: Career Development through Career Construction Counseling

Cowboy Artists Room

Typically, career specialists conduct the career construction interview (CCI) with individual clients. In this PDI, attendees will participate in The Life Design Group to learn use of the CCI in group settings. Attendees will practice a ThemeMapping process developed and used by the presenter in her own work and research.

Susan R Barclay, University of Central Arkansas

PDI #6

Narrative Assessment Theory and Practice: Skill-Building Toolkits for Real World Applications

Phoenix Ballroom West

How can we listen to clients' stories in ways that increase their hope, efficacy, resilience and optimism? When clients' thinking is disorganized storytelling and storylistening can help them gain clarity and feel more confident. Join this session to learn an evidence-based narrative method you can begin using right away.

Mark Franklin, CareerCycles & OneLifeTools & University of Toronto; Rich Feller, Colorado State University

PDI #8

Group Career Counseling: Principles and Practices

Phoenix Ballroom East

Group Career Counseling (GCC) is a unique counseling intervention which uses the best of group counseling and group guidance. Participants will gain an understanding of the theory and research behind GCC and an experiential understanding by seeing a GCC session in action. A 'fish bowl' approach will be used in which the facilitator will demonstrate skills and techniques critical to GCC.

Richard Pyle, Private Practice

NCDA Leadership Academy – 2018 & 2019 Classes

1:30 – 5:00 pm

Ellis West

This meeting is for all members of the NCDA Leadership Academy 2018 and 2019 Classes. The Leadership Academy is designed to be a hands-on, highly experiential leadership development opportunity designed specifically for promising national and state career development association leaders. NCDA's Leadership Academy will refine and strengthen the leadership skills of those selected for this dynamic program. The ultimate goal of the program is to identify and nurture future generations of NCDA Leaders. To apply for the 2020 Leadership Academy, visit www.ncda.org for information and an application form available in the fall of 2018.

Christy Dunston and Diana Bailey, Co-Chairs, Leadership Academy

Beverage Break

3:00 – 3:15 pm

Atrium Lobby/Foyer

NCDA Committee Chair Meeting

5:30 – 6:30 pm

Ellis East

This meeting is for all NCDA Committee Chairs. This is your opportunity to meet with each other, meet with the NCDA President-Elect, and learn about your role and how it supports the mission of NCDA.

Spencer G. Niles, NCDA President-Elect, 2017–2018

NCDA Publications Development Council Meeting

6:30 – 8:30 pm

Remington B

This is the annual planning meeting of the NCDA Publications Development Council. All PDC members are encouraged to attend. Melanie Reinersman, NCDA Website Editor and Publications Development Director

International Reception

7:00 – 9:00 pm

Cassidy

Please join us for the annual International Reception. All international members and affiliates are welcome to attend.

Presentation of Awards – International Reception

- International Practitioner of the Year
- Services to International Students Award

Sponsored by Kuder



THURSDAY
6-21-18



THURSDAY

NCDCA Conference Registration Open

7:30 am – 5:00 pm

Regency A–D Registration

NCDCA Showcase

7:30 am – 5:00 pm

Atrium Lobby

New this year! Stop by and visit the NCDCA Showcase. The showcase will feature the NCDCA bookstore, the NCDCA Credentialing Commission, the NCDCA Facilitating Career Development training program, and much, much more. If you have a question for NCDCA, we'll have an answer for you here!

Coffee in the Exhibit Hall

7:30 – 8:30 am

Atrium Lobby

Looking for a cuppa Joe to get you going? Need some OJ to boost your energy level? Grab your morning beverage, visit with premier vendors of career-related products and services or take part in one of the many early morning meetings.

Exhibit Hall Open

7:30 am – 6:00 pm

Atrium Lobby

Visit the exhibit hall and benefit from the premier vendors of career-related products and services.



NCDCA Credentialing Commission Help Desk

9:00 am – 12:00 noon

Suite 318

JUMP START your Application for an NCDCA Credential.

Demystify the credentialing process! Members of the NCDCA Credentialing Commission will be available to assist you with questions and concerns surrounding NCDCA's competency-based certifications. Not sure which credential is right for you? Uncertain about the preparation and steps in the application process? Need clarification on the items you need to verify to begin an application for a specific credential? Bring your laptop, your resume/C.V. and your questions and the Commission members will be happy to walk you through the necessary steps to earn your new competency based credential, and advance your professional brand!

NCDCA Credentialing Commission Members

First Timer's Meeting

9:00 – 10:00 am

Regency Ballroom

Is this your first time at an NCDCA Global Career Development Conference? Are you overwhelmed at the amount of information, the number of great sessions, all the people? Come to this session and learn how to maximize your conference experience by seasoned conference veterans and past and present NCDCA Presidents.
Spencer G. Niles and Sharon Givens, NCDCA Board Members

APCDA Meeting

10:15 am – 11:15 am

Suite 322

This meeting is for anyone interested in the Asia Pacific Career Development Association.
Marilyn Maze, APCDA

Constituency Group Meetings

10:15 – 11:15 am

Various Meeting Rooms

The national conference provides opportunities for professional development as well as networking with peers from around the world! To help those who would like to connect with members working in similar settings, we are providing time and space for constituency groups to meet with each other and the trustees who represent them on the board. Constituency groups are identified by the color of their name badge holder.

K–12 School Counselors and Specialists

Suite 316

Higher Education Career Counselors and Specialists

Regency Ballroom

Private Practice, B&I, and Agencies

Cassidy

Counselor Educators and Researchers

Ellis East/West

Grab and Go Lunch in Exhibit Hall

11:15 am – 12:45 pm

Atrium Lobby

Come join us in the Exhibit Hall for lunch. We will have sandwiches and salad items available that will allow you to eat while you visit exhibit booths and network with others or grab a to go box and enjoy a quiet lunch wherever you choose!

THURSDAY
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NCDCA Committee Meetings

11:30 am – 12:30 pm

Ellis East/West

Committee will have a designated roundtable. A volunteer will be available to assist with locating committee tables.
NCDCA Committee Chairs

See page 15 for detailed information on NCDCA Committees

Committees Represented Include:

- Awards
- Diversity Initiative and Cultural Inclusion
- Ethics
- Government Relations
- International Student Services Committee
- National Career Development Month
- Research
- Technology
- Website/Career Convergence Web Magazine

Veterans Committee Meeting

11:30 am – 12:30 pm

Suite 316

This meeting is for all members of the Veterans Committee and anyone else interested in getting involved in this committee.
Emily Kegerreis, Veterans Committee Chair

Global Connections Committee Meeting

11:30 am – 12:30 am

Suite 314

This meeting is for all Global Connections Committee members and those interested in joining the committee. We will discuss work during the past year as well as discuss plans for the future.

Vera Chapman and Scott Fisher, Global Connections Committee Co-Chairs

NCDCA Master Trainer Meeting

11:30 am – 12:30 pm

Suite 312

This special session is for all NCDCA Master Trainers of the NCDCA Career Development Facilitator Training Curriculum. We will be discussing current projects and planning for future activities.

Malka Edelman, NCDCA FCD Advisory Council

NCDCA Facilitating Career Development Instructor Meeting

12:30 – 1:15 pm

Suite 312

This special session is for all NCDCA Instructors of the NCDCA Facilitating Career Development Curriculum. We will be discussing current projects and planning for future activities.

Shirley Rowe, Chair, NCDCA FCD Advisory Council

Opening General Session

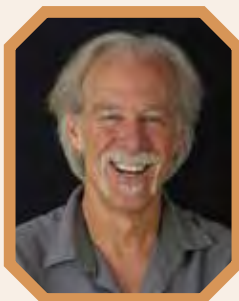
1:30 – 3:30 PM • REGENCY BALLROOM

*Join us for the opening session
of the 2018 NCDCA Global Career
Development Conference!*

WELCOME

Paul Timmins, NCDCA President

PRESENTATION OF AWARDS



Gregg Levoy, Author

Vital Signs: The Nature and Nurture of Passion

Passion is a concept that's talked about a lot in the career, coaching, business and leadership arenas—employee engagement, mission statements, finding a calling. But passion is much bigger (and deeper) than what happens M–F 9–5. It's a life skill—a stance—that helps bring vitality to all our engagements, from work life and family life, to creative life and even spiritual life.

Passion is about the hunger to learn and grow. It shows up as an appetite for novelty and innovation, for making connections and a meaningful contribution to something you believe in, and taking risks not because it helps the bottom line but because it leads to more learning.

Passionate people are called, not just driven. They work from passion, not just ambition.

This presentation—part lecture and mostly hands-on seminar—is about what inspires passion and what defeats it, how we lose it and how we get it back—both for ourselves and those we counsel and coach. It's not just about finding a passion, but living passionately. Not just passion as a place we get to, but a place we come from.

Some of the principles we'll explore:

- Passion can be cultivated. Turned on as well as turned off. And this happens most readily at the level of the gesture and the moment, not the five-year plan.
- Passion is in the risk. In the willingness to step from the sidelines onto the playing field.
- Passion breeds passion and disinterest breeds disinterest. If we lack passion in our own lives, our other relationships will be denied that energy—our partnerships, friendships, communities, classrooms and corporations.
- Passion isn't just exuberance, its endurance. It's sometimes shoulder-to-the-wheel stamina and patience on the order of years.
- Passion is intimately related to health. To the degree passion is vitality, honoring our passions enhances our vitality.

Beverage Break

3:30 – 3:50 pm

Atrium Lobby and Phoenix Convention Center

Presentation Series 1

3:50 – 5:00 pm

Convention Center, First Floor

#101 101A

Introverts: The Whispering Warriors. How to Better Understand Introverts and Help Them Succeed in the Age of Acceleration

Introverts can be challenged by a workplace that is predominantly extroverted. Their natural ability to reflect and listen can be a drawback but it can also work in their favor. Learn how to work best with introverts to help them appreciate their strengths while taking risks that will help them succeed in job search, self-promotion and career management.
Jane Finkle, Career Visions

#102 101B

Later Chapters: Lessons Learned as Experienced NCDAs Navigate Their Career Development

Experienced NCDAs Executives will discuss personal insights, concerns, and strategies they personally employ moving into later chapters. Participants are invited to inform this ageless aging discussion started at 2017 Orlando.
Rich Feller, Colorado State University; Mark Pope, University of Missouri–St. Louis; Pat Schwallie–Giddis, George Washington University; Jim Sampson, Florida State University; Soonhoon Ahn, Asian Pacific Career Development Association

#103 101C

Integrative Approaches to Augmenting Vocational Interests in Career Exploration

Assessments of interests, abilities, personality, and self-efficacy are integral to career exploration, decision-making, and workforce readiness. The presenters will highlight research advances on integrative multi-domain assessments, including the Strong Interest Inventory, Skills Confidence Inventory,

and the ASVAB Career Exploration Program. The panel will facilitate an interactive discussion of practical applications.

Patrick Rottinghaus, University of Missouri–Columbia; Rodney McCloy, Human Resources Research Organization (HumRRO); Shannon Salyer, Defense Personnel Assessment Center in the Office of People Analytics; Jan Bayer, Written, LLC; Chan Jeong Park, University of Missouri–Columbia

#104 102A

What's in it for Me?: Using Possible Selves Theory as a Tool for Postsecondary Planning

What's in it for Me? The presenters will apply the concepts of Possible Selves Theory to K–12 career development and introduce the “Selves Escalator,” as a means for school counselors to assist students in discovering barriers toward postsecondary planning and future career attainment.

Leann Morgan, University of Colorado Colorado Springs; Vera Chapman, Colgate University; Arden Szepe, University of Tennessee; Kaitlin Maguire, University of Northern Colorado

#105 102B

My Career Story: A Helpful Resource for High School Populations and Beyond

This presentation provides a brief overview of Career Construction Theory and introduces participants to My Career Story, a workbook that guides its users through questions and reflections helping them explore parts of their career story thus far and encouraging action as to how one's story can be further realized.
Hande Sensoy–Briddick, South Dakota State University; Suzanne Savickas, Kent State University; William Briddick, South Dakota State University;

#106 102C

How to Write a Bio that Connects

We spend all our time coaching our clients so that they have an amazing story. But what about us? This presentation will focus on YOU! Branding experts Susan Chritton and Marie Zimenoff will walk you through the process of building your story into a bio you can use.
Susan Chritton, Pathways–Career & Life Strategies; Marie Zimenoff, The Career Thought Leaders Consortium;



#107

106B

Practice Makes Perfect: Integrating Toastmasters Concepts into Your Presentations

We all make presentations. How effective is your presentation style? Toastmasters International has been helping people all across the globe improve their public speaking skills for over 92 years. Join this interactive presentation to learn some tips and tools for improving your presentation skills and those of the clients that you serve.

Laura Lane, The Duke University

#108

106C

Applying a Paraprofessional Framework in College Career Services: Benefits and Strategies

Utilizing a paraprofessional model in career services provides multiple benefits (decreased budgets, enhanced student engagement, etc.). Student paraprofessionals can engage in meaningful work in nearly all aspects of career services, including service delivery, crafting diversity initiatives, marketing, and more. This interactive session will draw on research and 45 years of history, and include strategies for paraprofessional selection, training, mentoring, and supervision.

Carrie Collier, University of Missouri; Shao–Jung Ko, University of Missouri; Keely Alexander, University of Missouri; Craig Benson, University of Missouri

#109

105C

It Takes a Village: Enhancing the Career Readiness of Students through Community Collaboration

Connecting school to career can inspire students. Learn about a community collaboration between a university, school districts, Chamber of Commerce, and regional businesses that enhanced the college and career readiness of students and led to the development of a new graduate certificate program to train professionals who work with them.

Cheryl Wolf, Western Kentucky University



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PRESENTATIONS CONTINUED
CONVENTION CENTER

#110 **105B**
**Generating Inclusion, Diversity,
and Multiculturalism: Strategies
for Action**

This session highlights challenges and strategies for enhancing diversity and cultural inclusion in career development given contemporary professional, social, and political forces. Presenters will facilitate collaborative dialogue regarding challenges faced by participants as culturally aware and inclusive career professionals and share specific examples of actions taken over the past year.

Christian Chan, Idaho State University; Cheryl Love, California State Polytechnic University, Pomona; Mary Parker, Central Carolina Community College

#111 **105A**
**Designing Research that Impacts
Practice**

Are you interested in how your career practice influences clients? How can you determine impact? In this session, participants will learn how to construct practice and theory-based research methodologies to evaluate service delivery. Learn to design research relevant to your setting today. Leave with research ideas to implement tomorrow.

Melissa Wheeler, University of Phoenix; Brian Calhoun, Wake Forest University; Douglas Gardner, Utah Valley University; Deb Osborn, Florida State University

#112 **104B**
**Practical Resources for Career
Development Practitioners and
Educators**

How easy is it to integrate practical resources into everyday work? Every day, 24/7 in fact, NCDAs offers practical resources that can assist you in inspiring and empowering your clients/students. The only problem might be identifying these resources when you most need them. Here is your expert guide to NCDAs resources, specifically the award-winning website.

Melanie Reinersman; NCDAs



#113 **106A**
**Chaos Theory of
Careers: What is It? How
do I Use It? Is it Useful?**

This presentation will provide an overview of the Chaos Theory of Careers (CTC). The CTC will be explained, as well as the importance of the moving goalposts of career development from trying to identify the perfect fit, to preparing clients for an uncertain and ever changing world, where trying to position clients to take advantage of unexpected opportunities and to develop resourcefulness and persistence in the face of unexpected adversity.

Jim Bright, Australian Catholic University

#114 **104A**
Leadership Academy

Do you desire to see the future of NCDAs? Leadership Academy 2018 will present the results of their year-long projects representing a variety of topics which have been developed to enrich the members of NCDAs, and the organization itself. Come and offer YOUR support to these dynamic future leaders! NCDAs Leadership Academy Participants

Roundtables

3:50 – 5:00 pm
*Ellis East/West and Cassidy,
Hyatt Regency*

Roundtable sessions are a great way for presenters to share expertise and knowledge in a less formal setting. Please select your roundtable session by the corresponding numbers on the tables. Volunteers will be available to assist you in finding your desired table. Presenters will speak for 30 minutes and a facilitator will then have you rotate to another table of your choice. Each roundtable sessions will be 30 minutes in length and attendees will rotate one time during this session.



#1-1

**Integrating CIP Theory and Career
Services with Collegiate Student
Athletes**

This presentation examines past and current efforts of Florida State University's Career Center to provide effective career services to collegiate student athletes. This involves collaboration with the athletics department, theory-based career advising, and a career development course. By exploring the effectiveness of these services and relevant research, practitioners can better understand how to integrate theory, research and practice when working with this population.

Jacqueline Belle, Florida State University; Ivey Burbrink, Florida State University

#1-2

**Conducting a Practitioner Survey
on International Students' Career
Needs on Campus: The Before,
During and After**

Conducting a survey of international students not only helps career center staff to gather information and inform practices, but also educates the target audience and strengthens campus partnerships. This presentation will focus on a survey of international students' career needs at a private liberal arts institution, describing the background, the process, and the results of the survey. It will cover important topics such as identifying goals, designing questions, and utilizing existing resources online and on campus.

Sonia Liang, Brandeis University

#1-3

**Gamified Narrative Assessment:
Delight Your Participants with
Newfound Clarity**

Providing meaningful, effective and fun career management activities is critical to engaging students, helping clients and retaining employees. Learn the why, what and how of a narrative assessment game, online storytelling tool (free credit included) and learn how this narrative system is used for blended delivery of career programs in business, college, school. *Mark Franklin, OneLifeTools, CareerCycles, and University of Toronto*

#1-4

**Challenges in Career Decision
Making: Assessment of
Antecedents, Consequences and
Outcome**

We review measures of challenges in career decision-making, and a model for classifying them into three major categories: Antecedents



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(dysfunctional beliefs, self-efficacy, decision-making styles, readiness, orientation), Consequences (indecision / indecisiveness), and Outcome (career decision status). This model should help career counselors and researchers select the measures that best suit their clients' needs.

Itamar Gati, Hebrew University; Viktoria Kulcsar, Babes-Bolyai University and Emanuel University Oradea; Anca Doborean, Babes-Bolyai University

#1-5

Career Issues for Stay-at-Home Mothers: Re-Writing the Script

Traditional theories yield little success with Stay-at-Home Mothers who regardless of prior education and accomplishments, lose access to confidence, skills and competencies when they leave work to raise children. Whether home for 2 years or 20, this model empowers mothers to rebuild confidence and reclaim their professional identity.

Hilary Berger, Work Like a Mother

#1-6

Everyday Career Influencers: Conceptions of Higher Education Professionals in Student Career Development

Students are more likely to seek career advice from higher education professionals they see regularly (e.g., instructors) before visiting career centres. This session describes these Career Influencers, how they conceive their impact on student career development, and suggests ways for institutions to leverage Career Influencers to enhance student career success.

Candy Ho, Kwantlen Polytechnic University; Kris Magnusson, Simon Fraser University

#1-8

When Students Lead the Way: Paraprofessional Program Design, Recruitment, Training and Impact

Illinois' student paraprofessionals vastly extend the reach of our services, while bringing new ideas and energy, peer-to-peer connections, and specialized expertise. Come to learn how we embrace these benefits, while navigating the challenges of student staff. We share the design of multiple paraprofessional programs, discussing efforts to ensure success.

Amanda Cox, University of Illinois at Urbana-Champaign; Daniel Almanza, University of Illinois at Urbana-Champaign

#1-9

Be A Bridge-Builder: Building Industry Partnerships to Develop Careers (for Beginning Professionals)

If you're new to the career and workforce development industry, this workshop provides a foundation of knowledge through group-share around best practices. This is a fun and highly engaging session. Great for networking and will include specific Q&A around developing employer relationships.

Doug Cullen, Pinkerton Academy

#1-10

Emotional Freedom Technique: A Practical Tool for Reducing Negative Emotions about Career Transition and Job Search

Emotional Freedom Technique (Tapping) can reduce negative emotions surrounding job search and career transition. Theoretical bases are backed by a plethora of research on its' use for depression and anxiety. Participants will learn to immediately apply EFT with clients. Case studies will also be examined. American Psychological Association approved.

Amy Frost, Institute for Career Coaching; Marky Stein, Institute for Career Coaching

#1-11

Substance Use Disorder and Career Development: Exploring Career Concepts and Substance Misuse

Substance use disorder (SUD) may impact career development in areas such as educational attainment, employment, and income. Literature was reviewed outlining career development and SUD, including issues impacting life span, the workplace, finances, and special populations, as well as general treatment and specific programs. Recommendations for practitioners are discussed.

Heather Robertson, St. John's University

#1-12

Career Decision-Making is Broken! Cracking Career Indecision Using Gamification Research

People with career indecision are confronting one of life's most overwhelming questions: What do I do when I grow up? This challenge can be overcome by tapping into our innate sense of play and problem-solving. Gamification research and practice show how to bring more joy and grit to career decision-making.

Ronda Ansted, Be the Change Career Consulting

#1-13

Yikes! Adult Learners and Technology: Addressing Clinician and Client Anxiety

Although not often discussed, providers frequently experience technology centered anxiety similar to their clients. This presentation focuses on tools and strategies to assist the adult learner and providers overcome technology related anxiety, so that they may effectively utilize the latest virtual tools in career development.

Pamela Watkins, Palm Beach State College; Karen Armstrong, Pennsylvania State University

Welcome Reception

5:00 – 6:00 pm

Atrium Lobby

Join us for light snacks before you board the shuttle buses to the Scottsdale ArtWalk. This is an excellent opportunity to connect with old friends and meet some new friends. Light appetizers and a cash bar will be available.

Arizona Career Development Association Meeting

6:00 – 7:00 pm

Suite 322

If you are a member of ACDA or would like to become a member of this association please stop by for a short meeting before joining your colleagues for dinner in downtown Phoenix.

