

WELCOME TO THE 2016 NCDA GLOBAL CAREER DEVELOPMENT CONFERENCE



PROGRAM BOOK



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Empowering individuals to pursue meaningful work for over 75 years.

Over 165 million people worldwide have relied on Kuder for evidence-based career assessment, education planning, and guidance resources.

With affordable solutions for pre-K through retirement, our customizable products and services reflect a commitment to encouraging lifelong learning, development, and achievement.

Join us as we sponsor the 2016 NCDCA Party "Red, White & Boom!":
Friday, July 1 at 8:00 p.m.

Visit with us during the conference in the Exhibit Hall at booths 315 & 317:
Thursday, June 30 - Saturday, July 2

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Welcome to the 2016 National Career Development Association Global Conference

June 30 – July 2, 2016 • Hyatt Regency Chicago • Chicago, Illinois



Welcome to Chicago and NCDA 2016! It is my distinct honor to welcome you to NCDA 2016 and to the great city of Chicago! Chicago has a great history, energy and presence in career development!

Our conference theme, *Fostering Well-Being through Meaningful Work*, was chosen to engage all to reflect on career development and meaningful work and choices. We can look at this theme in many other ways as well: *Fostering Career Well-Being*, *Career Development for Meaningful Work* and also *Career Counseling and Meaningful Work*! NCDA Global Conferences give us the opportunity to learn from each other, share ideas and best practices, consider new perspectives, and connect with colleagues and friends. This time away together as professionals is a privilege and I hope you will join me in using the time to recharge, retool, and reconnect.

Although the entire program is packed full of amazing presentations and professional development opportunities, there are a couple of features I would especially like to highlight...

- The **NCDA Conference App** is available to keep you organized, and keep up with the latest info on any schedule changes. You can download it now at the Apple or Google Store for free!
- 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 