Scottsdale ArtWalk

6:00 – 9:00 pm

Hotel Lobby

Shuttle bus passes are available to all attendees and their guests for \$5 per person. The bus will depart from the hotel lobby and drop attendees at Scottsdale's Art district. Buses will run continuously between the two destinations with the last bus departing Scottsdale's Art District at 9:00 pm. Passes can be purchased at the NCDA Registration Desk or an NCDA Staff member will be available from 5:30 – 6:30 pm at the departure location. Scottsdale's ArtWalk offers the opportunity to stroll at your own pace, wander into galleries through a festive area enjoying dramatic statues, bubbling fountains, tree-covered courtyards, famed restaurants and live music. Horse-drawn carriage rides, golf carts and trolley rides are available.

FRIDAY
6-22-18

FRIDAY

Leadership Academy 2019 Breakfast

6:30 – 8:00 am

Suite 316

This meeting is for all members of the 2019 NCDA Leadership Academy class.

Christy Dunston and Diana Bailey, Co-Chairs, Leadership Academy

NCDA Conference Registration Open

7:30 am – 5:00 pm

Regency A–D Registration

Coffee in the Exhibit Hall

7:30 – 8:30 am

Atrium Lobby

Looking for a cuppa Joe to get you going? Need some OJ to boost your energy level? Grab your morning beverage, visit with premier vendors of career-related products and services or take part in one of the many early morning meetings.

Exhibit Hall Open

7:30 am – 4:50 pm

Atrium Lobby

Visit the exhibit hall and benefit from the premier vendors of career-related products and services.

Graduate Student Poster Sessions

7:30 – 9:30 am

Atrium Lobby

Graduate Student Posters will highlight their latest research in the Career Development field. Stop by and visit with these graduate students and learn more about their projects.

#P1

First-Generation College Students' Race-Related Stress Relationship to Career Decision-Making Difficulties

It is imperative that practitioners employed in counseling centers and advising offices have a working knowledge of diverse first-generation college students' race-related stressors at the societal, institutional, interpersonal, and individual levels. These stressors result in career decision-making difficulties. The results of a quantitative research study will be revealed.

Jonique Childs, University of Iowa

#P2

Integrating Cognitive Information Processing Theory with High School Students

Are you a high school counselor who wants to learn about the Cognitive Information Processing (CIP) Theory? Do you want to explore the factors affecting high school students in their decision-making process? If so, come find out how the CIP Theory empowers students to make confident career decisions.

Natalie Jones, Florida State University; Sarah Gagnon, Florida State University

#P3

Intercultural Counseling Competence Application during the Brazilian Repatriation Process

Using Bronfenbrenner's ecological theory and contemporary intercultural career theory, this poster outlines counseling approaches utilized to support the career transition and repatriation process as applied to a mid-career, professional Brazilian male. The effect of multiple socio-cultural contexts on career transition and belongingness during the repatriation process is explored.

Paula Carina Lazarim Marques, Nova Southeastern University; Tara Jungersen, Nova Southeastern University

#P4

Impoverished People Desire Access to Computers for Career-related Purposes

Results of a recent study suggest economically disadvantaged people desire access to computerized career guidance systems in community outreach centers. This study represents the first validation of the Technology Acceptance Model with impoverished people (Venkatesh & Davis, 2000). Importantly, survey results suggest some non-computer experienced individuals wouldn't utilize computerized interventions.

Michael P. Morgan, Jr., Mercer University

#P5

Employment Preparation for Young Adults on the Autism Spectrum

As the number of young adults on the Autism Spectrum begins to grow in the workforce, there is an increase in the need for strategies for preparing these individuals for their future careers. This presentation will address evidence-based strategies for preparing young adults with Autism Spectrum Disorder for the workforce.

Joy Ufomadu, The University of Alabama

#P6

Career Decision Ambiguity Tolerance Predicts Mental Health via Career Adaptability and Construction Progresses

Under the framework of career construction model of adaptation, this study investigated the mediating role of career adaptability and career construction progresses in the predictive relationship from Career Decision Ambiguity Tolerance (CDAT) to individuals' mental health in a Chinese sample of university undergraduate students ($N = 1204$), with a mean age of 20.59 years ($SD = 1.30$) and 52.6% females. Results from path analysis revealed direct influences on mental health of CDAT, and mediating roles of career adaptability and career construction.

Jiajia Zhu, Beijing Normal University; Zhijin Hou, Beijing Normal University; Danni Wang, Beijing Normal University; Xiaopeng Tian, Beijing Normal University; Xin Zhang, Beijing Normal University



NCDCA Membership Meeting

8:00 – 9:00 am

Regency Ballroom

All NCDCA Members are encouraged to attend the Annual General Membership Meeting. NCDCA Members will receive information about new and exciting initiatives and will hear reports from various association officers about the State of the Association. All NCDCA members are encouraged to attend. **Please bring your membership card found in your registration packet in order to vote.** Non-members are also welcome to attend.

Beverage Break

11:00 – 11:20 am

Brain Trust Reception

11:15 am – 12:15 pm

Compass Arizona Grill

This meeting is for all previous NCDCA Eminent Career Award Winners, past NCDCA Executive Directors, NCDCA Past-Presidents, and NCDCA Fellows.

Paul Timmins, NCDCA President

Second General Session

9:30 – 11:00 AM • REGENCY BALLROOM

WELCOME

Paul Timmins, NCDCA President

PRESENTATION OF AWARDS

Career Theories Guide Career Interventions

Five legends of the career development profession will share the stage, with Jane Goodman moderating a conversation with four career theorists who will discuss their work and explore how career theory guides practice.



Facilitator:
Dr. Jane Goodman
Oakland University



Dr. Janet Lenz
Florida State University



Dr. Mark Savickas
Northeast Ohio Medical University



Dr. Jim Bright
Australian Catholic University



Dr. John Krumboltz
Stanford University

Presentation Series 2

11:20 am – 12:30 pm

Convention Center

#201

101A

Developing Career Skills in Underrepresented Students: First-Gen, International Students, and More

Underrepresented students need career counseling but struggle with locating support. This presentation will introduce culturally sensitive ways to create career programs that meet soft and technical skill developmental needs by focusing on practical methods to blend group work, individual counseling, technology, and community resources to create a comprehensive program.

Rachel Cohen, Columbia University; Vanessa Barbic, Students Rising Above

#202

101B

Gauche Career Advising Program: A Model for Integrating Career Counseling and Academic Advising

Integrating advising and career counseling on college campuses is essential to ensure success both for students and staff. Learn about the process UC Santa Barbara took to develop, plan and implement a program to help academic advisors and career counselors in working together to aid their practice with students.

Amanda Asquith, UC Santa Barbara; Maya Salmon, UC Santa Barbara



FRIDAY
6.22.18

PRESENTATIONS CONTINUED
CONVENTION CENTER

#203 **101C**
**Career Development: Overcoming
Barriers to Employment within
Younger Generations**

Overcoming barriers to employment within Gen Y and Gen X, half the challenge is to understand what motivates them and provide advice that meets their learning and ethical biases.

Benjamin Klatt, Partner HR Australia

#204 **102A**
**Development and Evaluation of
Revised Self-Directed Search
Materials and Online Reports**

Attend this session to learn about the development of the latest revisions to the SDS materials, hear research on participants' experience with the new online reports and learn how to use these revised tools to better engage clients in the career counseling process.

Katie Meyer-Griffith, Psychological Assessment Resources, Inc. (PAR); Jennifer Greene, Psychological Assessment Resources, Inc. (PAR); Melissa Messer, Psychological Assessment Resources, Inc. (PAR);

#205 **102B**
**Thin Lines: A Journey into the
Career Development Needs
of Individuals Suffering from
Addiction**

Come join an exciting and interactive presentation from a counselor educator/practitioner exploring the unique career development needs of individuals suffering from addiction. Through the use of recent research and rich qualitative data gleaned through a practitioner's case study, the presenter will guide participants on a journey of career exploration.

Jason Baker, Millersville University

#206 **102C**
**Pathfinder: A Career Planning
Curriculum for High School
Students**

Pathfinder is a semester-long, credit-bearing career-planning course for high school students in grades 9–12. It covers three areas: self-exploration, career research and job preparation. Online tools and resources are used extensively throughout the interactive course. Come be inspired to add this to your school's course offerings.

Marie Eddy, Champlain Valley Union High School

#207 **106C**
**Successful Career Counseling
Interventions Used with Students
in Poverty: A Preliminary Report**

This presentation will be a preliminary report of a qualitative study focused on discovering the career counseling interventions that school counselors have successfully used with students in poverty. School counselors need to be competent to provide appropriate career guidance to students from low socioeconomic backgrounds.

*Valerie Couture, University of Central Arkansas;
Na Mi Bang, University of Central Arkansas;
Angela Harless, University of Central Arkansas*

#208 **106B**
**Smart Choices: Effective Career
Development Planning for
Youth and Adults with Hidden
Disabilities**

Many professionals working with individuals with Autism, Dyslexia, ADHD and related conditions struggle with client fears, lack of experience and rigidity related to career exploration. These factors contribute to dismal employment outcomes and poor quality of life. Participants will be provided with a field-tested client-centered comprehensive decision-making process.

*Rob Crawford, Life Development Institute;
Veronica Lieb-Crawford, People Achieving Results Together (PART)*

#209 **106A**
**LGB Identity and Career Decision-
Making Self-Efficacy among Sexual
Minority College Students**

The purpose of this study was to explore how LGB identity influences the career decision-making self-efficacy of LGB college students by utilizing a conceptual model that consists of components including LGB identity, a personal factor (self-compassion), an environmental factor (social support), and career decision-making self-efficacy.

Hansori Jang, University of Toledo

#210 **105C**
**Why You Must Have a Social Media
Strategy in Private Practice**

Everyone has a presence online (whether you like it or not), so it is critical you control your own message. A professional presence on social media allows you to create your own brand and drive business to your website. We will explore various platforms and strategies to use them.

Jim Peacock, Peak-Careers Consulting

#211 **104B**
**Best Practices for State CDAs:
Learn from Experienced State
CDA Panelists**

A panel of state CDA Past-Presidents and NCDA's Trustee will share their knowledge and experience related to best practices for an effective state CDA. Learn about how state CDAs are developing their leaders, including succession planning, attracting and retaining members and professional development opportunities. We invite state CDA leaders, those who are thinking of becoming a state CDA leader or those interested in starting a state CDA.

Wendy LaBenne, NCDA



#212 **105B**
**Integrating Current
Career Theories with
Career Counseling
Best Practice**

Do you ever feel like your counseling techniques are getting stale? Do you want to learn about current theories, and how they apply to your everyday work with students and clients? Delve more deeply into counseling techniques derived from contemporary career theories in this interactive, experiential presentation providing practice-related exercises.

Sue Motulsky, Lesley University/Career Journeys

#213 **105A**
**Career Counseling in a Rapidly
Changing Economy**

Technological change and globalization are causing career decision making to become increasingly difficult and short term. This session will provide the latest economic research on how these forces will impact the job market and how career counselors can incorporate this information into their practice.

Charles Lehman, Economic Information Center of New Mexico



Roundtables

11:20 am – 12:30 pm
Phoenix Ballroom, Hyatt Regency

Roundtable sessions are a great way for presenters to share expertise and knowledge in a less formal setting. Please select your roundtable session by the corresponding numbers on the tables. Volunteers will be available to assist you in finding your desired table. Presenters will speak for 30 minutes and a facilitator will then have you rotate to another table of your choice. Each roundtable sessions will be 30 minutes in length and attendees will rotate one time during this session.

#2-1

Integrating Scores and Stories with a Career Adaptability Workbook

This roundtable explores how combining assessment results with narrative reflection allows for deeper conversation and exploration of career concerns. The presenters will demonstrate a workbook for guiding reflections on results from a career adaptability measure and facilitate discussion on strategies for integrating quantitative scores and qualitative stories into career counseling. Keely Alexander, University of Missouri – Columbia; Brooke Gilland, University of Wisconsin–Madison; Patrick Rottinghaus, University of Missouri – Columbia

#2-2

The Social Media Audit: Guiding Career Seekers toward Their Optimal Digital Presence

This roundtable will provide a practical process for guiding students and clients through a holistic audit of their social media presence. Through a hands-on model, you will learn a practical approach to help clients evaluate, prioritize, clean up, and bolster their digital identity. Lorie Humphrey, Colorado State University

#2-3

2030: The Workplace Revolution

The workplace is constantly evolving and changing, with some jobs going away and others created. But every 30 years, a new wave fundamentally changes the workplace. A revolution of technology in 2030 will destroy not just jobs, but potentially entire industries. Learn how to develop the skills for the future. Josh Davies, The Center for Work Ethic Development

#2-4

Career Development Institute: A World-of-Work Context for Career Education

The Career Development Institute is an experiential career education program that allows participants a first-hand glimpse into a wide variety of career opportunities and industries. Outcomes range from an enhanced and broader perspective of career development and the world of work, to a greater appreciation for globalization and workplace change.

Jacqueline Peila–Shuster, Colorado State University; Lauryn Case, Colorado State University; Amy Huff, Colorado State University

#2-5

Fostering Career Services and Faculty Collaboration through Engaged Liberal Arts

Learn about the success of an innovative pilot partnership, Engaged Liberal Arts, between the GW Center for Career Services and the College of Arts and Sciences. Discover how this collaboration initiated the integration of academic curricula and professional development content in 6 re-designed liberal arts courses.

Anne Scammon, George Washington University; Lenore Webb, George Washington University

#2-6

Professional Development Programming for College Students

College sophomores are the forgotten class. The implementation of first-year programming is large, but what can we do to help second-year students. Presenters will describe a professional development program targeted towards engineering and technology students. Material will cover connections to services and resources on and off campus to develop students' resumes and help them grow professionally. Topics include peer mentors, workshops, and faculty members in the program.

Andrea Haken, Oklahoma State University

#2-7

There's Something for Everyone: Talking to Middle School and High School Students about Fields in Career Technical Education

There has been much discussion about providing career exploration and planning opportunities for the 21st century learner. This session will discuss the importance of providing information to students in middle school and high school regarding the career area of manufacturing and other areas of career

technical education. It is also important to have this conversation with stakeholders, such as parents, because fields in career technical education have evolved and a high demand exists for qualified workers.

Carla B. Cheatham, Bremen High School, Cheatham Career Services, Governors State University

#2-8

Predicting Undergraduate Retention in STEM Majors: A Career Development Perspective

In this session, presenters will explore the extent to which undergraduate retention in STEM (science, technology, engineering, and math) majors can be predicted by career readiness factors, math aptitude, and demographic variables using binary logistic regression. Implications for research, career development, and counselor education will be provided.

Christopher Belser, University of New Orleans

#2-9

A Highly Effective Career-Focused Inmate Reentry Program for Inmates: Horses Helping People

We present results from a four-study mixed-methods investigation of a highly effective career-focused reentry program for inmates. Study components include a (1) community survey; (2) focus group with program staff; individual interviews with (3) current program inmates; and (4) program inmate graduates. Data address curative factors associated with this intervention.

Victoria A. Shivy, Virginia Commonwealth University; Jesse A. Wingate, Virginia Commonwealth University

#2-10

Graduate Counseling Students' Perceptions of Identification and Integration of Career Theory

Common methods for teaching foundational career counseling courses include coverage of traditional and emerging career theories. There is less attention to the process of integrating career theory and counseling theory. We present findings of a phenomenological study exploring graduate students' experiences of identifying and integrating career theory and counseling theory.

Natalya Lindo, University of North Texas

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ROUNDTABLES CONTINUED
HYATT REGENCY

#2-11

Integrating Technology and Theory-Based Career Development Practice: A Showcase from the NCDA Technology Committee

Four career experts who serve on the NCDA Technology committee will demonstrate FREE technology used in their practices and how it connects with the theories that guide their work with students/clients. Presenters represent higher education, agency, and private practice. We will not repeat any tools presented at the 2017 conference.

Katherine Battee-Freeman, University of Illinois at Springfield; Janet Wall, CEUnestop.com; Lynne Orr, William Paterson University; Rabbi Elliot Salo Schoenberg, Rabbinical Assembly

#2-12

Personal Branding: What it is and Why You Need it to Enhance Your Professional Growth as a Career Practitioner

Personal branding is a powerful tool that can enhance your professional reputation and create career opportunities. This presentation will deconstruct the branding process step-by-step with customization for career practitioners in the private or public sector and new professionals. Come learn how to use this strategy to achieve optimal career success!

Jennifer Falkoski, Realizing Aptitudes Foundation; Ashley Flynn, Realizing Aptitudes Foundation

#2-13

Explore Lab: A Workshop Designed to Help College Students Develop Skills for the 21st Century

Looking for an interactive career development workshop that teaches exploratory skills and engages college students in examining beliefs? Discover Explore Lab! We'll share examples and interventions, theoretical framework and research findings. Learn how we've created campus partnerships through Explore Lab and how to adapt this workshop for your campus. Christopher Pisarik, University of Georgia; Kali DeWald, University of Georgia; Maggie O'Brien, University of Georgia

#2-14

Wayfinding: Integrating Chaos Theory of Careers with Designing Your Life

Start Here! You can't know where you are going until you know where you are. Accept the risk and embrace the challenge for your messy career/life to unfold and evolve. Learn how to introduce and guide your client/student through the integration of Chaos theory of Careers and Designing Your Life process. Abigail Crine, Brandeis University

Career Talks

11:20 am – 12:30 pm

Cassidy

Back by popular demand! Modeled on the popular Ted Talks, these quick presentations (15 minutes) provide the opportunity to share new ideas on a wide-range of career topics from a new theory, spark a conversation about a particular issue or a new way of using a traditional tool!!

#CT2A

11:20 – 11:35 am

The Development and Initial Validation of a Perceived Future Employability Scale for Young Adults

Perceived future employability (PFE) in young adults concerns young people's perceptions of their future skills, experience, networks, personal traits, labor market knowledge and institutional reputation at the time of completing their formal education. This presentation will discuss the process of development and initial validation of a scale to measure PFE in young adults.

William Gunawan, Griffith University, Australia; Krida Wacana Christian University, Indonesia; Asia Pacific Career Development Association (APCDA)

#CT2B

11:40 – 11:55 am

Going International in Career Development (& beyond)

This session addresses our own exploration as professionals! As institutions expand their global reach many young professionals have thought about pursuing opportunities abroad. Are you one of these individuals? Where do you begin? What to consider? How does the field differ between countries. What is it like coming back to the U.S., with a new perspective, and assessing the service we provide to our own international students?

Jeff Davis, Vanderbilt University

#CT2C

12:00 – 12:15 pm

Planned Happenstance: Can We Control Chance?

Join us if you want to see how chance is important for career development! Presenters will share information and examples from interviews they made to understand the deeper meanings of unplanned life events effects on individual's career choice.

Selen Demirtas-Zorbaz, Ordu University; Ozlem Ulas, Giresun University; Seval Kizildag, Adiyaman University

Lunch on Your Own

12:30 – 1:50 pm

Presentation Series 3

1:50 pm – 3:00 pm

Convention Center

#301

101A

Career Ideas and Lessons for K-12 and Beyond

Attendees will walk away with career ideas and information to help bring career programs into their K-12 school systems. Find out the facts and information to help you move your career programs forward with easy take-a-ways to add into your school program.

Mark Danaher, Fairfield Warde High School

#302

101B

RIASEC Model Fit Across Groups: Sex, Age, Ethnicity, Sexual Orientation, and Country

We examined over 130 correlation matrices testing the fit of Holland's RIASEC model across diverse samples from the United States and abroad. Most groups met the criteria for adequate fit, suggesting that Holland's model likely useful to diverse groups inside and outside of the U.S.

Michael Morris, CPP, Inc.; Yang Yang, CPP, Inc.



#303

102A

Coaching Women Clients to Success: Integrating Theory, Research, and Practice

Women face unique challenges and workplace barriers that may impact their career decisions. Using theories and research-based, action-oriented strategies can help women successfully navigate through these challenges. In this session, we will discuss research, trends, and career concerns for women clients and explore strategies to accelerate women toward career success.

Lauren Pasquarella Daley, Catalyst; Ashley Rose Edgar, Catalyst

#304

102B

I Have to Declare an Academic Major When? Helping Students Get from Nowhere to Somewhere

The presenter will provide attendees with techniques for assisting students who remain uncertain of direction related to college and career. Using career theories as a foundation, the presenter will expound upon postmodern techniques for facilitating movement in college students with a projected outcome of increased certainty in academic major selection.

Susan R. Barclay, University of Central Arkansas

#305

106B

Expanding Career Work to Those Beyond 50

Seek to expand impact or services to those 50+? Evaluate tips, tools and materials from AARP's LifeReimagined, 50+ retreats, Wolfelt's Companioning, narrative assessment and storytelling (Franklin and Feller), and Retirement/Leisure Card Sort (Knowdell).

Rich Feller, Colorado State University

#306

102C

Kuder Navigator and Texas Graduation Rates

Kuder Navigator is an all-in-one online education and career planning system that includes three evidence-based career assessments to help students in grades 6 through 12 visualize their futures after discovering personal interests, skills, and work values. This presentation presents methods and findings of research exploring the relationship between use of the system and graduation rates.

Ryan McGrew, Kuder, Inc.; Rich Gates, Kuder, Inc.

#307

106C

SERVICE: A Spiritual Approach Theory to Career Development

Spirituality is at the core of our identity but not central to most career theories, research and literature. Business and management practices that incorporate spiritual themes as premier work choices are outpacing the career development field. This presentation seeks to bring voice to the discussion with a proposed theory called SERVICE.

Priscilla Mondt, Veterans Healthcare System of the Ozarks

#308

105C

Advising 2020: An Academic Advising and Career Center Collaboration

Learn how student feedback strengthened the partnership between academic advisors and career center staff on one campus. This session includes how the two groups collaborated to develop a new career advising model including professional development and student outcomes integrating self-exploration, career exploration, experience learning, and academic planning.

Jenny Ward, University of Tennessee

#309

105B

Capturing the Minds of Your Clients: Understanding Career Development through the Lens of Scarcity

Pulling from Mullainathan and Shafir's (2013) book, *Scarcity*, the presenter will provide a theoretical foundation for understanding how scarcity plays out in the lives of both attendees and their clients, particularly those with multiple barriers to employment. Practical considerations will be shared to inform strength-based coaching and career development programming.

Elizabeth Robertson, Center for Work Education and Employment

#310

105A

Intentionally Integrating Career Counseling Research, Practice, and Activities into Counseling Courses

This presentation will provide information, resources, tips, and techniques to integrate career content into CACREP core standards through various counseling courses. The ability to weave career themes into courses will develop student competencies in counseling for career issues which often go hand-in-hand with personal issues.

Jacqueline Peila-Shuster, Colorado State University; Angie Smith, North Carolina State

University; Stacy Van Horn, University of Central Florida; Thomasina Lawson, Webster University; Lisa Littlefield, Hood College; Darrin Carr, Indiana University Purdue University Indianapolis

#311

104B

Practitioner's Guide to Using Theory in Practice

Do you have a favorite career technique/tool? Do you know the theory behind it? Do you have a favorite career theory? Do you know of assessments designed to measure its constructs? How does theory guide your practice? Come discover the connections among assessments, research, and practice through the lens of four current career theories.

Seth C.W. Hayden, Wake Forest University; Na Mi Bang, University of Central Arkansas; Ron K. White, Johns Hopkins University; V. Casey Dozier, Florida State University

#312

101C

Publishing in the Career Development Quarterly: Tips and Trends

Join CDQ editorial team members as they discuss tips and trends for publishing in this premier journal for career professionals.

Spencer Niles, College of William and Mary



#313

106A

Vital Signs: The Nature and Nurture of Passion

Passion is a concept that's talked about a lot in the career, coaching, business and leadership arenas—employee engagement, mission statements, finding a calling. But passion is much bigger (and deeper) than what happens M-F 9-5. It's a life skill—a stance—that helps bring vitality to all our engagements, from work life and family life, to creative life and even spiritual life. Join our keynote speaker as he further explores the concept of Passion.

Gregg Levoy, Author



FRIDAY
6-22-18

Roundtables

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1:50 pm – 3:00 pm

Phoenix Ballroom, Hyatt Regency

Roundtable sessions are a great way for presenters to share expertise and knowledge in a less formal setting. Please select your roundtable session by the corresponding numbers on the tables. Volunteers will be available to assist you in finding your desired table. Presenters will speak for 30 minutes and a facilitator will then have you rotate to another table of your choice. Each roundtable sessions will be 30 minutes in length and attendees will rotate one time during this session.

#3-1

I Think I Can: Factors Influencing the Career Decision-Making Self-Efficacy of Students with Disabilities

Students with disabilities (SWD) face significant obstacles in achieving academic and career success. As part of Michigan State University's (MSU) Careers Collaborative, a program combining multiple university departments and Michigan Rehabilitation Services, SWD have been surveyed to understand their vocational needs and experiences on campus. Two years of data was examined for factors contributing to SWDs' career decision-making self-efficacy. The findings will be shared and as will recommendations for practice.

Tammison Smith, Michigan State University

#3-2

Purpose First: Starting College With a Focus on Career Success

As more institutions and higher education leaders consider guided pathways for students, more emphasis is being placed on career outcomes. With support from multiple membership organizations, including NCDA, Complete College America (CCA) is working with states to develop an operationalized purpose-driven approach to student onboarding and major choice that includes labor market data, return on investment, and

academic/personal assessment. Early learnings and implications for institutions seeking to improve student and career outcomes will be discussed.

Dhanfu Elston, Complete College America;
Nikolas Huot, Complete College America

#3-3

The New Career Decision-Making System (CDM): Experience of 14 Million Users

14 million users can't be wrong! Participants will explore the rigor, relevance and impact of the Career Decision-Making System (CDM), helping clients to both imagine and reimagine life's possibilities and make thoughtful career decisions to identify meaningful work through the use of online and print assessments. Sample print version materials and complimentary online passcodes will be provided.

Amanda White, Colorado State University

#3-4

Systemic Barriers and Accessing Career Support: Understanding Students with International Backgrounds

In an increasingly globalized world, we are seeing a more internationalized student population and workforce. There is a greater number of young people who experience an intersectionality of backgrounds, so consequently, there is a greater need to ensure that current career supports are made accessible to those seeking career development opportunities. This session will allow participants to immerse themselves in students' experiences through a guided interactive activity which will be followed by a group discussion.

Freda Maideen, University of British Columbia;
Preetasha Vishwa, University of British Columbia

#3-5

Learn Creative Informal Self-Assessments for Appointments and Presentations

Discover how to easily implement informal career self-assessment activities in appointments and presentations. You will receive handouts that can be used with your students immediately. The material presented has been used in various formats. Each self-assessment activity will be demonstrated and the value within career exploration will be addressed.

Jody Burum, California State University, Fresno;
Bailey Gutierrez, University of the Pacific

#3-6

How Interest Congruence Relates to College Persistence across Social Classes

Research supports that one's social class influences the career development process. Vocational interest congruence with college major is a predictor of intent to persist in college. This discussion will involve examining how social class impacts this relationship and implications for career counselors in college settings.

Dylan Richard, University of Southern Mississippi;
Ali Ellis, University of Southern Mississippi;
Melanie Leuty, University of Southern Mississippi

#3-7

The Child and Adolescent Career Construction Interview: An Expressive Arts Group Intervention for Middle School

Utilizing expressive arts, the Child and Adolescent Career Construction Interview facilitates preadolescents' developmental need to navigate between concrete and abstract thoughts, providing them with nonverbal ways of communicating occupational identity and awareness. We present findings of a mixed-methods study examining self-concept, occupational identity and career adaptability of middle school children.

Natalya Lindo, University of North Texas

#3-8

When Practice Fuels Research: The Impact of the Larsen Grant for Research in Career Development

Improve practice. Inspire research. Build connections. Influence the future of the career development field. The Larsen Grant for Research in Career Development is celebrating its 15th anniversary. Come experience the difference a university career center makes when funding graduate student research. Discuss ways to expand dialog between practice and research.

Joonkil Ahn, University of Illinois at Urbana-Champaign; Julia Makela, University of Illinois at Urbana-Champaign



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#3-9

Using O*NET Assessment Measures in Your Practice: Relationships between Interests and Values

The Interest Profiler–Short form and the Work Importance Profiler available from O*NET will be discussed, including suggestions on how they can be used effectively as part of career counseling or career exploration courses. Additionally, the relations between interests and work values in a sample of working adults will be reviewed.

Ryan Stone, *University of Southern Mississippi*;
Melanie Leuty, *University of Southern Mississippi*

#3-10

Career Development Services, Training, and Credentialing Around the World

Access to career services varies widely around the world. Some countries believe career services are an essential government service, while in other countries career services are primarily available to the wealthy. In many parts of Asia, workers are beginning to expect a sense of personal satisfaction from their work. A surge in demand for career services has led to a shortage of trained professionals. This situation leads to questions about standards and what training is needed. This presentation will be based on a paper which was recently published by the National Career Development Association.

Marilyn Maze, *Asia Pacific Career Development Association*; Brian Hutchison, *New Jersey City University*; Henry Nsubuga, *Makerere University*; Hyung Joon Yoon, *The Pennsylvania State University*; Nika Ohashi, *Freelance, International Volunteer PorePore*

#3-11

Business Preparation: A Course Designed to Help Transfer Students Succeed

Come join in on a conversation devoted to assisting transfer students in their first semester towards degree completion and career readiness! This successfully implemented innovative career development focused class serves as an example of how we can collaborate with internal and external resources to promote success with this under-represented population.

Robert Stewart, *Western Michigan University*;
Geraldyn Heystek, *Western Michigan University*

#3-12

Empower Your Clients through Personal Branding

As globalization and technological advances continue, workers are left in charge of promoting themselves. Attend this session to learn about personal branding as an empowerment tool to help clients proactively grow and celebrate their unique qualities, while setting themselves apart in a sea of competition.

Ashley Flynn, *Realizing Aptitudes*; Jennifer Falkoski, *Realizing Aptitudes*

#3-13

Going Back Home: Supporting International Students for A Global Career

With the current social-political climate, job search in the U.S. for international students has become more complex and increased the importance of having alternate plans. The NCDA International Student Services Committee will address psychological impact and a strategy for how to best assist these students in the returning home process.

Sonia Liang, *Brandeis University*; Vanessa Rubinfeld, *Soka University of America*; Un Yeong Park, *University of Illinois at Urbana-Champaign*; Vanessa Lee, *University of California – Riverside*

#3-14

Engaging through Social Media: Starting a Different Conversation

Want to increase the impact of your social media presence to achieve more than information delivery, and marketing? Maybe hold your own AMA –whatever that is! We discuss motivations for engaging students through a digital presence, innovative ways to co-career, and which social media platforms effectively meet client needs.

Emma Andruczyk, *University of Illinois at Urbana-Champaign*; Bradley Woodruff, *University of Illinois at Urbana-Champaign*; Jaana Kettunen, *Finnish Institute for Educational Research, University of Jyväskylä*; Julia Panke Makela, *University of Illinois at Urbana-Champaign*



Career Talks

1:50 – 3:00 pm
Cassidy

Back by popular demand! Modeled on the popular Ted Talks, these quick presentations (15 minutes) provide the opportunity to share new ideas on a wide-range of career topics from a new theory, spark a conversation about a particular issue or a new way of using a traditional tool!!

#CT3A

1:50 – 2:05 pm

How to Engage Underrepresented Students in Career Services through Storytelling

By understanding and developing our own narratives as career counseling professionals we can engage underrepresented students in career services by creating a welcoming space that allows for humility and representation.

Kyla Hines, *University of Colorado Denver*; Tina Anctil, *Portland State University*

#CT3B

2:10 – 2:25 pm

In Praise of Indecision: Encouraging Students and Clients to Embrace Career-Life Uncertainty

John Krumboltz, one of the proponents of planned happenstance, stated: "So if you are undecided about your future (as indeed every sensible person should be), don't call yourself undecided; call yourself open-minded." This career talk will discuss the measured indecision concept. Application to students and clients will be highlighted.

Michael J. Stebleton, *University of Minnesota-Twin Cities*

#CT3C

2:30 – 2:45 pm

Facilitating Positive Career Planning Experiences with a Technology Help Desk

Students using technical resources for career exploration often need user support that facilitates positive career development in an ethical manner. A technology help desk is a solution to enhance the usage of the many technical career assessment/exploration and job search applications utilized by today's students.

Barbara Thomson, *Rutgers University*

FRIDAY
6-22-18

Beverage Break

3:00 – 3:20 pm

Atrium Lobby

**Presentation
Series 4**

3:20 – 4:30 pm

Convention Center

#401 101A

Start, Manage and Grow a Successful Business in the Career Consulting Industry

How often have career providers thought of “doing it on their own”? Does fear of not being successful hold you to a job that you outgrew? Can you be a solo entrepreneur and make a predictable income? Walk away with information on ways to start and grow your business, time commitment, identity, growth, and more.

*Michelle Carroll, Carroll Career Consultants;
Mark Danaher, Retire to the Good Life*

#402 101B

Personal Globe Inventory (PGI): A New Way of Assessing and Presenting Interests and Self-Efficacy

The focus of this presentation is on the Personal Globe Inventory (PGI; Tracey, 2002; 2010) a specific interest and self-efficacy inventory that has received strong psychometric support in the U.S. as well as internationally. The general model of the PGI will be reviewed followed by a summary of the psychometric support as well as applications using its free web-based version.

*Terence Tracey, Arizona State University;
Kimberly Borenstein Mauss, Arizona State University;
Chun Tao, Arizona State University;
Richard Wong, Arizona State University*

#403

101C

Expanding Culture Beyond Boundaries: Global Advancement on Career Development and Services

The expansion of career development and services across multiple cultural contexts offers a rich exchange of ideas intended to bridge best practices in our field. This presentation from NCDA's Global Connections Committee features practitioners providing insight on Career Development from an international perspective.

Scott Fisher, NCDA

#404

102A

Scaling Career Exploration: Two Approaches to Engaging Students in Reflection and Goal-Setting

College students often struggle to understand the value of curricular/co-curricular experiences and integrate them into a narrative to guide their college-to-career transition. Career counselors from Georgetown University and Princeton University will present two group approaches to reflection and goal-setting that can jumpstart career exploration for students.

Beth Harlan, Georgetown University; Kate Coppola, Princeton University; Kendra Northington, George Washington University; Kathleen Mannheimer, Princeton University

#405

102B

The Personal is Political: Intersectionality, Difficult Dialogues, and Praxis in Career Education

Intersectionality theory has emerged as a revolutionary approach for enacting social justice practices. Utilizing tenets of intersectionality in the classroom requires the synergistic nature of philosophical underpinnings, sociohistorical approaches, and multiple dimensions of social identities. The presenters generate a dialogue with the audience to engage pedagogical strategies specific to career education.

*Christian D. Chan, Idaho State University;
Melissa Wheeler, University of Phoenix; Sarah N. Baquet, Idaho State University; Suzy Wise, Northern Illinois University*

#406

102C

Developing a Value-Added Statement to Create Confidence and Hope

The world of work has changed in the past decade. It is now about the skills and value each person brings to the job. We will explore how to help your client create a value-added statement to be used in strategic conversations, resume, LinkedIn profile, and in the interview.

Jim Peacock, Peak-Careers Consulting

#407

106C

Fixing the Empty Resume: Creating Campus Employment Opportunities to Help Neurodiverse Students Build Professional Skills

How can colleges help address the issue of the 'empty resume' using their existing resources? Re-envision campus employment. With an eye towards the neurodiverse learner, Landmark College Works (LCW) is an employment program focused on helping students gain professional skills. This program is a credit-bearing course paired with an on-campus work experience. This session will provide an overview of the implementation and provide ideas on ways campus employment can be made more meaningful for students that face barriers to employment.

Jan Coplan, Landmark College

#408

106B

Metaphor Making in Action

In this session there will be an exploration and practical demonstration of how to identify, elaborate, extend, enhance, and apply metaphors through drawings and physical activities in a range of career counselling contexts. Participants will also be given access to a metaphor making workbook for ongoing learning practice and development.

Norman Amundson, University of British Columbia



#409

106A

Can I Be My Own Boss?: Self-Employment in Career Education with Youth and Young Adults

In the dynamic workforce of today, many youth and young adults seek career possibilities more aligned with personal values and goals. Often they wish to be self-employed, but don't seem to know where to start. How can we teach and counsel towards successful self-employment with this population?

Danielle Berrien, NMSU Cooperative Extension Service – Torrance County

#411

105B

Comprehensive Career Guidance Program for an Indian Cum IB School in Dubai

A comprehensive career guidance program was developed and implemented in grades 1 through 12 to provide students with successful educational experiences. Activities were pilot tested and adapted. 'Paws in Jobland' for grades 1 to 7 focuses on curriculum enhancement, teacher's training, class room presentations and parental engagement. For grades 8 to 12 activities focus on individual counselling sessions, workshops, career fairs, psychometric testing, internships, accelerator program, university tours and university applications.

Maui Mahajan, Gems Modern Academy

#412

105A

Career Developments Magazine: NCDA's Member-Only Themed Publication

Career Developments, the NCDA print magazine for members-only, is a themed publication offering articles that balance a broad vision with practical applications. The presentation will include information on upcoming themes, an opportunity to meet members of the current editorial board, and guidelines on how to submit articles. The editorial team is interested in hearing feedback from attendees on future themes as well as ideas for improving the magazine.

Melissa Messer, NCDA



#413

104B

Integrating Theory and Research: A Multicultural

Career Counseling Model with International Students

Based on the research and professional expertise of the NCDA International Student Services Committee, this presentation will introduce a multicultural career counseling model to work with international students. After a demonstration of the model, participants will apply core multicultural career counseling skills through role-play activities in a supported learning environment.

*Elif Balin, San Francisco State University;
Nicole Anderson, Tufts Career Center;
Caroline Ray, Western Michigan University;
Vera V. Chapman, Colgate University*

Roundtables

3:20 – 4:30 pm

Phoenix Ballroom, Hyatt Regency

Roundtable sessions are a great way for presenters to share expertise and knowledge in a less formal setting. Please select your roundtable session by the corresponding numbers on the tables. Volunteers will be available to assist you in finding your desired table. Presenters will speak for 30 minutes and a facilitator will then have you rotate to another table of your choice. Each roundtable sessions will be 30 minutes in length and attendees will rotate one time during this session.

#4-1

Transgender Career Development and Employment: Issues and Recommendations

This roundtable will discuss current concerns facing our transgender folks as they navigate employment issues from job searches and on-boarding to transitioning dilemmas they confront prior to and while on the job.

Charlie Opatz, Winona State University

#4-2

Leverage Your Community Partners to Provide Career Development Services for Your Students

50% of college grads find themselves unemployed or underemployed. This is an

especially daunting statistic for low-income college students who lack family-based professional networks. This session will introduce creative ways that participants can leverage their community partners and connections to implement career development services and important networking opportunities for students.

Vanessa Barbic, Students Rising Above; Aliza Heslop, Students Rising Above

#4-3

When Dreams are Deferred: Understanding Career Change through the Lens of Grief and Loss

With college students who change majors or career paths, the gravity of that shift may be greater than expected. Using current grief models and student development theories, this roundtable will discuss the intersection of career change and grief and loss, as well as brainstorm interventions to address student needs.

*Kertesha Riley, University of Tennessee, Knoxville;
Melissa Forgione, University of Florida*

#4-4

Post-High School Planning for Students that are Not College-Bound

This roundtable outlines a proposed process to assist the non-college-bound student in post-graduation planning. Topics include employment, service, and technical training, as well as discussing, delayed-college options with students. Discussion will include the importance of administration and parents buy-in during the process as a critical step to students' success.

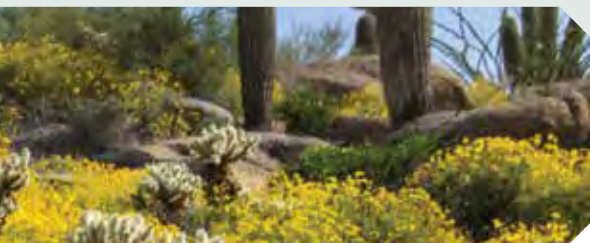
Heather Robertson, St. John's University

#4-5

Man Up! Male Athletes' Stigma towards Career Development

This session will examine the stigma athletes face as they attempt to seek help for career development. Attendees will learn a scientist-practitioner model for the best practices of addressing masculinity within the athletic culture. Additionally, relevant resources will be provided.

Ryan Sides, Florida State University





FRIDAY
6-22-18

ROUNDTABLES CONTINUED
HYATT REGENCY

#4-6

Leading the Way to an Enhanced Learning Experience by Linking Career and Life Planning Theories to Real Life Experiences

A student produced reader of case studies takes career and life planning theories out of the textbooks and helps students experience them in real time. This presentation describes the process and invites participants to interact as they consider case studies and share ideas about putting theories into practice.

Lolalee Walker-Hirschbein, California State University, Chico

#4-7

Using the Who You Are Matters! Game with Alums, Retreats, Consulting and Private Practice

Learn to use a self-discovery board game to expand your reach with new audiences. Plug 2-hour experience into new ways to reach new clients. This 2-hour game is like a 2-day retreat. Hear how cities, colleges, departments use it beyond working with clients.

Rich Feller, Colorado State University

#4-8

Integrated Academic and Career Advising Office: Breaking the Mold on Student Services

Excellent student service is a cornerstone across higher education institutions. Unfortunately, the shuffling of students from office to office can hinder students and their families from having a positive experience. Our presentation will provide an in-depth look into our office model and share details about how we launched a successful integration across an academic and career office. We will look into the goals, challenges and successes to support this model of integration.

Victoria Schroeder, Boston University

#4-9

Enhancing Integration of Mental Health and Career Counseling Services

Overlooking interrelatedness of personal and work issues could lead to underserving clients. The necessity and strategies of conceptualizing client issues from an integrated perspective and the examples of enhancing counseling effectiveness through integrated services will be illustrated. The presentation will share ideas for enhancing mental health and career counseling integration in counselor education.

Mei Tang, University of Cincinnati; Meredith Montgomery, University of Cincinnati

#4-10

Vocational Meaning Survey (VMS): A Theory-based Approach

The Vocational Meaning Survey (VMS) is a 28-item instrument that measures the extent to which individuals find their present employment meaningful and fulfilling according to four dimensions, Basic Needs, Self-Enhancement, Team Enhancement, and Transcendence. Come learn how the VMS can assist career clients in ascertaining whether to engage in career exploration and decision making.

Gary Peterson, Florida State University; Debra Osborn, Florida State University; Caitlyn Brown, Florida State University

#4-11

Career Counseling the Workaholic

Research shows that a significant portion of workers can be considered workaholics. Although this disorder is often considered to be much more socially desirable than other disorders, like alcoholism, it is still a debilitating disorder that can severely impact multiple life realms in a negative capacity. The purpose of this presentation is to discuss ways in which career counselors can assist workaholics in developing better work-life balance.

Rebekah Reysen, University of Mississippi; Amanda Winburn, University of Mississippi

#4-12

Graduate Outcomes: Using Creativity and NACE Standards and Protocols to Gather First Destination Info

This presentation will focus on different collection methods and strategies that have been used at Purdue University Northwest, including collaborative efforts and creativity while following NACE standards and best practices.

Kristy Steiner, Purdue University Northwest

#4-13

Transforming Employee Career Ruts into Career Action Plans

The truth of why employees are disengaged or underperforming is often stranger than the appropriately-packaged fictional reasons they give supervisors. Career development is one of the top benefits employees seek. Learn strategies to help employees acknowledge and address underlying hurdles and be their best selves where they are.

Barbara Berger, Career Wellness Partners; Heather Horvath, Communities in Schools

#4-14

Integrating Career Services and Advising to Elevate Everyone's Game

Colleges evaluate students as individuals through admissions. Declining resources and time, surviving and not thriving, leads to four year interactions becoming diluted. Game changer: integrating career services and advising through a professional advising model. Through presentation and small group discussion, learn how we transitioned our model, and lessons learned.

Rich Davino, Becker College



Career Talks

3:20 – 4:30 pm
Cassidy

Back by popular demand! Modeled on the popular Ted Talks, these quick presentations (15 minutes) provide the opportunity to share new ideas on a wide-range of career topics from a new theory, spark a conversation about a particular issue or a new way of using a traditional tool!!

#CT4B 3:20 – 3:35 pm Self Reliance Theory: Empowering Clients to be Prepared and Independent

Many clients seeking career services are stuck in life's default mode. This state rises from choosing to accept imposed values rather than tapping into deeper intrinsic and eternal values. When a client follows the path of self-reliance rather than dependence he or she will become more empowered, prepared, and independent.

Garrett Nilsson, Development Counseling Services/ Deseret Industries

#CT4C 3:40 – 3:55 pm Reclaiming Power in the Job Search

The job search can be a long, arduous process that leaves many clients, especially minoritized clients, feeling powerless. The presenter will review strategies to help clients find, reclaim and own their power in their search.

Valinda Lee, Scripps College

Presentation Series 5

4:50 – 6:00 pm
Convention Center

#501 101A Work Life Balance in the 21st Century: What Organizations and Private Practitioners Need to Know

Most people don't know how to balance work in relationship to other areas of their life, often described as work-life balance. Balancing work and life is important for good health, and to enable productivity and satisfaction. Presenters will offer insight on work life balance in the

21st century. The session will provide key strategies for organizations and diverse techniques for professionals in private practice to assist those seeking work life balance.

Sharon Givens, Visions Counseling and Career Center, LLC

#502 101B Creativity with the Career Construction Interview (CCI): Let Me Count the Ways

Creativity is a vital component to the counseling relationship. Having clients complete work prior to an appointment makes for efficient use of the time career specialists and clients spend together. The presenter will introduce several creative ways in which to utilize the career construction interview before and during the appointment.

Susan R. Barclay, University of Central Arkansas

#503 101C Client Engagement beyond the Office: Ideas, Exercises and Videos to Promote Positive Approaches between Sessions

Are you looking for ways to engage your clients from appointment to appointment? Not sure if it works? Come to learn the research and a variety of different ideas, exercises and videos to engage your clients beyond your office walls and walk away with a resource guide of ideas.

Mark Danaher, Retire to the Good Life



#504 102A Sky's the Limit? Factors Affecting Career Aspirations

and Needs for Black and Latino Clients

Black and Latino individuals experience unique factors that influence their hopes for the future and career trajectory. Through the integration of career theory and two research studies examining needs and aspirations of urban Latino high school freshman and Black college students, we will discuss strategies for enhancing career development practice.

Johanna Milord, University of Missouri-Columbia; Jason Edwards, University of Missouri-Columbia; Patrick Rottinghaus, University of Missouri-Columbia

#505 102B Serving Smarter, Not Harder: Integrating Video Learning into Career Services

Career services professionals strive to do their best serving their population's career-planning needs. As the number of alumni, working-adults, and online learners increase, career professionals must develop solutions for how to efficiently serve this population with limited resources. Learn how one Career Services department used video-learning to meet this challenge.

Courtney Bousquet, American Military University; Marcia Powers, American Military University

#506 102C NC Creating a National Model for K-12 Career Development: Leading the Way for Career Development Coordinators

How does North Carolina lead-the-way by tailoring NCDA's Facilitating Career Development (FCD) curriculum for their K-12 Career Development Coordinator (CDC) add-on license requirement? How does NC make the FCD course instantly relevant, interactive, and applicable to their new K-12 Career Development Coordinators (CDC)? Find out how NC teams up with Career Development leaders as they train new K-12 CD peers. Sample course agendas and best practices provided.

Amy Schroeder, North Carolina Department of Instruction

#507 106C Unmasking Career Shame: Restoring Hope through Coaching

Complex, fueled by hidden causes and suppressed emotions, Career Shame hides in the shadows, taunting about unfulfilled internal expectations and external comparisons. Through the application of positive psychology research and resources, in this hands-on session, participants will practice techniques for supporting clients to re-story, re-goal and restore career flourishing.

Denise Rieberman, George Washington University, CareerHappinessCoaching.com



FRIDAY
6-22-18

PRESENTATIONS CONTINUED
CONVENTION CENTER

#508 **106B**
Positive Education + Radical Pragmatism = 100% Student Engagement and Tangible Results

Competition for student attention is at an all-time high. We as educators, are called to develop innovative strategies to capture the interest of today's busy college students. Join us for a showcase of 10 years of research, practice, and experimentation designed to engage 100% of students and deliver tangible results.

Mark Zammuto, Champlain College

#509 **106A**
Career Transition of Military College Students: Strengths, Barriers and Satisfaction

Military college students transitioning from college to career require both internal and external resources in order to successfully navigate their career transition. The presentation discusses research findings pertaining to military students' strengths and barriers, as well as how career practitioners can help to facilitate career success for military students.

Heather Robertson, St. John's University

#510 **105C**
Understanding and Enhancing Career and College Readiness Self-Efficacy for All Students

The career and college readiness self-efficacy concept will be presented as a way counselors can contribute to helping all students prepare for post-secondary education. Evidence-based examples of how the concept was represented in experimental studies and better understood in phenomenological studies will be highlighted. Recommendations for practice and research will be discussed.

Stanley Baker, North Carolina State University; Robert Martinez, University of North Carolina-Chapel Hill; Regina Williams, North Carolina State University; Breanna Herring, North Carolina State University

#511 **105B**
Snap This! A Snapchat Experiment in Teaching Career Development

Cream in your coffee? Snapchat in your classroom? Perhaps, depending on factors such as, the social platforms your students use, your objectives, and the interactions you initiate. Find out how the Technology Twins explored using Snapchat with their students, and their tips for getting started with this social media platform.

Deb Osborn, Florida State University; Melissa Venable, HigherEducation.com

#512 **105A**
Expanding your Engagement with NCDA Government Relations

This session will outline Government Relations efforts and provide NCDA members with information on current critical national legislation and policies impacting career development. Attendees will be invited to become part of our state member networks to deal with state and local issues impacting the provision of career development services and program to people of all ages and stages in their careers. A basic Lobbying 101 Toolkit will be provided and strategies shared.

Diana Bailey, Bailey Consulting; Rebecca Dedmond, George Washington University; E. Niel Carey, NCDA

#513 **104B**
Hope-to-Work for Syrian Refugees: A Theory-Driven, Evidence-Based Approach

This project with 31 Syrian refugees in British Columbia showcases how they progressed toward gaining employment after a 2-week career intervention following the Hope-to-Work Action Model. Results from this experimental study include the increased level of work engagement and hopeful career status at 9 Month due to the program participation.

Hyung Joon Yoon, The Pennsylvania State University; Norman Amundson, University of British Columbia; Spencer Niles, The College of William & Mary

Roundtables

4:50 – 6:00 pm
Phoenix Ballroom, Hyatt Regency

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#5-1
Career Parallel Planning Outreach: Utilizing Theory to Encourage Career Exploration and Planning for Students Seeking Secondary Admission

Many undergraduate students are seeking careers in healthcare, engineering, and business, but the competition is heavy and space is limited. The career development team at Grand Valley State University has created a parallel planning initiative to encourage students to think more broadly about their career aspirations and educational opportunities.

Meghan Veltri, Grand Valley State University; Brian Bossick, Grand Valley State University;

#5-2
Surveys Your Way: Innovative Ways to Make Data Collection Work for You

Guilty of giving pen and paper surveys and then data entering the information on the back end? Have you ever thought that creating student resumes or grading quizzes could be more automated? Learn how Google Forms and Google Sheets can be utilized in innovative ways to help you become more efficient.

Katie Mehini, West-MEC

FRIDAY
6:22:18

#5-3

Career Thoughts in First-year College Students: Effects of the School Counseling Working Alliance and CIP Elements

With a paucity of research on the working alliance between and theoretical approaches to career development in schools, little is known in regards to effects on client outcomes. This presentation will discuss research on the working alliance in school counseling and career thoughts in first-year college students, along with implication for school counseling, counselor education, and career counseling in higher education.

Erica Stallings, Florida State University; Caitlyn Brown, Florida State University

#5-4

Career Decision Making Process of African-Immigrant Students: What Career Counselors Need to Know

Immigrant students and children of immigrants face unique challenges as they try to negotiate the education system in United States, including the process of choosing a college and/or career. Participants will review and discuss the results of a qualitative study focusing on career decision making process for African Immigrant youths.

Grace Wambu, New Jersey City University

#5-5

Integrating Sociocultural and Career Theories to Conceptualize Marginalized Groups' Careers

Sociocultural (e.g., intersectionality, stigma) and career theories (e.g., SCCT, TWA) intertwine to help practitioners detect the multiple identities (i.e., race, gender, LGBT) and the career needs of the whole person. Discussion includes counselors' recognition of social justice concepts (e.g., marginalization) when serving individuals and communities.

Lynn Atanasoff, Penn State University; Karen Armstrong, Penn State University; Lee Juarez, Penn State University

#5-6

Action-oriented, Theory-driven One-on-One Career Coaching Tactics for International Students

When career coaching international students, it can oftentimes become challenging due to different expectations due to background differences. Learn action-oriented tactics and strategies grounded in integration of career development and communication theories. Discover how to apply action-oriented

communication tactics that will maximize interaction during career coaching for international students.

Un Yeong Park, University of Illinois Urbana-Champaign; Gaeun Seo, Cornell University

#5-7

Cultural, Personal, and Professional Identity: Externalizing and Honoring the Unspoken

Culture and identity can be overlooked when discussing career with clients. Some practitioners may feel uncomfortable when breaching multicultural issues in career sessions. The purpose of this presentation is to illustrate how to facilitate meaningful discussions around culture and identity with diverse populations in regards to career exploration.

Marty Apodaca, University of New Mexico; Shalom Bond, University of New Mexico

#5-8

Career Cairns Podcast: Expanding Career Knowledge and Awareness through Innovative Storytelling

Engaging students in their career development is an ongoing challenge. Learn how one career center is using innovative podcasts to help students learn about internships from their peers. From creation to implementation and sustainability, learn best practices to start your own podcast!

Lorie Humphrey, Colorado State University; Jason Radman, Colorado State University; Amanda White, Colorado State University

#5-9

The Changing Corporate Landscape: The Time is Now for Career Development Self-Service

How is Career Development changing in the current corporate landscape and what can we do about it? Let's explore how flatter corporate structures and affordability issues are impacting Career Development and how Career Development professionals can get ahead of the curve to still maintain robust offerings for employee growth.

Gail Janét, Pacific Gas and Electric Company

Career Talks

4:50 – 6:00 pm

Cassidy

Back by popular demand! Modeled on the popular Ted Talks, these quick presentations (15 minutes) provide the opportunity to share new ideas on a wide-range of career topics from a new theory, spark a conversation about a particular issue or a new way of using a traditional tool!!

#CT5A

4:50 – 5:05 pm

Leveraging Positivity in Career Development and Transition

An ability to leverage positivity in career development and transition isn't just for certain personality types! Let's talk about strategies for students and clients of all types to reframe their experiences with a focus on action steps and mindsets they can control that require NO rose colored glasses.

Whitney Moore, University of Minnesota-Twin Cities

#CT5B

5:10 – 5:25 pm

Bring it Home: How a Positive Work-life Can Contribute to a Positive Home-life

What happens when workplaces are so fulfilling, rewarding, and inspiring, that when employees go home at the end of the day, their home-life actually improves? In this presentation, the presenter highlights research literature on Work-to-Family Interference (WFI) and Work-to-Family Enhancement (WFE). Specifically, he will focus on the positive impact the workplace can have on home-life.

E. Andrew Stenhouse, Vanguard University

Exhibitor Teardown

4:50 – 8:00 pm

Atrium Lobby

NCD A Reception 6:00 – 8:00 pm

Regency Ballroom

Join us for a casual, laid back, reception in the Regency Ballroom. Acoustic guitar, appetizers, desserts, and drinks will be provided. A cash bar will be available. All conference attendees are encouraged to attend this event. Additional guests may purchase tickets to attend. Children under 16 may attend free.



SATURDAY
6.23.18

SATURDAY

CCSP/GCDF Networking Session

7:15 – 8:15 am

Cassidy

Stop by the informal networking session for a cup of coffee and to discuss topics important to those who have completed the NCDA Facilitating Career Development Training Program. This is a great opportunity to learn more about the new NCDA Credentialing Commission's – Certified Career Services Provider (CCSP) credential. NCDA Facilitating Career Development Advisory Council Members will also be present.

Walt Lodes, NCDA FCD Advisory Council Member

NCDA Conference Registration Open

8:00 am – 12:00 noon

Regency A–D Registration

Coffee Break

8:00 – 8:30 am

Atrium Lobby

Looking for a cuppa Joe to get you going? Need some OJ to boost your energy level? Grab your morning beverage, and get ready for some more educational and inspiring closing session.

Presentation Series 6

8:30 – 9:40 am

Hyatt Regency Meeting Rooms

#601

Gilbert

5 Ways to Make a Splash in Corporate Career Development with a Career Ambassador Network

Learn how a Career Ambassador Network can positively impact employees and the workplace. See how General Motors got employees to volunteer to help deploy career resources and host career events supporting leaders and workplace engagement.

Rich Feller, Colorado State University; Shannon Allen, General Motors

#602

Cassidy

Illuminating the Path to Global Awareness: Designing an Experiential Curriculum for Career Advisors and Career Counselors

Universities are well aware that building a globalized workforce is imperative to creating culturally aware students who will thrive in an internationalized world. It is suggested that by using a counseling model training in advising and career counseling, students will be able to better describe the why of study abroad and integrate the experience into their career narrative (Within and Kleist, 2014). Attendees will gain knowledge on developing a global curriculum using life design and the career construction interview.

Steven Antalvari, Kent State University; Suzanne Savickas, Kent State University, Avenues of Counseling and Mediation, LLC; Evan Faidley, Kent State University

#603

Remington

Employee Career Development Solutions that Create an Impact: Best Practices in Coaching, Mentoring and Workshops

Want to increase the engagement, productivity and retention of your employees? Attend this session to learn about best practices in organizational career development from KeyBank including mentoring, career consultations, and career workshops. Live discussions customizing these practices for your own organization will follow.

Hyung Joon Yoon, The Pennsylvania State University; Jessica Wood, KeyBank; Pamela Fillmon, Fillmon and Associates, LLC

#604

Curtis B

Moving Past Barriers to Decision-Making: Thought Record and Growth Mindset

Students may encounter barriers to decision-making due to a fixed mindset or negative beliefs. A mindset assessment can illustrate the relationship between effort and learning. A guided reflection of thoughts may reframe beliefs and boost self-efficacy. Participants will be provided samples of each tool and examples of their use.

Floyd Welsh, Saint Louis University



#605

Ellis East

The Intersection of Leadership Education and Career

Readiness in Higher Education

A New Directions in Student Leadership sourcebook, "Leadership Development for Career Readiness in University Settings" (Spring 2018) explores the intersection of leadership education, student engagement, and career preparation. Competency-based leadership models, practical examples and best practices are highlighted by the editors as ways to positively impact career readiness.

Gail Rooney, University of Illinois at Urbana-Champaign; Kelli Smith, Binghamton University (SUNY)

#606

Ellis West

The Ethics Unpresentation: Taking Charge in the Face of Ethical Uneasiness

Ethical development is nurtured through time and thoughtful examination of theory, practice and research as a valuable piece to successful resolution. Join the members of the ethics committee as we share and discuss cases we worked with and how we resolved these ethical dilemmas.

Sarah Patterson-Mills, Lindenwood University; Billie Streufert, Augustana University; Azra Karajic Siwiec, Walsh University

#607

Borein A/B

From Avocation to Vocation: Transforming Counselors' Perceptions of Professional Gaming

Professional gaming (i.e., eSports, poker) has been shown in the literature to be a legitimate career for those who possess an aptitude in math and strategic thinking, but show little

interest in traditional math careers. Join us to learn more about career counseling strategies for budding professional gamers!
Leann Morgan, University of Colorado Colorado Springs; Justin Cole, Oregon State University

#608 *Curtis A*
Integrating Theory, Practice, and Research to Assist Veterans in Career Transition

Military service members and veterans have unique considerations that characterize career transitions. Career development theories offer a means to address these concerns. Presenters will discuss career concerns of military service members and veterans, relevant career theories supported by research, and the application of these approaches when assisting this population.

Jacqueline Belle, Florida State University; Seth Hayden, Wake Forest University

#609 *Russell*
Leading the Way to Support Undocumented Students' Career Development

Throughout the past year, the undocumented student population has felt more scared and alienated than ever before. What can career services professionals do to help? UC Santa Barbara will showcase various programming created to aid undocumented students in their career development and discuss how to provide an essential supportive environment.

Maddie Foster, University of California, Santa Barbara

#610 *Cowboy Artists Room*
Effective Strategies for Integrating Theory, Research and Practice: 30-Years of Successful Collaboration

Many publications in the career literature have called for greater collaboration between theorists, researchers, and practitioners. This session highlights a successful collaborative partnership that extends over a 30-year period, including key factors that contribute to success and tangible outcomes that can be achieved through such a partnership.

V. Casey Dozier, Florida State University; Janet G. Lenz, Florida State University; James P. Sampson, Jr., Florida State University; David H. Murphy, Florida State University

Roundtables

8:30 – 9:40 am
Phoenix Ballroom, Hyatt Regency

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#6-1
Lead the Way to Expanded Career Services through Partnerships with Your Public Library

Come and learn how partnership and collaboration with your local library can expand career and job search resource assistance to your job-seekers. Since 84.1 % of libraries report that providing employment service is important to their communities and 92.2 % of North American public libraries help people access online job resources, attendees will obtain a better understanding of how creating this unique partnership can enhance their own services and gain them wider exposure with their respective constituency groups.

Anne Nowak, East Baton Rouge Parish Library; Sylvie Golod, Richland Library

#6-2
Helping Clients Assess Their Attributes: Stories of Applied Practice using The Knowdell Card Sorts

Complex career decision-making in a rapidly changing world of work requires that we help clients take a multi-lens, hands-on approach to assessing their attributes and finding new language to describe their values, motivated skills, occupational interests and leisure/retirement desires to successfully navigate a lifetime of transition. Session includes demonstration of the Knowdell Card Sorts and stories of applied practice.

Jenn (Long) Leard, Goucher College

#6-3
School's in Session: The Effectiveness of a CIP-Based Career Course

Career Courses have become an intervention used frequently in college settings to inform students of the skills and resources needed for effective career decision making. Come discuss the current research supporting cognitive information processing (CIP) as a valuable theoretical framework used to design career course interventions.

Adam Miller, Florida State University; Sarah Gagnon, Florida State University; Megan Conen, Florida State University

#6-4
Career Conversations

Presenters will share the techniques and resources used to initiate a career conversation with students that have proven successful. Participants will learn how to apply the four-step process of engaging students in a career conversation; how to interpret and review Career Coach assessment results; how to discuss career center resources found on the Broward College website; and how to utilize Virtual Job Shadow as a resource for career exploration.

Lori Morton, Broward College; Caron Delancy, Broward College

#6-5
Work Values Differentiation and Profile Elevation: Relations with Career Indecision, Personality, and Depression

Among college students, it was found that 1) differentiation of work values (wvD) positively related to indecision, 2) work values profile elevation (wvPE) positively related to extraversion and openness, and negatively related to depressive symptoms and career indecision and 3) wvPE moderated the relationship between lachan wvD and career indecision.

Jinhao Chi, University of Southern Mississippi; Melanie Leuty, University of Southern Mississippi



SATURDAY
6.23.18

ROUNDTABLES CONTINUED
HYATT REGENCY

#6-6

How Career Counselors Develop? Change in Career Counseling Self-Efficacy

Many career counselors-in-training experience fluctuations in their confidence in daily practice. Understanding this change leads them to develop coping strategies. Weekly assessments on career counseling self-efficacy were conducted over an 18-week period. Both training- and practice-related incidents were examined. We will share when and where the fluctuations occurred most.
Sungsik Ahn, Korea University; Inki Kim, Korea University

#6-7

I'm on Thin Ice and at Any Moment Everything is Going to Collapse: Impostor Phenomenon and Career Development

Some high achievers feel like impostors, unable to enjoy their successes. The purposes of this roundtable are to (1) discuss literature on this theory (2) share findings from a study of graduate student women's career development, and (3) consider implications for how career services can recognize and support these individuals.
Jessamyn Perlus, University of Illinois at Urbana-Champaign

#6-8

Advanced Diverse Population Skills: Best Practices in Supporting Career Criminals Seeking Legitimate Employment

This session features key strategies and considerations for helping Career Criminals find legitimate employment by leveraging their scandalous skillset and special circumstances despite obstacles such as not having formal job descriptions, work locations, or former supervisors willing to be contacted for references. Intended for practitioners with advanced diverse population knowledge.
Ebony Tara Scurry, Eidolon Career Solutions

#6-9

Avoid the Parent Trap: Working with Parents as Partners in Career Counseling

The benefits of engaging parents as partners in clients' career development is explored in the context of global trends that connect emerging adults and parents more closely than before. Participants will gain confidence in working with parents by reviewing career and family theories, best practices, and examples from one institution partnership.
Janine Rowe, Rochester Institute of Technology

#6-10

Transitions of a University's Alumni: The Case of Bankers

This paper analyses the career histories of alumni of a university who became bankers upon their graduation. This research investigates how they undergo transitional processes, focusing on crises and eye-opening experiences that changed the ways they work, presenting the importance of their internal careers.
Keiko Muromatsu, Toyo University

#6-11

9 Core Competencies or "Soft Skills" to Engage Millennials In and Out of the Classroom

Serving the needs of the millennial population in Career Development has brought new challenges as we are tasked with helping students at the critical stage of bridging the hard skills they have learned to achieve in their school career with the soft skills necessary to thrive in their professional careers. Introducing customized soft skill training is essential to not only help them survive the transition but also for success in the professional world.
Rebecca Bonco, Georgetown University

#6-12

A Best Practice Intervention for Helping Transfer Students in Transition: Applying Schlossberg's Theory to Practice

What if we developed a transition class for transfer students, taken in their first semester, which delivered essential career development services? Suppose we applied the 4-S model, helping students manage their situations, discover new support systems and develop strategies for individual success? We did it! Join us to learn more.
Geralyn Heystek, Western Michigan University; Robert Stewart, Western Michigan University

#6-13

Navigating Early Life Transitions: How Theory Informs Practice with the 20-Something Demographic

Young adults are bombarded with phrases in popular culture that claim to describe their needs, desires and unique challenges as a demographic. How can we as career professionals offer assistance with career decision making at this life stage and integrate knowledge of career theories to best assist them? Tips and strategies for intervention will be shared.
Denise Saunders, Independent Practice; Laura Lane, Duke University

Presentation Series 7

10:00 – 11:10 am

Hyatt Regency Meeting Rooms

#701

Curtis A

Embracing Undecidedness through an Interdisciplinary Theoretical Foundation and Standard of Care

Do you work with career decision makers who are undecided or should be undecided? This session integrates interdisciplinary theories to defend the importance and value of being undecided in the career decision-making process. This presentation emphasizes having an enjoyable and productive moratorium (Marcia) experience which will eventually lead to achievement.
Douglas S. Gardner, Utah Valley University; Shane Gunn, Utah Valley University

#702

Curtis B

Examining Career Development Courses Across Campus: A Multidisciplinary Approach

It is well documented that career planning courses positively impact students and their occupational engagement and self-efficacy (Fouad et al, 2016; Reardon et al, 2014). Career counselors representing three colleges at the University of Minnesota-Twin Cities, will highlight common themes and unique features of various career courses across campus.
Rebecca Dordel, University of Minnesota-Twin Cities; Michael Stebleton, University of Minnesota-Twin Cities; Maggie Heier, University of Minnesota-Twin Cities; Jeannie Stumne, University of Minnesota-Twin Cities

#703 *Cowboy Artists Room* **Not So Different After All: Parallels between Curricular and Co-Curricular Program Assessment**

Ready to take program assessment to the next level? Wondering what your academic or career practitioner peers are up to? We discuss both curricular and co-curricular outcomes assessment. Explore similarities, differences, and opportunities to partner. Come for examples that demonstrate continuous improvement in action; walk away with new assessment resources.

Julia Panke Makela, University of Illinois at Urbana-Champaign; Azra Karajic Siwiec, Walsh University;

cultural theory to inform their sessions with clients.

Lawrence L.H. Richardson, Oklahoma State University; Tonya R. Hammer, Oklahoma State University; Christian D. Chan, Idaho State University

#707 *Gilbert* **Integrating Theory, Research, and Practice through Collaborative Motivational Interviewing (MI)**

Career clients often lack motivation to engage in career development processes as a result of deeply rooted ambivalence about their current situation. Come discuss how Motivational Interviewing can be used as an empirically-based collaborative approach with clients to resolve their ambivalence and inspire them to take action.

Adam Miller, Florida State University; David Murphy, Florida State University

#708 *Russell* **Using the Self-Directed Search and My Next Move for Veterans: A Way to Home in Your Veteran Clients' Civilian Occupations**

Attend this session to learn about the development of My Next Move for Veterans, an online crosswalk between military and civilian occupations. In addition, learn how the Self-Directed Search (SDS), RIASEC theory, and the online VeteranSDS report can be used to better engage clients in the career counseling process.

Katie Meyer-Griffith, Psychological Assessment Resources, Inc. (PAR); Jennifer Greene, Psychological Assessment Resources, Inc. (PAR); Melissa Messer, Psychological Assessment Resources, Inc. (PAR)

#709 *Remington* **Build Your Digital Brand to Boost Credibility in Your Career**

In our digital-first world, your digital brand is the first thing clients review to learn about you and your expertise. Learn how to use the 4-step process outlined in CareerKred, so you can build a brand that will resonate and connect with your clients while boosting your career credibility.

Ryan Rhoten, CareerBrand



#710 *Cassidy* **Reflections on the ICCDPP 2017 8th International Symposium on Career Development and Public Policy**

In June 2017, 107 career development leaders, researchers, and policymakers from 21 nations attended the 8th International Symposium on Career Development and Public Policy in Seoul, Korea. In this panel, members of Team USA and Team Canada will share symposium highlights, the official Communique, and both teams' Country Action Plans.

Roberta Neault, Life Strategies Ltd.; Lorraine Godden, Queen's University Faculty of Education; Lourdes Rivera, Queen's College, City University of New York; Rebecca Dedmond, George Washington University; Spencer Niles, College of William and Mary

Roundtables

10:00 – 11:10 am

Phoenix Ballroom, Hyatt Regency

Roundtable sessions are a great way for presenters to share expertise and knowledge in a less formal setting. Please select your roundtable session by the corresponding numbers on the tables. Volunteers will be available to assist you in finding your desired table. Presenters will speak for 30 minutes and a facilitator will then have you rotate to another table of your choice. Each roundtable sessions will be 30 minutes in length and attendees will rotate one time during this session.

#7-1 **YouScience: On-line Aptitude Assessment Helps Overcome Exposure Bias**

Explore the relevance, rigor, and impact of the YouScience program, helping clients to connect performance-based aptitudes, and self-report interests to 500+ livable wage jobs. Review case studies and examples to see how to move students and adult clients to translate their "hidden gems" in ways not possible within traditional assessment. Sample materials and complimentary online passcodes will be provided.

Lorie Humphrey, Colorado State University

#704 *Borein A/B* **Career Pathways in Shenzhen, China: Integrating Eastern and Western Theories and Practice**

Shenzhen, is China's first free economic trade zone with a mandate for the future of work, and yet Career awareness remains a relatively new field. The Nanshan District Education Bureau has systematically integrated careers into public school grades 1–12. What fundamental programs succeed in the Chinese public schools?

Elisabeth Montgomery, Nanshan District Education Bureau

#705 *Ellis East* **The Future of Work and its Implications for Career Coaching**

Career professionals will delve into the future of work, also known as the Fourth Industrial Revolution, and the advanced skills set, new way of working, and transformative mode of thinking required for today's students to move forward and develop successful 21st century career plans.

Jennifer Wells, Virginia Community College System; Yvonne Thayer, Virginia Community College System

#706 *Ellis West* **Through the Relational Looking Glass: Applying Relational Cultural Theory to Career Development**

No person is an island. Relationships are core in not only one's personal life but also one's professional career. Relational cultural theory emphasizes the importance of relationships, social justice, diversity, and multiculturalism. Attendees will explore how to use relational

SATURDAY
6.23.18

ROUNDTABLES CONTINUED
HYATT REGENCY

#7-2

College Success = Career Success: Engaging First-year College Students in Career Development

Career professionals work hard to engage students in their career as early as possible. The fact remains students don't know what they don't know! How do we address this? Learn how our team successfully engaged first-year college students by giving them tools to do something about their career TODAY.

Gary Donovan, University of Minnesota, Morris;
Cindy Boe, University of Minnesota, Morris

#7-3

Balancing Beyond Compromising: How to Deal with Career- life Trade-offs for Women in Nontraditional Professions

Women are encountering more challenges in front of career-life trade-offs than men, especially on their career. To achieve gender equity and career-life balance in general, we appeal for collaboration from both genders, and the efforts to change from systematic, organizational/institutional, and individual levels. Zhijin Hou, Beijing Normal University; Jiajia Zhu, Beijing Normal University

#7-4

College Career Counseling Research and Practice in China

This session provides an overview of college career counseling in Mainland China, discusses current career concerns encountered for college students, demonstrates the recent favorite research topics, introduces the career center services and explores the possible ideas for career counseling practice in China. Yang Ai, University of Missouri – St. Louis

#7-5

Post-College Gap Years: Debunking the Myth of the “On Time” Medical School Applicant

Many people apply to medical school, which often becomes a stressful multi-year process. This roundtable will review medical school admissions data and engage attendees in a

discussion around (1) defining gap years, (2) exploring what applicants do during gap years, and (3) considering implications for career services.

Jessamyn Perlus, University of Illinois at Urbana-Champaign; Keri Carter Pipkins, University of Illinois at Urbana-Champaign; Joonkil Ahn, University of Illinois at Urbana-Champaign

#7-6

Career State Inventory (CSI): A Measure of Readiness for Career Decision Making

The Career State Inventory (CSI) is a brief, free screening measure of one's readiness to engage in career decision making. It consists of 5 questions assessing career certainty, satisfaction, and clarity. Presenters will review theory, research, and practice based on current use of the CSI.

Stephen Leierer, East Carolina University, Greenville; Gary Peterson, Florida State University; Robert Reardon, Florida State University

#7-7

Sophomore Slump on Your Mind? Learn About Programs You can Implement for Second Year Students

First-year students receive significant attention on campus; however, research shows the second year is increasingly viewed as a time when students seek to solidify their career goals. Learn about career development programs targeting second year students to help fill this gap.

Jenny Ward, University of Tennessee; Rob Morris, University of Tennessee

#7-8

Sshh! Sharing Secrets to Successfully Collaborate and Meet the Career and Transition Needs of a Diverse Client Base

This session will share some creative and collaborative, experiential best practices for providing comprehensive individual and group career and transition solutions across the U.S. and around the world to diverse clientele ranging from Generation Z to Baby Boomers and beyond. Consulting experiences traverse business, government, education NPO settings.

Natalie Kauffman, KauffmanNCareers, LLC

#7-9

From University to Employment: Role of Perfectionism on International Students Living in the United States

By 2025, global enrollment in postsecondary education is forecasted to reach 160 million, with the United States leading as the host to foreign students (Van Hook, 2012). This session aims to provide practice recommendations for career and college counselors working with international students who seek employment in the United States.

Thomasina Lawson, Webster University; Terah Davis, Mercer University

#7-10

For the Rest of My Life? Qualitative Inquiry into Fear, Mindset, and Career

What are you going to do for the REST OF YOUR LIFE? Emerging adults in a college setting begin to look for careers through major exploration to lay a foundation for their future. Emerging adults realize choice is both frightening and freeing during their college years. Explore qualitative research into emerging adults' fears in career decision-making and explore how to facilitate discussion on decision-making processes and implications for practice.

Rachael Marshall, University of Tennessee; Erin Bennett, University of Tennessee

#7-11

Integrating Portfolios into the Career Development Process

Supporting portfolio development can be a challenge for those without portfolio experience. By examining the portfolio process for arts and media fields and identifying key stages of portfolio development, this presentation will demonstrate techniques and interventions that can empower any career practitioner to support this important process.

Dirk Matthews, Columbia College Chicago

#7-12

Thriving in a Millennial Dominated Workforce

For the first time ever, we are faced with four generations in the professional workforce (soon to be five). Career professionals have a significant and expanding role in understanding the implications of the Millennial mindset, the needs of all workers, and workplace change to help all of our clients to thrive.

Jenn (Long) Leard, Goucher College

Beverage Break

11:10 – 11:30 am

Regency Ballroom Foyer



SATURDAY
6-23-18

Closing General Session

11:30 AM – 12:30 PM • REGENCY BALLROOM

WELCOME

Paul Timmins, NCDA President

PRESENTATION OF AWARDS



Dr. Germán Cadenas

Empowering and Advocacy in Career Development with Immigrants:

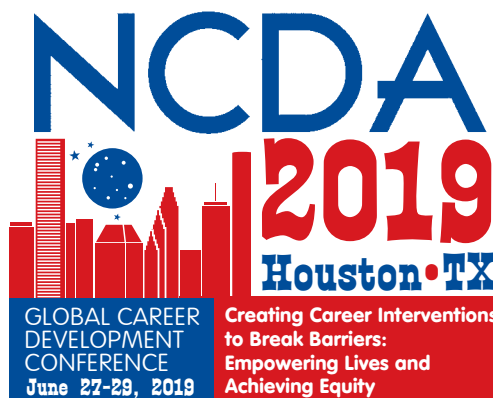
In this Keynote, Dr. Germán Cadenas shares his educational and career journey as a Latinx immigrant in the US, facing growing sociopolitical hostility. He provides an overview of the systemic barriers impacting immigrants' vocational growth, and illustrates how to apply theories of social justice advocacy to promote systemic change with marginalized groups, such as immigrants, racial/ethnic minorities, and women.

Conference Adjourns
12:30 pm



See you next year in
Houston, Texas!

Mark
Your
Calendar!



Marriott Marquis Houston • June 27-29, 2019

AGENDA • SATURDAY • JUNE 23, 2018

ANNUAL MEMBERSHIP MEETING

NCDA Annual Membership Meeting Report

June 22, 2018

PRESIDENT'S WELCOME MESSAGE



Paul Timmins
NCDA President 2017-18

Leading the Way by Integrating Theory, Research, and Practice

NCDA has had a wonderfully productive year! As President of our great organization, I have been overwhelmed by the hundreds of thousands of hours that members of NCDA's Board of Directors, committees, councils, task forces, and commissions have devoted to making our association even better. It is with sincere gratitude to all who have contributed to NCDA's success that we share with you this Annual Membership Meeting report.

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NCDA's fiscal year ends on September 30, 2018. At that time, all committees, councils, and commissions will have their meetings posted to the Committee section of the website. Minutes of all Board of Directors Meetings are posted on the NCDA website at www.ncda.org for all members to review.

NCDA | National Career
Development
Association

A Division of the American Counseling Association
Inspiring Careers – Empowering Lives
305 N. Beech Circle, Broken Arrow, OK 74012
www.ncda.org

NATIONAL CAREER DEVELOPMENT ASSOCIATION

From “Notes on Parliamentary Procedures”

Prepared by Mark Pope, Ed.D. MCC

For the NCDA Annual Membership Meeting

Parliamentary Motions in Order of Precedence

<u>PRIVILEGED</u>	<u>Fix Time to Adjourn</u> <u>Adjourn</u> <u>Call for Orders of the Day // I</u> <u>Take Recess</u> <u>Question of Privilege // I</u>	<u>MOTIONS</u>
<u>INCIDENTAL</u>	<u>APPEAL THE DECISION OF THE CHAIR // I</u> <u>Division of the Assembly // N2, I</u> <u>Division of the Question</u> <u>Filling Blanks // N2</u> <u>Objection to Consideration // 2/3, I</u> <u>Make Nominations // N2</u> <u>Close Nominations // 2/3</u> <u>Parliamentary Inquiry // N2, I</u> <u>Point of Information // N2, I</u> <u>Point of Order // N2, I</u> <u>Suspend the Rules // 2/3</u>	<u>MOTIONS</u>
<u>SUBSIDIARY</u>	<u>Lay on the Table</u> <u>Previous Question // 2/3</u> <u>Limit or Extend Debate // 2/3</u> <u>POSTPONE TO A DEFINITE TIME</u> <u>REFER TO A COMMITTEE</u> <u>AMEND THE AMENDMENT</u> <u>AMENDMENT</u> <u>POSTPONE INDEFINITELY</u> <u>RECONSIDER // I</u>	<u>MOTIONS</u>
<u>MAIN MOTION</u>		

LEGEND

ALL CAPITALS = debatable motions

Small Letters = non-debatable motions

2/3 = Motions requiring a 2/3rds vote (all other motions require a simple majority)

N2 = Motions not requiring a second (all other motions require a second)

I = May interrupt a member who has the floor (no other motions may interrupt the person who has the floor)



ANNUAL MEMBERSHIP MEETING

ANNUAL MEMBERSHIP MEETING AGENDA

**June 22, 2018
Phoenix, Arizona**

Call to Order	Paul Timmins, President
Introduction of the NCDA Board of Directors	Paul Timmins, President
Introduction of Parliamentarian	Paul Timmins, President
Parliamentarian Procedures	Jane Goodman, Parliamentarian
Approval of Agenda	Paul Timmins, President
Approval of 2017 Annual Meeting Minutes	Paul Timmins, President
Membership Report	Paul Timmins, President
Treasurer's Report	Brian Hutchison, Treasurer
Business Meeting	
• Nominations and Elections	David Reile, Past President
• NCDA's Credentialing Commission	Cynthia Marco-Scanlon, Director
	Constance Pritchard, Chair
• Bylaws Amendments	Paul Timmins, President
• Approval of Kentucky Charter	Paul Timmins, President
Adjourn	Paul Timmins, President

MINUTES FROM 2017 ANNUAL MEMBERSHIP MEETING

June 28, 2017
Orlando, FL

Meeting called to order by David Reile, President at 4:40pm. Introductions and recognitions were announced:

- NCDA Board of Directors
- Committee, Council, and Commission Chairs
- Introduction of the Parliamentarian, Mark Pope

We have 190 members present, 96 is a simple majority needed to pass any motion.

Approval of the Agenda:

David Reile asked for approval of the agenda and indicated this was located in the conference program (p. 63). MOTION to approve the agenda made by Linda Kobylarz CT, seconded by Mark Danaher, CT. MOTION carries.

Approval of 2016 Annual Meeting Minutes:

MOTION to approve the minutes from last year's meeting made by Dawn Williams, WA, seconded by Sim Covington, NY. MOTION carries.

Membership Report:

David Reile reviewed the Membership Report (p. 68, conf. program) and indicated that one of the main goals for NCDA's long-term plan was to exceed 5,000 members. David indicated that we exceeded that goal.

Treasurer's Report:

Brian Hutchison, Treasurer, outlined the revenues and expenses for NCDA, along with an explanation of the assets and liabilities. Brian also stated that a yearly independent audit for non-profit status was conducted which resulted in no exceptions cited. This report is located in the program book (p. 69-70). MOTION to approve the Treasurer's Report made by Windie Wilson, TN and seconded by Gigi Johnson, CA. MOTION carries.

BUSINESS MEETING

Nominations and Elections:

Past-President Cynthia Marco-Scanlon thanked the Nominations and Elections Committee for their work, and reported that there were a record number of candidates running for the open board positions. Here are the candidates:

Candidates for President-Elect-Elect

Kathy Evans
Hyung Joon Yoon

Candidates for Secretary

Meagan Kittrick
Melissa Venable
Windie Wilson

Candidates for Trustee – School Career Counselors and Specialists

Patrick Akos
Celeste Hall

Candidates for Trustee – Higher Education Career Counselors and Specialists

Yamonte Cooper
Sim Covington
Lakeisha Mathews



ANNUAL MEMBERSHIP MEETING

MINUTES FROM 2017 ANNUAL MEMBERSHIP MEETING Continued

David Reile asked for additional nominations from the floor. Hearing none, a MOTION to close the nominations for election was made by Ray Davis, SC and seconded by Deeta Lonergan, AK. MOTION carries.

Cynthia explained that a runoff election for Secretary and Trustee for Higher Education would narrow the field to two candidates each. Voting occurred at the meeting by ballots. The results of the election will be made public at the second general session. The two candidates for President-Elect-Elect gave 3 minute speeches outlining their candidacy.

New Nominations and Elections Committee for 2017-18:

Two volunteer NCDA members are needed to serve on the 2017-18 committee to be chaired by the 3 past-presidents, with the immediate past-president as Chair –David Reile. The two members are:

Mason Murphy, TX and Barbara Suddarth, MD.

Second Century Fund:

Deneen Pennington, Executive Director, gave a financial report on the Second Century Fund that was established during our centennial year, 2013. This report is on pages 76 and 77 in the program book.

NCDA's Credentialing Commission:

David Reile introduced the members of the Credentialing Commission and thanked all of them for their tireless work over that last year on this exciting initiative. Constance Pritchard, Chair, and Marilyn Maze, Past-Chair, gave an overview of the new credentialing initiative. The launch of all 5 credentials will be August 1, 2017. As a recognized leader in career development, Connie stated that the NCDA credentials will recognize the many hard workers in our field. Connie stated several facts for the members including the application process is online, blind-reviewers are utilized, there is an international monograph outlining what is happening with credentialing in 12 countries online, and our credentials will be listed on the CareerOneStop website.

MOTION to adjourn the meeting was made at 5:25 pm by Linda Kobylarz, CT., seconded by Janet Lenz, FL. MOTION carries.

MEMBERSHIP REPORT

NCDA Membership Report 4/30/18

Membership by Type

ACA/NCDA Regular Members	381	8%
NCDA Only Regular Members	2,649	52%
Student/New Professionals	1,165	23%
Retired/Emeritus	157	3%
Life	29	1%
Promotional	680	13%
Total	5,061	100%

Method of Joining

ACA Processed Members	657	20%
NCDA Processed Members	4,404	80%
Total	5,061	100%

By Constituency Groups

Counselor Ed/Researcher	393	9%
Higher Ed Career Services	1,993	44%
School Counselors & Specialists	483	11%
Other	656	14%
Agencies	310	7%
Business and Industry	293	6%
Private Practice	433	9%
Total	4,561	100%

Credentials

CCC	101	22%
CCCE	8	2%
CCSCC	10	2%
CCSP	307	66%
CMCS	42	9%
CSCDA	0	0%
Total	468	100%
% of membership with credentials		9%

By Ethnicity

African-American	755	17%
Asian	352	8%
Caucasian	2,948	66%
Hispanic/Latino	181	4%
Native American	38	1%
Other	184	4%
Total	4,458	100%

By Region

North Atlantic	890	18%
Southern	1,885	37%
Midwest	1,043	21%
Western	921	18%
International	322	6%
Total	5,061	100%

By Gender

Male	986	22%
Female	3,593	78%
Non-binary	6	0%
Total	4,585	100%

By Degree

Associate/Certificate	131	3%
Bachelor's	820	18%
Master's	2,898	64%
Doctorate	570	13%
Ed Specialist	102	2%
Total	4,521	100%

ANNUAL MEMBERSHIP MEETING

TREASURER'S REPORT

REVENUES

	FY 2016-17	FY 2015-16	FY 2014-15
Conferences/Institutes	538,016	625,305	612,323
Membership Dues	321,251	321,651	292,655
Facilitating Career Development (FCD)	268,570	227,085	205,482
Publication Sales	65,686	89,035	85,504
Non-Member CDQ Subscriptions	46,652	41,518	46,483
Other Income	41,243	23,350	43,025
Investment/Interest Income	25,622	17,868	2,561
Credentialing Commission	16,220	0	0
Second Century	876	2250	632
Offender Workforce Development		193,927	132,136
Total	1,324,136	1,541,989	1,420,801

EXPENSES

Program Services

Conference/Institutes	485,699	512,841	403,798
Publications	71,217	88,227	55,235
Magazine	60,705	60,418	33,288
Facilitating Career Development (FCD)	57,390	58,192	47,069
Credentialing Commission	56,297	35,071	0
Marketing/Member Services	42,230	33,463	28,933
Second Century	42,700	23,815	9,078
Journal	30,762	31,113	27,839
Offender Workforce Development	12,494	164,683	148,719
International Collaborations	7,820	1,820	
Prof Development/Miscellaneous/Intl	2,080	4,517	14,068
Research Grants	500	500	500

Support Services

General/Administrative	451,147	415,412	485,751
Governance	119,427	115,297	93,767
Total	1,440,468	1,545,369	1,348,045

Change in Net Assets

	-116,332	-3,380	72,756
Net Assets, beginning of the year	923,973	927,353	854,597
Net Assets, end of the year	807,641	923,973	927,353

ASSETS AND LIABILITIES

ASSETS	FY 2016-17	FY 2015-16	FY 2014-15
Cash	504,670	828,969	802,853
Marketable Securities		76,098	69,941
Acct Receivable	12,151	5,846	23,160
Inventory	48,024	52,871	80,151
Cash/Securities restricted	394,554	116,525	106,045
TOTAL	959,399	1,080,309	1,082,150
LIABILITIES			
Payables and Accrued Expenses	14,647	13,340	9,190
Deferred Revenues	137,111	142,996	145,607
TOTAL	151,758	156,336	154,797
NET ASSETS			
Unrestricted Net Assets	733,084	826,015	821,308
Temporarily Restricted Net Assets	74,557	97,958	106,045
TOTAL	807,641	923,973	927,353
TOTAL LIABILITIES AND NET ASSETS	959,399	1,080,309	1,082,150

Treasurer's Report is based on the final audit report provided by Morse & Company Consultants and Certified Public Accounts, based in Tulsa, OK. Report dated February 2018.



NCDA'S SECOND CENTURY FUND

In 2013, NCDA's Second Century Initiative was started to help strengthen the foundation which bridges NCDA's 2013 Centennial Celebration to its Second Century. This Fund has three main areas:

1. Expand Leadership Academy to strengthen NCDA current and future leaders.
2. Create a targeted research program to build public awareness of career development interventions/effectiveness. NCDA Research Committee will identify high-return small grant proposals and an annual NCDA Occupational Trend Report will be developed and released nationally to brand NCDA to create public awareness. In addition, Government Relations collaboration with a DC-based advocate will continue.
3. Create Next Generation NCDA Website as "the face of NCDA" utilizing latest technology and social media strategies.

Over the past three years, the fundraising goal was set at \$200,000. As of May 1, 2018, the following chart outlines NCDA's efforts:

Private Donations from Members	\$ 105,528
Interest from the Super Fund	\$ 95,233
Second Century Fund to date	\$ 200,761

Project expenditures include the following, as of May 1, 2018

FY 13 and 14 Donor Events	\$ 5,361
Leadership Academy Expenses	\$26,189
Research and Government Relations	\$41,337
NCDA Website and Technology	\$22,130
Student Membership Conference Waivers	\$ 950
Second Century Expenditures to date	\$95,997

Second Century Fund Balance as of May 1, 2018: \$104,764.00

Members may make donations at the Registration Desk throughout the conference. All donations are tax deductible.

SLATE OF OFFICERS

**Candidates for
President-Elect-Elect**

Seth Hayden
Brian Hutchison

**Candidates for
Trustee – State Divisions**

Carolyn Jones
Wendy LaBenne
Heather Robertson

**Candidates for
Trustee – Counselor
Educators and
Researchers**

Patrick Akos
Tom Dodson



Seth Hayden, PhD, LPC, NCC, CCMHC, ACS
Candidate for President-Elect-Elect

Seth Hayden is an assistant professor of counseling at Wake Forest University. He previously served as a program director of career advising and counseling in a large university career center. In that role, he also supervised and provided training for masters and doctoral students. He has taught career development courses to undergraduate and graduate students.

Seth currently serves as the NCDA trustee for counselor educators and researchers. Previous roles in NCDA involved serving as co-chair of the research committee and co-chair of the commission on counselor education. Seth has also been active in the veterans committee. He previously served as president of the Military and Government Counseling Association, a division of the American Counseling Association.

In terms of additional career-related work, he facilitates professional development on career development theory as part of the North Carolina Office of Public Instruction career development facilitator training and provides pro bono career services for veterans experiencing homelessness. He is the co-author of two NCDA monographs (i.e. *Group Career Counseling*, *Career Development for Transitioning Veterans*) and has written in several NCDA publications such as *Career Developments*, *Career Convergence*, and the *Career Development Quarterly*.

Seth received his Master's degree in Counseling from the University of Memphis and his Doctoral degree in Counselor Education from the University of Virginia. He was recognized as *The Professional Counselor Outstanding Scholar in Concept/Theory* in 2015, co-authored the *Career Development Quarterly Outstanding Article of the Year* in 2014, was awarded a Best Practices Grant from the North Carolina Career Development Association in 2016, and was recognized by the Military and Government Counseling Association with the Award of Excellence in 2013 and as the Professional of the Year in 2012.

Goal Statement:

My goals as president start with listening to members to determine areas of focus for the organization. One of the strengths of NCDA is the diverse richness of experiences, identities, and talents of our members. Ensuring that each committee and constituency group that represent these various perspectives is heard and supported in their work will be a priority of my presidency. I will work to ensure members receive tangible benefits from being a part of NCDA through the organization continuing its role as the primary clearinghouse of quality career-related resources designed to inform practice. Continuing support of the credentialing initiative is also critically important for positioning the organization as a mechanism for establishing standards of practice. Finally, I will advocate for NCDA to be a strong voice in public policy at the federal and state level while also continuing to expand mutually beneficially global partnerships.

ANNUAL MEMBERSHIP MEETING



Brian Hutchison PhD, LPC, CCCE

Candidate for President-Elect-Elect

Brian Hutchison is a career counselor educator, licensed professional counselor, coach, clinical supervisor, and consultant. He is an Associate Professor of Counselor Education at New Jersey City University where he teaches in the School Counseling and Clinical Mental Health Counseling

programs. He maintains a small private practice focused on career coaching and counseling as well as clinical supervision of counselors focusing on career concerns. Brian currently consults in Canada and the Philippines where he is sponsored by the federal government.

Currently, Brian is serving as NCDA Treasurer, President of the Asia Pacific Career Development Association (an NCDA International Affiliate), and founding Editor of the *Asia Pacific Career Development Journal*. His past leadership in NCDA initiatives have included President of the Missouri Career Development Association, Chair of the Global Connections Committee, NCDA Leadership Academy participant, NCDA Counselor Education Academy participant and instructor, and Editor of NCDA's *International Practices of Career Services, Credentialing and Training*. Brian received his Master's degree in College Student Affairs/ College Counseling with an emphasis in career counseling and his Ph.D. in Counselor Education and Supervision from the Pennsylvania State University. An active scholar-practitioner, Brian has more than twenty publications addressing career development and counseling.

Goal Statement:

To be called to serve is the highest honor for an organizational member and I am honored to be nominated to run for President-elect-elect of the National Career Development Association. NCDA has been my professional home for more than a decade. My current position of Treasurer has allowed me to "look under the hood" of NCDA and analyze its finances, membership, and initiatives in a way that makes me confident that I can maintain the current course for initiatives that benefit all NCDA membership groups while continuing to suggest course corrections that better align our values and principles with emerging 21st Century challenges. As President, I would first listen to the voices of our members, both those who are in majority/ dominant groups and those in minority/ non-dominant groups, to effectively represent the interests of ALL members. To this end, I envision NCDA: 1) continuing our strong work via the Credentialing Commission to establish competency-based credentials that provide career professionals with recognition of their expertise; 2) enhancing our policy impact via coordination with state governments where policy that impacts career work is made (e.g., our current initiative in South Dakota); 3) bolstering our activity in the Diversity & Inclusion, Veterans, Ethics, Global Connections, and International Student Services committees with a focus on representing diversity within NCDA and for career clients; and 4) energizing professional career services in the United States via media, social media, and advocacy.



Carolyn Jones, MEd, GCDF

Candidate for Trustee – State Divisions

Carolyn D. Jones has an extensive professional background as a Career Center Executive Director and was responsible for career development and experiential education programs and services. Her duties included providing career counseling, strategic/ operational planning, developing team building strategies, fiscal management, building university partnerships, curriculum development, marketing and fund raising. As the President/CEO of CDJ Consulting, LLC she provides career development as an expert in executive coaching and leadership and resource development. She has a Master's degree in Educational Psychology. Mrs. Jones has certifications to administer the MBTI and the Strong Interest Inventory and she has a Global Career Development Facilitator Certificate. She has served as chair and co-chair of the NCDA Ethics Committee and as a member of the NCDA Awards Committee for several years. Carolyn was co-chair of the Ethics Committee in 2015 during the revision of the Code of Ethics. She has also served as the 2016-2017 and 2017-2018 President of the Florida Career Development Association (FCDA). FCDA was the recipient of the 2017 Outstanding State Division Award from the Florida Counseling Association. Carolyn has also authored and co-authored several articles in the Career Developments Magazine.

Her Trustee Board experiences include serving as Vice Chair of the Northern New Jersey United Way, Trustee for the Montclair American Red Cross, and as a Trustee and the Secretary of the State University of New York Maritime College Foundation Board, among others. Notable awards and certificates include being the recipient of the State University of New York Chancellor's Award for Professional Excellence.

Goal Statement:

As the President of FCDA, I have had the opportunity to gain a broader insight into the important role of CDAs for our members. As Trustee for State Divisions, I will provide direction and support for CDAs to offer professional development activities that will significantly contribute to the purpose, well-being and future of career counseling professionals. I will also assist the Presidents to maintain consistent communication with the NCDA Board. Information about state events and activities will be shared that advance the career success of the members. The implementation of these goals and others as they evolve will provide a structured administrative strategy to strengthen the leadership and strategic planning acumen of the Presidents. It is also very important for CDAs to consistently work toward increasing the visibility and memberships of NCDA.

I have always contributed and been devoted to promoting the importance of career development and I firmly believe that associations are essential to sustain the profession. I welcome the opportunity to continue to serve NCDA as a Trustee to further broaden my commitment to support the mission and goals of the association.



Wendy LaBenne, MSED, MA, NCC
Candidate for Trustee – State Divisions

Wendy LaBenne has worked in the career development field over 10 years and currently serves as a career coach for IMPACT Group with previous experience in higher education and human resources. For the past three years as State Trustee, Wendy has created new policies and processes, implemented a state CDA newsletter, organized a leadership team that grew from three members to twelve, advocated for free access to webinar technology for state chapters and for an increase from \$200 to \$1,000 for a state chartering grant for new state CDAs. In addition, Wendy conducts the state leadership trainings at the annual conference which was expanded from two to four hours at the request of state CDA leaders. She also led a team that developed a leadership toolkit and webinars including topics on membership, succession planning and strategic planning all of which were developed based on the needs assessment of state leaders. Additionally, she added a state CDA panel discussion to the regular conference schedule in which current or past state CDA leaders share their knowledge with and answer questions from the attendees.

She is a NCDA Leadership Academy Alumna and her leadership project was to revise the State Leadership Handbook. Wendy served as President of the Missouri Career Development Association in its second year. Wendy received her M.S.Ed. in Counselor Education from Southern Illinois University Carbondale. She also holds a M.A. in Human Resource Development and Management from Webster University. She is a National Certified Counselor (N.C.C.).

Goal Statement:

Through my experiences at the state and national level, I am very excited to have the opportunity to continue to represent the state CDAs. It is crucial to have strong representation at the state level for career development. Our state chapters are imperative to conveying the importance of career development whether to government officials, school or university administrators or corporations. We need you, and I want to make your jobs easier by providing the support and resources you need. If given an opportunity to serve in this role for another term, I would like to accomplish the following:

- Continue to reach out to states currently without active associations to see what support is needed to start a new or reactivate a former state association.
- Continue to find ways for state association leaders across different states to connect with each other to brainstorm and learn from one another, perhaps through social media
- Initiate conference call meetings for state CDA Presidents with the State Trustee twice a year.
- Develop templates for marketing materials that can be used by state CDAs to promote events and membership.
- Increase information and support on government relations to support efforts at the state level.

ANNUAL MEMBERSHIP MEETING



Heather Robertson, PhD, LPC, NCC, CRC
Candidate for Trustee – State Divisions

Heather Robertson is a counselor educator at the St. John's University and the coordinator of the Clinical Mental Health Counseling program. She is also a part-time substance abuse counselor. She teaches the Career Development, Counseling Skills, and a variety of mental health counseling courses at St. John's University. She previously worked as a career center director at Trinity College and American University in Washington D.C.

Currently, Heather is completing a two-year term as the president of the New York State Career Development Association (NYSCDA). She previously served as the Records and Recording Officer and Newsletter Editor for NYSCDA. While living in Virginia, Heather served as the Communications Chair for Virginia Career Development Association. She is a member of the NCDA Veterans Committee, and a member of the Class of 2019 NCDA Leadership Academy.

Heather received her Master's degree in Counseling and Guidance from Texas A & M Corpus Christi and her Ph.D. in Counselor Education from Virginia Tech. Her research focuses primarily on military to civilian career transition, college student veteran career transition, post-high school planning for students who are not college bound, and substance abuse. She has published ten manuscripts on career related issues, and has presented at ACA, NCDA, and ACES, as well as state and regional conferences.

Goal Statement:

As the Trustee of State Divisions, my goal would be to be responsive, resourceful, and collaborative to state division leaders. I would seek to effectively and efficiently respond to needs, questions and concerns of state division leaders, as well as being responsive to NCDA and disseminating information. My goal is to be a resource for state leaders; assisting states to secure information, generate new ideas, and develop opportunities to grow, sustain, build, or maintain their state chapters. Finally I would strive to assist state chapters in expanding their collaborative relationship and partnerships. There is a wealth of experience among our state chapter leaders, and I would create opportunities for states to collaborate and share information readily. I am particularly interested in helping state chapters expand their relationships with business and industry partners, connecting career practitioners to employers and business leaders in their region.

ANNUAL MEMBERSHIP MEETING



Patrick Akos, PhD, LPC, LPCS, NCC, NCSC, ACS

Candidate for Trustee – Counselor Educators and Researchers

Dr. Akos' professional experiences as a school and college career counselor inform his work as a Professor in the School of Education at the University of North Carolina at Chapel Hill. He

has contributed over 100 publications primarily on navigating transitions across the lifespan. Dr. Akos has taught career counseling and development, along with ethics, leadership and research across undergraduate and graduate programs over his 17 years as a counselor educator. In 2004, Dr. Akos was recognized as the American School Counselor Association's Counselor Educator of the Year. He is a National Certified Counselor, Licensed Professional Counselor in North Carolina, and a licensed K-12 school counselor in North Carolina.

Dr. Akos' dedication to career development and counseling blossomed under several mentors including Dr. Spencer Niles and Dr. Duane Brown. As his primary advisor, Dr. Niles nurtured his scholarly focus on meaning making and early career decisions which he linked to strengths-based practice (Galassi & Akos, 2007). For example, he led CareerStart, a large grant funded effort aimed at integrating career content into the middle school curriculum. CareerStart increased student school engagement, improved educational outcomes and showed promise for closing minority achievement gaps. As a long term NCDA member, Dr. Akos' was an early member of the NCDA Leadership Academy and served many years on the Career Development Quarterly editorial board.

Goal Statement:

As an experienced board member and counselor educator in higher education, my goals as a board member are primarily to facilitate the mission and strategic plan of NCDA and advocate for counselor educators and high-quality research. How career development and counseling is taught in higher education sets the foundation for our work. Strengthening our collaboration with ACES and regional counselor education associations can also make an important impact (e.g., career preparation research in CES, connection to our counselor educator academy). Another articulation of priorities would be to nurture and support the research committee in the important work they do around grant opportunities and research recognition (e.g., CDQ). Finally, connecting and listening to representative stakeholders is the most important function of any quality board member. I believe these goals will empower the counselor educator and researcher stakeholder group and strengthen NCDA as a whole.



Tom Dodson, PhD, NCC, NCSC

Candidate for Trustee – Counselor Educators and Researchers

Tom Dodson is a counselor educator at Palm Beach Atlantic University. His primary teaching responsibilities over the past 18 years are in the areas of career counseling and school counselor education. Prior to his employment

as a professor, Tom worked for 12 years as a public school counselor in North Carolina. He served as a therapeutic wilderness camp counselor, youth home counselor, and as a counselor in a psychiatric hospital's child/adolescent unit and adult dual diagnosis unit. Tom also volunteers in service areas related to job retraining and counseling for women/men sex workers, youthful offenders, and through strengthening hope and optimism in school age children.

Tom is actively engaged in service within NCDA. Selected to the NCDA Leadership Academy in 2008, he continues to serve within the Leadership Academy Development Committee. He also enjoys serving as an academy project mentor to new leadership academy members. He is a long time member of the NCDA Commission on Counselor Education. Other NCDA service experiences include NCDA Membership Chair, NCDA International Committee, Nominations and Elections Committee, and as an Ad hoc Editorial Board member of the Career Development Quarterly (CDQ). In 2011, Tom was honored with the NCDA Merit Award.

Tom received his Master of Education in Guidance and Counseling from the University of Virginia and his Ph.D. in Counseling and Counselor Education from the University of North Carolina at Greensboro. His vocational research interests include preK-12 schools and post-secondary education settings as well as providing services to underserved populations. At the present time, he is serving on a taskforce charged with updating the present school counselor certification requirements within the state of Florida. Prior board member service includes multiple years with the National Fair Access Coalition on Testing (FACT), Children without a Voice-USA, and the Bosnian-Herzegovinian American Community Center in Chicago, Illinois. He also served as Chairperson of the Committee on Public Policy and Legislation with the Association for Assessment in Counseling and Education (AACE). For well over a decade now, Tom provides service as a Team Visitor with the Council for Accreditation of Counseling and Related Educational Programs (CACREP).

Goal Statement

As a devoted NCDA member with over 30 years' of professional experience, I would be delighted to serve as Trustee for Counselor Educators and Researchers. I am a long time bridge builder and interdisciplinary collaborator across multiple constituencies within NCDA. With both prior board member experience and a history of task driven NCDA committee accomplishments, my future board contribution would be to provide strategic inclusive collaborative visioning and to continue providing practical "can do" service.

Bylaws**Proposed Amendments (to be voted on in June 2018)**

The proposed additions/changes are listed in red.

ARTICLE I**NAME, AFFILIATION, AND MISSION**

Section 1. Name. The name of the organization shall be the National Career Development Association (hereafter referred to as NCDA or as the Association).

Section 2. Affiliation. NCDA is a founding division of the American Counseling Association (hereafter referred to as ACA) and shall be subject to those provisions of its Bylaws that apply to divisions.

Section 3. Mission. NCDA provides professional development, publications, standards, and advocacy to practitioners and educators who inspire and empower individuals to achieve their career and life goals.

ARTICLE II
MEMBERSHIP

Section 1. Categories of Membership. There shall be ~~seven~~ **eight** general categories of membership in NCDA: professional, regular, life, retired, student, new professional, **organizational**, and *ex officio*. All except *ex officio* members may vote, and all except student and *ex officio* members may hold an elective office in the Association. - Optional membership designations may be created by the Board to enable members to delineate their expertise and background.

Section 2. Membership Descriptions. The categories of membership may be described as follows:

- A. Professional Members. A professional member shall hold a master's degree or higher in counseling or a closely related field from a college or university that was accredited when the degree was awarded by one of the regional accrediting bodies recognized by the Council on Higher Education Accreditation. Professional members must present proof of academic credentials upon request. Professional members must also hold membership in ACA.
- B. Regular Members. Regular members are those who have an interest in career development and have a desire to uphold the mission and principles of NCDA.
- C. Life Members. The life member classification shall be limited to individuals presently holding that title. They shall not be required to pay dues, but shall retain all of the privileges granted to them at the time they become life members.
- D. Retired Members. Retired members are those who have retired from the profession and have been a member of NCDA for ten years.
- E. Student Members. Students enrolled in programs preparing them for counseling and other career development areas are eligible to become student members of NCDA. Student members may join through NCDA directly, or through ACA.
- F. New Professional Members. New Professionals are those graduates in their first year of employment in the career development field. New Professionals may also be anyone new to NCDA regardless of their employment history. New Professionals are offered reduced membership dues for a limit of one year.
- G. **Organizational Members. Organizational members are a group of members from an institution, company, career center, or other entity wishing consolidated billing. Organizational membership will have three tiers based on the number of members joining and will receive the same membership benefits as the other categories of membership.**
- H. *Ex Officio* Members. National leaders in the field of guidance, career education, industry, business, labor, and education who express interest in working with NCDA may be considered for *ex officio* membership in NCDA by the Board. *Ex officio* members need not be members of ACA, and their membership will be reviewed annually by the Board.



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Section 3. Continuity of Membership. Membership in NCDA shall be continuous on an annual basis.

Section 4. Termination of Membership.

- A. Members may be dropped from membership for unethical behavior as defined in the Code of Ethics of NCDA or for conduct that tends to injure the Association or to affect its reputation adversely. Any charge relating the unethical behavior or misconduct shall be presented to the Board over the signatures of two members. The Board shall provide for investigation of the charges and, if they are found to have substance, the Board shall counsel the member with a view toward possible modification of their behavior. Failing this, the Board shall determine appropriate action. The Board shall have the power to terminate membership in the Association. However, before taking such action, the Board shall notify the member of the precise nature of the charge and give them an opportunity to present evidence in their own behalf.
- B. Members will be dropped from membership for non-payment of dues.

ARTICLE III FINANCES

Section 1. Dues and Assessments. The following procedures shall be followed in establishing NCDA dues and assessments, in addition to those required by the Bylaws of ACA:

- A. Annual dues for all classes of membership shall be established by the Board, in accordance with established NCDA Bylaws and Policy and Procedures.
- B. In accordance with established policy, the Board may levy special assessments on the entire membership or on any class of members.
- C. The Board may specify the manner in which dues and assessments shall be collected.

Section 2. Salaried Employees or Management Services Agreement. The Board may authorize the employment of such staff or management company as may be necessary to fulfill the objectives of NCDA and set compensation for such employees or Management Company.

Section 3. Fiscal Year. The fiscal year of NCDA shall be October 1 through September 30.

ARTICLE IV STATE DIVISIONS

Section 1. Establishment of a State Division. State divisions of NCDA shall be organized in accord with the following conditions:

- A. Twenty or more voting members of NCDA residing within a state, territory, or the District of Columbia, may organize a state division of NCDA and apply for charter.
- B. In the case of less populated areas, a combination of states may organize and apply for charter together. See the Policy and Procedures manual for more details.
- C. A set of bylaws in harmony with the NCDA Bylaws, a list of officers, and a membership list shall accompany the application for charter.
- D. All charter applications from prospective state divisions must be received by the Trustee for State Divisions at least 90 days prior to the meeting of the Board scheduled at the Annual Conference at which action is to be taken. The Board will review the application, and decide whether to recommend approval of the Charter. If the Board grants conditional approval, the application will be presented to the members at the NCDA Annual Meeting held at the conference. A majority favorable vote of those members present is required for approval.
- E. In special circumstances, the Board may grant conditional approval of a charter application so that a state group may begin to plan its activities prior to formal approval at the Annual Conference.

Section 2. Autonomy of State Divisions. A state division of NCDA shall be autonomous in the conduct of its affairs consistent with these Bylaws.

- A. A state division shall have the power to choose its own officers, and:
 - (1) Officers of state divisions must be voting members of NCDA.
 - (2) The representatives of a state division to the executive body of the state branch of ACA must be voting members of NCDA.
- B. A state division shall levy and collect its own fees and shall have full control of the management and disbursement of such funds in carrying out its programs.
- C. Any proposed changes in the bylaws of a state division must be approved by the NCDA Bylaws Committee before becoming effective. In the event that a proposed change is not approved, the state divisions may appeal to the Board.

Section 3. Membership.

- A. All voting members of NCDA within a state shall be eligible for membership in the state division.
- B. A state division may, under its bylaws, admit members who are not members of NCDA. Such members may vote for state division officers and for a divisional representative to the executive body of the state branch. They may not vote for national officers, nor shall they have any voice in the affairs of the National Association.

Section 4. Reports Required. Each state division shall transmit, at the times and in the manner specified by the Board, a report of its activities, the names of its officers, committee chairpersons, and members in the state division (with type of membership specified for each member).

Section 5. Revocation of Charter.

- A. A state division may have its charter revoked by a two-thirds vote of the Board if it fails to maintain suitable activities and a reasonable number of members in good standing in NCDA.
- B. The Board shall give a state division at least 180 days' notice of its intention to such action becomes final.

ARTICLE V NOMINATIONS AND ELECTIONS

Section 1. Overview. The following procedures shall be followed by the Nominations and Elections Committee. The Nominations and Elections Committee shall consist of five members: the three most recent Past-Presidents and two members elected at the Annual Meeting. The immediate Past-President shall serve as Chairperson. If any Past-President is unable to serve, the vacancy may be appointed by the Board. The Committee shall be responsible for carrying out the nominations and elections procedures in accord with these Bylaws.

- A. Nominations. Members may be nominated for office in one of three ways:
 - (1) The Committee on Nominations and Elections shall canvass members of the Board and State Division Presidents for names of suitable nominees.
 - (2) A member may be nominated for any elective office by any member of good standing. The nomination shall be in writing to the Chairperson of the Nominations and Elections Committee.
 - (3) A member may be nominated for any elective office by any member of the Association in good standing during its Annual Meeting. An individual nominated at the Annual Meeting must be prepared to have a written bio available at the time of nominations. All nominations submitted in this manner must be received by the Chairperson of the Nominations and Elections Committee prior to the official opening date of the NCDA Annual Conference. A list of the names of all persons nominated for all elective offices in this manner shall be distributed by the Nominations and Elections Committee to all members in attendance at the Annual Meeting.



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B. Special Requirements

- (1) Any member nominated for Treasurer must meet the following qualifications in addition to being able to devote at least five hours each week to the financial affairs of the organization:
 - (a) Have managed an annual budget of at least \$100,000 in another organization.
 - (b) Be willing and able to attend the workshop on fiscal management provided by ACA at its annual conference.
- (2) Nominations for the ACA Governing Council Representative will be nominated a full year prior to vacancy. ACA Governing Council Representative candidates should have served as President and Past President before assuming the ACA Governing Council Representative position. If a past president cannot be identified, the Nominations and Elections Committee may select past board members who have experience working with ACA. The ACA Governing Representative must hold Professional Membership.

C. Procedures

- (1) A call for nominations shall be published in an official publication of NCDA at least 90 days prior to the official opening date of the NCDA Annual Conference.
- (2) All nominations submitted to the Nominations and Elections Committee prior to the Annual Meeting shall be in accordance with guidelines outlined in the Policy and Procedures manual.
- (3) Prior to the close of the Annual Meeting, the members in attendance shall prepare the NCDA election ballot by conducting a preliminary vote, and selecting from the lists of nominees the two names receiving the greatest number of votes for each office to be filled. These preliminary results shall be announced prior to the end of the Annual Conference.

D. Elections. NCDA will handle the election process annually. The Board may set an annual schedule and policies for the election process.

ARTICLE VI NCDA BOARD OF DIRECTORS

Section 1. Officers and Trustees.

- A. The Board of Directors shall consist of the Officers and six Trustees.
- B. The Officers of the Association shall be the President, President-Elect, President-Elect-Elect, immediate Past-President, Secretary, the Treasurer, and the ACA Governing Council Representative.
- C. There shall be six Trustees whose work is aligned to meet the needs of all NCDA's members.
 - (1) The work of four of the Trustees will address the needs of NCDA members from all work settings, including schools, higher education, agencies, business and industry, private practice, and counselor education and research.
 - (2) Two additional Trustees shall be assigned to assist with state divisions and specific projects decided by the Board.
 - (3) Specific responsibilities of all Trustees are outlined in the Policy and Procedures manual.

Section 2. Terms of Office.

- A. The President-Elect-Elect shall be elected annually and shall hold office for one year or until his or her successor is chosen.
- B. The President-Elect-Elect shall succeed to the President-Elect for a one-year term, then to the Presidency for a one-year term and then to Past-Presidency for a one-year term for a total of four years.
- C. The Secretary and the Treasurer shall serve for a period of three years.
- D. Trustees shall hold office for a term of three years. Two trustees shall be elected each year.
- E. The representative to the ACA Governing Council shall be chosen for terms as authorized by ACA.
- F. The President shall be ineligible to serve again as President for five years following the conclusion of the presidential term. The Secretary, Treasurer, Trustees, and Representative to the ACA Governing Council may not serve in their respective offices more than two consecutive terms. However, they shall become eligible for a position formerly held after a one-term lapse in the continuity of office.



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- G. In the event of resignation, continued absence, illness, or death of any officer other than the President, the Board shall, by majority vote, elect a successor to serve. In the event that the President-Elect is unable to assume the duties of President, the Board may, by majority vote, choose a member of the Board to serve as President until his or her successor takes office.

Section 3. Functions of the Board of Directors. Board members shall represent NCDA to all public audiences by representing NCDA's policies, procedures, and values appropriately.

- A. President. The duties of the President shall include:
- (1) Exert leadership in the achievement of the mission of NCDA.
 - (2) Preside at meetings of the Board and the Annual Meeting.
 - (3) Serve *ex officio* on all NCDA committees and other official groups, except the Nominations and Elections Committee.
 - (4) Be empowered to enter the Association into contracts, grants, and other binding agreements upon approval of the Board.
 - (5) Maintain effective communication with President-Elect-Elect, President-Elect, and Past-President to ensure continuity of vision.
 - (6) Carry out other duties and responsibilities as specified by the Board in the Policy and Procedures Manual.
- B. President-Elect. The duties of the President-Elect shall include:
- (1) Perform the duties of the President in the absence or incapacity of the President.
 - (2) Serve as a member of the Board and advisor to the president at the Annual Meeting
 - (3) Appoint chairpersons of all NCDA committees and other official groups at the end of their term as President-Elect unless otherwise specified in these Bylaws or in the motion establishing the committee or other official groups.
 - (4) Maintain effective communication with President, President-Elect-Elect, and Past-President to ensure continuity of vision.
 - (5) Carry out such other duties and responsibilities as may be assigned by the Board specified in the Policy and Procedures Manual, or prescribed in the Bylaws of ACA for Presidents-Elect of ACA divisions.
- C. President-Elect-Elect. The duties of the President-Elect-Elect shall include:
- (1) Perform the duties of the President-Elect in the absence or incapacity of the President-Elect.
 - (2) Serve as a member of the Board and advisor to the president at the Annual Meeting.
 - (3) Maintain effective communication with President, President-Elect, and Past-President to ensure continuity of vision.
 - (4) Carry out other duties and responsibilities as specified by the Board in the Policy and Procedures Manual.
- D. Past-President. The duties of the immediate Past-President shall include:
- (1) Serve as a member of the Board and as advisor to the president at the Annual Meeting
 - (2) Serve as Chairperson of the NCDA Nominations and Elections Committee.
 - (3) Represent NCDA on the ACA Committee on Nominations and Elections and in other positions as stipulated by the ACA Bylaws.
 - (4) Maintain effective communication with President, President-Elect, and President-Elect-Elect to ensure continuity of vision.
 - (5) Carry out other duties and responsibilities as specified by the Board in the Policy and Procedures Manual.
- E. Secretary. The duties of the Secretary shall include:
- (1) Keep a record of the proceedings of the Board and the Annual Meeting.
 - (2) Serve as a member of the Board and advisor to the president at the Annual Meeting.
 - (3) Carry out other duties and responsibilities as specified by the Board in the Policy and Procedures Manual.



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- F. Treasurer. The duties of the Treasurer shall include:
- (1) Serve as a member of the Board and as advisor to the president at the Annual Meeting.
 - (2) Assist in the preparation of the budgets for NCDA, its committees, and its publications.
 - (3) Follow accepted procedures for handling the funds of NCDA.
 - (4) Recommend to the Board any needed modifications in procedures for managing the fiscal affairs of NCDA.
 - (5) Carry out other duties and responsibilities as specified by the Board in the Policy and Procedures Manual.
- G. Trustees. The duties of the Trustees shall include:
- (1) Attend meetings of the Board and fulfill the functions and responsibilities of that body.
 - (2) Serve as liaisons for councils, task forces, and standing committees.
 - (3) Serve as members of the Board and as advisors to the president at the Annual Meeting.
 - (4) Trustees additionally shall:
 - (a) Provide input to and from the Board.
 - (b) Serve as advocates for the constituency groups each represent.
 - (c) Encourage the utilization of NCDA programs and resources.
 - (d) Carry out other duties and responsibilities as specified by the Board in the Policy and Procedures Manual.
- H. Representative to the ACA Governing Council. The duties of the Representative to the ACA Governing Council shall include:
- (1) Serve as a member of the Board and as advisor to the president at the Annual Meeting.
 - (2) Represent NCDA on the ACA Governing Council.
 - (3) Carry out other duties and responsibilities as specified by the Board in the Policy and Procedures Manual.

Section 4. Sanction and Removal from Office. Any member of the Board of Directors may be sanctioned or removed from office in accordance with procedures as prescribed by official policy of the Association. Any member of the Board, including Officers and Trustees, may be sanctioned by a majority vote or removed from office by a two-thirds vote of the Board at any regular or special meeting of the Board at which a quorum is present for engaging in conduct prejudicial to the best interest of the Association or for repeated failure to perform the duties and responsibilities of a Board Member.

Section 5. Functions of the Board of Directors. The Board of Directors shall be the agency through which the policies of the Association shall be determined and shall have the following powers and functions:

- A. To establish policies to govern the affairs of the Association.
- B. To act on recommendations from the members at the Annual Meeting.
- C. To approve state division charter applications or to revoke state division charters.
- D. To act on the reports of all Standing Committees and such special committees as are responsible to the Board.

Section 6. Meetings of the Board.

- A. The Board shall meet at least once a year. A meeting shall be held at the time and place of each national conference of NCDA. Other meetings of the Board may be held at the call of the President or of a majority of the Board.
- B. At least one-half of the members of the Board shall constitute a quorum throughout any meeting of the Board at which official business is transacted.

ARTICLE VII ADMINISTRATIVE STAFF

Section 1. Executive Director. The Executive Director is hired by the board. The Executive Director has day-to-day responsibilities for the organization, including carrying out the organization's goals and policies. The Executive Director will attend all board meetings, report on the progress of the organization, answer questions of the board members, maintain financial records in accordance with standard accounting procedures, and carry out the duties described in the job description. The Board can designate other duties as necessary.

ARTICLE VIII ANNUAL MEETING

Section 1. Annual Meeting. The Association shall hold an Annual Meeting at a time and place at the Annual Conference fixed by the Board, which shall give written notice to the membership no less than six months prior to the time so fixed. The Association may hold other meetings at a time and place fixed by the Board, which shall give reasonable notice to the membership.

Section 2. Quorum. The members present at the Annual Meeting shall constitute a quorum.

Section 3. Powers of the Members at the Annual Meeting.

- A. Act on recommendations of the Board.
- B. Review policies established by the Board.
- C. Act on reports of the Board, state divisions, standing committees, and such special and continuing committees.
- D. Elect nominees for board members and the ACA Governing Council Representative per the procedures in Article V, and members to the NCDA Nominations and Elections Committee.
- E. Review and forward amendments to the Bylaws as presented by the Board to the total membership for approval in accordance with Article XII.
- F. Present amendments to the Bylaws to be forwarded to the total membership for approval in accordance with Article XII.

Section 4. Emergency Action. In an emergency and on recommendation of two-thirds vote of the Board, business may be presented in an electronic or paper ballot to the membership. Such ballots shall be recorded by the Secretary and shall have the same effect as if said action had taken place at the Annual Meeting.

ARTICLE IX COMMITTEES, COUNCILS, AND OTHER WORKING GROUPS

Section 1. Creation. The Board may create and dissolve committees, councils, and other working groups as needed such as, but not limited to, Awards, Brain Trust, Bylaws, Global Connections, International Student Services, Leadership Academy Alumni, Membership, National Career Development Month, Professional Standards, State Divisions, Technology, Veterans, etc.

Section 2. Standing Committees. Committees may be created by the NCDA Board to address needs of the Association. Standing Committees are distinguished from other committees by their connection to the ongoing operations or core values of the Association. The standing committees of NCDA and their duties shall be: **listed in the Policy and Procedures Manual.**

- A. The Executive Committee is comprised of the Officers of the Association. The committee reviews matters affecting the Association and makes recommendations to the NCDA Board of Directors for action. Between regular Board meetings, the Executive Committee may review matters affecting the Association and make recommendations to the NCDA Board of Directors for action. Decisions made at the Executive Committee level shall be approved by the Board.
- B. The Bylaws Committee shall have responsibilities for drafting proposals for amendments to these Bylaws and for the final wording of amendments presented by the membership at the Annual Meeting to insure their consistency with the style and substance of these Bylaws. The committee shall carry out such other functions as may be assigned to it in these Bylaws or by the Board.
- C. The Finance Committee is chaired by the Treasurer and includes the President and the Executive Director. It may also include up to two additional Board Members. The Finance Committee is responsible for developing and reviewing fiscal procedures, fundraising plans, and the annual budget with staff and other board members. The Board must approve the budget and all expenditures must be within budget. Any major change in the budget must be approved by the Board.
- D. The Nominations and Elections Committee. See Article V, Section 1.



ANNUAL MEMBERSHIP MEETING

- E. The Ethics Committee shall be responsible for educating the membership as to the Association's ethical standards, making suggestions to the Board for the modification or development of ethics-related and ethical behavior of NCDA members, and (if called upon by the ACA Ethics Committee Board) investigating complaints of alleged violation of the ethical standards of ACA and NCDA, referring for adjudication to ACA if necessary.
- F. Diversity Initiatives and Cultural Inclusion Committee works to raise awareness and promote equity and access within the membership and leadership of NCDA by providing resources and training to educate and empower members regarding best practices related to diversity in career development practice and research and to serve as a hub for diversity conversations and initiatives within NCDA.
- G. Government Relations Committee is responsible for: (a) sensitizing NCDA members to current and pending school and educational issues that warrant legislative action; (b) promoting, developing, and monitoring federal legislation relevant to career development services; (c) providing state division presidents with information necessary to act locally upon national legislation, appropriations, and related matters; and (d) extending the professional contacts of NCDA and ACA members to persons outside the profession who are equally concerned with legislation affecting career development services.
- H. The Research Committee shall provide oversight to any research which NCDA conducts, is asked to participate in, or awards grants to: that such oversight shall include, but not be limited to, coordinating of samples, surveys, etc.; screening research proposals for NCDA grants; suggesting research topics for NCDA members; and identifying career research needs.

Section 3. Regular Committees. Committees are created or dissolved by the NCDA Board to address needs of the Association.

Section 4. Councils. Councils differentiate from Committees due to their specialized nature and revenue generating opportunities. As such, members of the Councils are to be selected from a pool of qualified applicants. In addition, a staff liaison is identified to ensure continued progress and revenue potential is met. **Councils are created or dissolved by the NCDA Board to address the needs of the Association and will be listed and defined in the Policy and Procedures Manual.**

- A. The Publications Development Council shall be responsible for the non-periodic publications of NCDA, except as special projects are commissioned by the Board for publication under its supervision. It shall also be responsible for recommending to the Board policies relating to the non-periodic publications of the Association. It shall further be responsible for recommending marketing plans and proposals for new publications or products to the Board.
- B. The Career Services Provider Advisory Council is responsible for development of curriculum, oversight, and administration of the Career Services Provider training program. The council makes recommendations to the NCDA Board about all aspects of the Career Services Provider program.

Section 5. Ad Hoc and Other Working Groups. These special and/or continuing groups shall be established by the Board to carry out such activities as it believes will further the objectives of NCDA. The Board shall, from time to time, review the charge and function of all committees, commissions, task forces, councils, consortia, and other working groups and shall make changes in their number, characteristics, or organization as may seem desirable.

Section 6. Credentialing Commission: The Credentialing Commission is formed to serve the general public and the career services community by using NCDA standards and ethics for defining roles in the field of career services and recognize those who demonstrate and maintain a high level of professional competency.

A. Relationship to NCDA. The credentialing commission will:

- (1) use NCDA standards and ethics, and change as they change.
- (2) become a Commission under Article IX, enabling the NCDA Board to review its charge and function.
- (3) report on its progress and activities regularly to the Board. A Board liaison will report back to the Board frequently.

- B. Structure of the Commission. The Commission will have a representative of each credential where the expectation is that 25 or more people will apply for the credential annually. One representative will be chosen to represent each credential. Commissioners will be considered knowledgeable of the content of the credential they represent. The Commissioners will be the point of contact for content or appeals concerning their representative credential. In addition, Commissioners will be expected to participate in the management and oversight of the work of the Commission. Positions on the commission include:

- (1) Chair (one year term)
- (2) Chair – elect (one year term)
- (3) Board Liaison (appointed by the Board President annually) (non-voting)
- (4) Staff Positions
 - (a) Director of Credentialing and Special Programs (voting)
 - (b) Administrative support from HQs for database work (non-voting)
- (5) Other work may be accomplished by advisory members or task forces that may be established for a specific project or need. Reviewers for each credential may also serve in an advisory capacity. Advisory members or task forces will work through a Commission member and will not have voting status on the Commission.

- C. Selection of and Terms for Commissioners.

Terms for Commissioners:

- (1) Terms will be for 3 years
- (2) Commissioners can serve 2 consecutive terms.
- (3) After a break in term, a Commissioner can apply again.
- (4) The chair will serve a one-year term. The chair-elect will serve a one year term in that role and then the following year become chair of the Commission. An individual applying for chair elect may or may not have immediately served 2 consecutive terms as a credential representative.

Selection of NCDA Credentialing Commissioners, Chair, and Chair-Elect:

- (1) NCDA will announce Commission vacancies and solicit applicants.
- (2) The Commission elects its own chair and chair-elect as outlined in the Policy and Procedures handbook.
- (3) The Commission will vet, interview, and select a new Commissioner, chair, and chair-elect. The names of these individuals will be sent to the NCDA Board for approval.

- D. Current credentials include:

- (1) Certified Career Services Provider (CCSP)
- (2) Certified Career Counselor (CCC)
- (3) Certified Master of Career Services (CMCS)
- (4) Certified Career Counselor Educator (CCCE)
- (5) Certified Clinical Supervisor of Career Counseling (CCSCC)
- (6) Certified School Career Development Advisor (CSCDA)



ANNUAL MEMBERSHIP MEETING

The Commission will consider other potential credentials and/or credentialing partnerships as needed. The Commission will make a recommendation to the NCDA Board for any new credential. New credentials are subject to Board approval.

Section 6 7. Appointment. In the absence of any provision to the contrary in these Bylaws or in the motion of creating a committee, commission, council, task force, or any other working group:

- A. The President-Elect shall appoint chairpersons of committees in accordance with the rotation schedule as specified in approved Policy and Procedures Manual of the Association. The term of office so appointed shall coincide with the assumption of the Presidency. Said appointees shall serve for a period of two years, with the exception of completing an unexpired term followed by an appointed term. Chairpersons of committees and other official groups shall be subject to confirmation by the Board. They may be re-appointed.
- B. The chairperson shall designate the members of his or her committee.
- C. Except as otherwise specified in these Bylaws, members of committees shall serve for one year or until the appointment of their successors. They may be re-appointed.

ARTICLE X PUBLICATIONS

Section 1. Association Publications. The *Career Development Quarterly* (journal), *Career Developments* (magazine), and the *Career Convergence* (web magazine) shall be designated as official publications of NCDA. In addition, the Board shall support a program of non-periodic (single) publications, which shall be produced under the supervision of the Publications Development Council.

Section 2. Distribution. The *Career Development Quarterly* and the *Career Developments* shall be sent to all NCDA members without additional charge. They shall also be available to non-members, to libraries, and to other organizations to subscription at rates established by the Board. The *Career Convergence* shall be made available to the general public via the NCDA website.

Section 3. Magazine. *Career Developments* shall be published four times a year. An editor, appointed by the Board for a term of three years, shall be responsible for its preparation and publication. The editor may be re-appointed.

Section 4. *Career Development Quarterly*.

- A. **The Editorial Board.** The Editorial Board of the *Career Development Quarterly* shall be responsible for recommending editorial policy and professional content of the *Career Development Quarterly* to the NCDA Board. The NCDA Board shall establish the number of members of the Editorial Board, with one-third of the members to be appointed by the NCDA Board each year for a term of three years. In the event of a vacancy on the Editorial Board, the NCDA Board shall appoint a successor to complete the unexpired term. Editorial Board members may be re-appointed.
- B. **The Editor.** The Editor shall serve for a three-year term, following a period of service as Editor-Elect, and may be re-appointed for one additional consecutive term. The Editor shall be responsible for editing and preparing four issues per year of the *Career Development Quarterly* and an annual report.
- C. **The Editor-Elect.** The Editor-Elect shall be appointed by the NCDA Board, a year preceding the expiration of the term of the Editor, giving due consideration to the recommendations of the Editorial Board in making the appointment, but not being restricted by such recommendations. The Editor-Elect shall assist the Editor in performing the duties of Editor, in preparation for assuming those duties.

Section 5. Copyright. The Association shall own the copyright for the original and any renewal term for any writing that is published by the Association. The author of any such writing shall have the right to make a non-profit or non-commercial use of the work, provided that there be affixed to each copy the copyright notice used by the Association, when the writing was first published. The author shall have the right to make or authorize use of any such writing for profit or commercial use only after first obtaining the written consent of the Association.

ARTICLE XI ANNUAL AUDIT

Section 1. Annual Audit. The Board shall make recommendations for an annual audit of the financial records of NCDA and of its official publications by a certified public accountant. The report shall be reviewed by the Finance Committee and transmitted to the Board with any recommendations that may be appropriate. A full report on the financial condition of NCDA and of its official publications shall be made available to the membership upon request.

ARTICLE XII AMENDMENTS

Section 1. Amendments. These Bylaws may be amended from time to time by the membership in accord with either of the following methods:

- A. A proposed amendment may be presented at the Annual Meeting by the Board, by the executive body of a state division of NCDA, or by an individual, provided that in the case of an individual the proposed amendment shall be presented over the signatures of at least 25 voting members of NCDA. All such proposed amendments shall be presented in writing to the Secretary of NCDA at least 120 days prior to the Annual Meeting. They shall be reviewed by the Bylaws Committee and posted in an official publication of the Association at least 30 days prior to the Annual Meeting. Amendments so presented and passed by a majority vote shall be forwarded to the general membership for approval.
- B. An amendment also may originate at an Annual Meeting. A two-thirds majority vote by the members in attendance is required to approve the amendment and to be forwarded to the general membership for final approval.

Section 2. Adoption. A proposed amendment as presented in either A or B above shall be considered adopted if approved by a majority of those members of the Association voting via mail or electronic ballot. The Board shall decide the manner in which the manner in which votes will be sought on the amendments.

ARTICLE XIII RULES OF ORDER

Section 1. Rules of Order. Robert's Rules of Order, as from time to time revised, shall govern the proceedings of NCDA, unless otherwise specified in these Bylaws.

Section 2. Language. In all official NCDA communication and publications, it is recommended that unbiased language be used as described in the most recent edition of the *Publication Manual of the American Psychological Association*.

**NCDA Headquarters:
305 N. Beech Circle, Broken Arrow, OK 74012
918-663-7060
866-FOR-NCDA**

KENTUCKY STATE DIVISION BYLAWS

ARTICLE I

NAME, AFFILIATION, MISSION

Section 1. Name. The name of the organization shall be the Kentucky Career Development Association (hereafter referred to as KCDA).

Section 2. Affiliation. KCDA is a division of the Kentucky Counseling Association (hereafter referred to as KCA) and the National Career Development Association (hereafter referred to as NCDA), and shall be subject to those provisions of KCA and NCDA Bylaws which apply to divisions.

Section 3. Mission. The mission of KCDA is to promote the career development of all people over the life span.

ARTICLE II

MEMBERSHIP

Section 1. Categories of Membership. There will be four types of individual membership: Professional, regular, retired, and student.

Section 2. Qualifications for Membership. The following requirements must be met to qualify for the following categories of membership:

A. **Professional Members.** Professional membership in KCDA is available to anyone in the state who is a professional member of NCDA.

B. **Regular Members.** Career Specialists who do not meet the requirements for professional membership in NCDA are eligible for regular membership in KCDA.

C. **Retired Members.** Any regular, professional, or life member who has been a member of KCDA may, upon retirement (reaching age 65), apply for retired membership status. Retired members shall retain all rights and privileges in KCDA and be exempt from paying dues or assessments.

D. **Student Members.** Students enrolled in programs preparing them for counseling and other career development areas are eligible to become student members of KCDA.

Section 3. Dues. Dues for members of KCDA shall be payable annually. Any change in the annual dues will be subject to approval by a majority of voting members of KCDA present at the annual meeting. The KCDA Board shall propose updates or adjustments on membership fees and membership fee increases shall be voted on by the membership.

Section 4. Vote. All members of KCDA current with dues payment shall have one vote in elections amendments to these Bylaws and on motions put before the membership.

ARTICLE III

KCDA OFFICERS, MEMBER(S) OF KCA BOARD OF DIRECTORS, AND REPRESENTATIVE(S) TO NCDA DELEGATE ASSEMBLY

Section 1. Officers and Terms of Office.

- A. The Executive Committee of KCDA shall be the President, President-Elect, the immediate Past-President, the Secretary and the Treasurer.
- B. The KCDA Board shall be comprised of the Executive Committee and the established Special Interest Groups chairs.
- C. All Officers shall be members of KCDA and members of NCDA and elected by the individual members. The President, Past President, and President-Elect shall serve one-year terms or until their successors are elected. The Secretary and Treasurer shall serve two-year terms or until successors are elected.
- D. The President-Elect shall automatically become President of KCDA one year after the commencement of her/his term of office as President-Elect, or upon the death, resignation, or any other reason the office is vacated by the President.
- E. An elected officer shall not be a candidate to succeed self in the same office, except that a President-Elect succeeding to the office of the President shall serve full term as President in addition to serving whatever may remain of the unexpired term of the office vacated by the President.
- F. The President shall be ineligible to serve again as President-Elect or President for a period of five years following previous service in either office. The Secretary and Treasurer shall become eligible for the office again after a one-year lapse in the continuity of office.
- G. The term of office for any elected officer of KCDA shall commence on July 1 of the calendar year in which they were elected.
- H. Upon the vacancy of office by the KCDA President-Elect, Secretary, or Treasurer, the President shall appoint a successor to serve the unexpired term, when necessity dictates.
- I. The KCDA President shall serve on the KCA Board of Directors. If a replacement is needed, the President-Elect, the immediate Past-President, the Secretary or Treasurer is to be considered in that order.

Section 2. Functions of the Officers

- A. **President.** The President shall
 1. Provide leadership in the achievement of the purposes of KCDA;
 2. Preside at KCDA meetings, Executive Committee meetings and KCDA Board meetings;
 3. Appoint the chairperson of all KCDA committees unless otherwise specified in these bylaws or in the motion establishing the committee;
 4. Serve ex-officio on all KCDA committees;
 5. Represent KCDA on the KCA Board of Directors;
 6. Carry out other duties and responsibilities as may be prescribed in the Bylaws of KCA and NCDA as state division president.



ANNUAL MEMBERSHIP MEETING

B. President-Elect. The President-Elect shall

1. Perform the duties of the President in the absence or incapacity of the President;
2. Serve as a member of the Executive Committee of KCDA;
3. Serve as the Program Chairperson for the year of tenure as President-Elect;
4. Carry out other duties and responsibilities as may be assigned by the KCDA Executive Committee.

C. Past-President. The Past-President shall

1. Serve as a member of the KCDA Executive Committee;
2. Serve as a chairperson of the KCDA Nominations and Elections Committee;
3. Collect and count all election ballots.

D. Secretary. The Secretary shall

1. Keep a record of the proceedings of the KCDA Board Meetings, organizational; meetings, and the KCDA annual business meeting;
2. Serve as a member of the Executive Committee of KCDA;
3. Serve as the Parliamentarian of KCDA.

E. Treasurer. The Treasurer shall

1. Follow accepted procedures, as approved by the KCDA Board, for handling funds of KCDA;
2. Serve as a member of the Executive Committee of KCDA;
3. Be responsible for receiving dues and other funds, and the expenditure of funds in accordance with the directives established by the Executive Committee;
4. Recommend to the KCDA Board any needed modifications in procedures for managing the fiscal affairs of KCDA;
5. Serve as the chairperson of the Membership Committee for the two year tenure of office.

Section 3: Special Interest Groups (SIG)

A. SIG Definition. SIG are intended to be a networking resource and advocacy group for career specialists working in a capacity related to career development. Activities of all SIG shall be reported at KCDA Board meetings by their respective chairs. Individuals may participate in more than one SIG. When meeting, SIGs shall follow Roberts Rules of Order.

B. SIG Chairs. SIG chair positions shall be created and filled to serve on the KCDA Board. For each SIG, one chair shall be chosen from among that constituency, by a majority vote of the KCDA membership, at the annual meeting. All SIG chairs shall serve two-year terms and may be reelected. Individuals may only chair one SIG at a time. Established SIG are:

1. Communications Officer
2. Two year Colleges
3. Four year Colleges
4. Private Practices
5. Business/Industry
6. K-12 School Counselors
7. Graduate Students

C. SIG Chair Vacancies. When vacancies occur in SIG chair positions, the KCDA President shall appoint a replacement to serve the remainder of the vacant term.

- D. **Additional SIG.** The KCDA President shall have the power and authority to create additional SIG and appoint a chair for each. These SIGs and SIG chairs shall have all powers and authority as listed in these Bylaws until the next annual meeting. Alternately, a member of the KCDA Board may propose a new SIG, and to be established must receive the majority vote of the KCDA Board. To become permanent, SIGs created under Article III, Section 3.4 must be added to Article III, Section 3.2, via the amendment process.

ARTICLE IV COMMITTEES

Section 1. Membership Committee

- A. **Committee Membership.** This committee shall consist of the Treasurer as chair and three members appointed by the chair.
- B. **Committee Duties**
1. This committee shall be responsible to assist in the maintenance of records of membership and to provide leadership in recruitment of new members to KCDA.
 2. This committee shall encourage KCDA members to join and become active in NCDA.
- C. **Committee Terms.** Membership Committee appointees shall serve for one or two years at the discretion of the chair. If any of these persons are unable to serve, the vacancy will be filled with another member appointed by the chair.

Section 2. Nomination and Election Committee

- A. **Committee Membership.** The Past-President of KCDA chairs the nominating committee and appoints up to three members, current in dues payment, to the committee with approval of the board.
- B. **Nominations.** The Nominations and Elections Committee solicits nominations and presents a slate of officers to the membership for consideration 30 days prior to elections. Nominations from the floor will be accepted at the time of the election.
- C. **Elections.** The Executive Officers and Board Members are elected at the KCDA annual business meeting, which shall be established by the KCDA Board and shall not be later than June 1. Elections may be held by e-mailed ballots, or by other method designated by the KCDA Board and announced to the full KCDA membership not less than 30 days in advance.

Section 3. Ad-Hoc Committees

- A. The President shall have the power and authority to name additional committees and their chairs, with approval of a majority of the KCDA Board. These committees and their chairs shall have all powers and authority as listed in these Bylaws until the next annual meeting. To become permanent, these committees must be added to Article IV of these Bylaws, via the amendment process.



ANNUAL MEMBERSHIP MEETING

ARTICLE V MEETING OF THE MEMBERSHIP

Section 1. Scheduled Annual Meeting.

- A. The regularly scheduled annual meeting shall be held at least 30 days prior to June 30.

Section 2. Other Meetings

- A. KCDA may hold other meetings at a time and place decided by the KCDA Board, which shall give written, or e-mail, notice thereof to the membership no less than thirty (30) days prior to the meeting date. The notice of the meeting shall state the purpose of the meeting.

ARTICLE VI BUSINESS AFFAIRS OF THE ASSOCIATION

Section 1. Association Year

- A. KCDA's official and fiscal year shall be July 1 through June 30.

Section 2. Property of the Association

- A. In the event the Association should be dissolved, none of its property shall be distributed to any of the members. Instead, all of its property shall be transferred to such organization or organizations as the KCDA Board shall determine to have purposes and activities most nearly consonant with those of the Association.

ARTICLE VII AMENDMENTS

Section 1. Amendments

- A. Vote.** These Bylaws may be amended from time to time by majority vote of the membership of KCDA present at the regularly scheduled annual meeting.
- B. Submission.** Proposed amendments may be presented by an individual voting member, current with dues payment, of KCDA.
- C. Proposal.** A proposed amendment must be submitted to the KCDA Board at least 120 days prior to the regularly scheduled annual meeting, in writing. Proposed amendments shall be reviewed and published in writing to the membership at least 30 days prior to the regularly scheduled annual meeting. Members may submit a paper ballot vote prior to the annual meeting.
- D. Adoption.** A proposed amendment shall be considered adopted if approved by a majority of the voting members of KCDA who are present at the regularly scheduled annual meeting, or who return their ballot to the KCDA Executive Committee by the annual meeting.

ARTICLE VIII

Section 1. Annual Audit. The Executive Board shall make recommendations for an annual audit of the financial records of KCDA by a committee appointed by the Board. The report shall be reviewed by the Executive Board and institute any recommendations that may be appropriate. A full report on the financial condition of KCDA shall be made available to the members of the Association upon request.

ARTICLE IX
RULES OF ORDER**Section 1. Rules of Order**

- A. Order.** Robert's *Rules of Order*, as currently revised, shall govern the proceedings of KCDA and its committees and boards, unless otherwise specified in these Bylaws.
- B. Quorum.** Quorum of the KCDA membership is a majority of KCDA members current with dues payment present.
- C. Laws.** KCDA shall operate under the laws and procedures of the Commonwealth of Kentucky.

ARTICLE X
IMPEACHMENT**Section 1. Grounds for Impeachment**

- A. All elected or appointed officers, SIG chairs and committee chairs are subject to impeachment and removal from office for mis-, mal- or nonfeasance of office, engaging in unlawful conduct, or engaging in unethical behavior as defined by the NCDA Code of Ethics.

Section 2. Charges

- A. Charges against elected or appointed officers, SIG chairs and committee chairs ("respondent") may be brought by any member of KCDA ("claimant"). Charges must be in writing (via letter or e-mail) and submitted to the highest ranking Executive Committee member not being charged. Once charges are brought, the respondent shall be informed promptly and provided copies of the written charge.

Section 3. Procedures

- A. The highest ranking Executive Committee member not charged shall chair the impeachment meeting (held at the next regularly scheduled KCDA Board meeting after charges have been submitted). The KCDA Board (excluding the respondent and claimant) shall adjudicate charges. The claimant shall present his/her information and evidence to the KCDA Board. The respondent shall have an opportunity to respond to the charges and present evidence. Once all information is presented, the KCDA Board shall convene in private, excluding the respondent and claimant.
- B. Two thirds of all filled KCDA Board positions (excluding the respondent and claimant), voting in favor of impeachment shall be necessary for the imposition of penalties. Notice of the decision shall be sent to both parties, in writing, by the presiding officer. Records of the KCDA Board's deliberations shall be retained by the KCDA Secretary and be kept confidential.

Section 4. Penalties

- A. Penalties for impeachment may include: removal from office, expulsion from KCDA membership (either for a specified period or permanently), and/or being barred from holding KCDA office ever again. Restitution for financial misconduct against KCDA may be imposed if the respondent was impeached on those grounds (including theft of property). The KCDA Board may, by majority vote, instigate legal proceedings in all cases involving money or property of KCDA.

CONTINUING EDUCATION



NCDA is approved by NBCC as an Approved Continuing Education Provider, ACEP # 1003. NCDA is solely responsible for all aspects of this program. Complete the earned contact hours for only the sessions you attended.

NAME: _____

WEDNESDAY, JUNE 20, 2018

Professional Development Institutes

8:00 am – 12:00 pm

If you attended, please enter appropriate PDI #

_____ (4 hours)

Professional Development Institutes

1:30 – 5:30 pm

If you attended, please enter appropriate PDI #

_____ (4 hours)

Career Talks

11:20 am – 12:30 pm

_____ (.25)

_____ (.25)

_____ (.25)

General Session

11:20 am – 12:30 pm

_____ (1 hour)

Presentation Series III

1:50 – 3:00 pm

Please enter session # attended

_____ (1.20 hours)

OR

OR

Roundtable Series V

4:50 – 6:00 pm

Please enter roundtable #s attended

_____ (.5 hours)

_____ (.5 hours)

OR

Career Talks

4:50 – 6:00 pm

_____ (.25)

_____ (.25)

_____ (.25)

THURSDAY, JUNE 21, 2018

Opening General Session

1:30 – 3:30 pm

_____ (1 hour)

Presentation Series I

3:50 – 5:00 pm

Please enter session # attended

_____ (1.20 hours)

OR

Roundtable Series I

3:50 – 5:00 pm

Please enter roundtable #s attended

_____ (.5 hours)

_____ (.5 hours)

Roundtable Series III

1:50 – 3:00 pm

Please enter roundtable #s attended

_____ (.5 hours)

_____ (.5 hours)

OR

Career Talks

1:50 pm – 3:00 pm

_____ (.25)

_____ (.25)

_____ (.25)

Presentation Series IV

3:20 – 4:30 pm

Please enter session # attended

_____ (1.20 hours)

OR

SATURDAY, JUNE 23, 2018

Presentation Series VI

8:30 – 9:40 am

Please enter session # attended

_____ (1.20 hours)

OR

Roundtable Series VI

8:30 – 9:40 am

Please enter roundtable #s attended

_____ (.5 hours)

_____ (.5 hours)

Presentation Series VII

10:00 – 11:10 am

Please enter session # attended

_____ (1.20 hours)

OR

Roundtable Series VII

10:00 – 11:10 am

Please enter roundtable #s attended

_____ (.5 hours)

_____ (.5 hours)

Closing General Session

11:30 am – 12:30 pm

_____ (1 hour)

FRIDAY, JUNE 22, 2018

Presentation Series II

11:20 am – 12:30 pm

Please enter session # attended

_____ (1.20 hours)

OR

Roundtable Series II

11:20 am – 12:30 pm

Please enter roundtable #s attended

_____ (.5 hours)

_____ (.5 hours)

OR

Roundtable Series IV

3:20 – 4:30 pm

Please enter roundtable #s attended

_____ (.5 hours)

_____ (.5 hours)

OR

Career Talks

3:20 – 4:30 pm

_____ (.25)

_____ (.25)

_____ (.25)

Presentation Series V

4:50 – 6:00 pm

Please enter session # attended

_____ (1.20 hours)

TOTAL Hours



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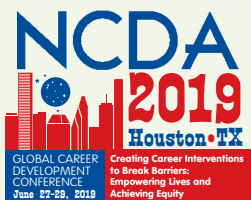
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101	I	413	I	2-6	II	6-6	I
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104	I	503	I	2-9	I	6-9	I
105	I	504	I	2-10	I	6-10	II
106	I	505	II	2-11	I	6-11	I
107	II	506	I	2-12	I	6-12	I
108	I	507	II	2-13	I	6-13	I
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112	I	511	I	3-3	I	7-4	I
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114	III	513	II	3-5	II	7-6	I
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206	II	606	I	3-11	II	7-11	I
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210	I	610	I	4-1	II	CT3A	I
211	I	701	III	4-2	II	CT3B	I
212	I	702	II	4-3	I	CT3C	I
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301	I	704	I	4-5	I	CT4C	I
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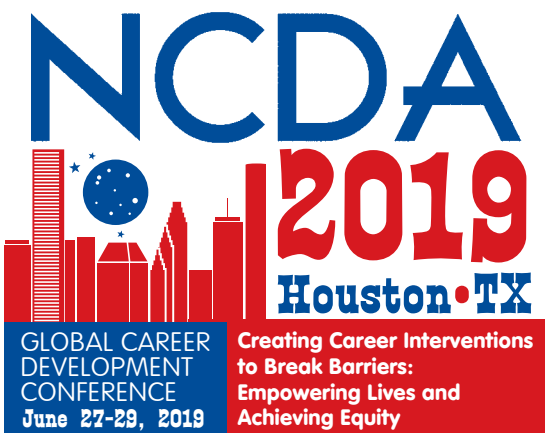
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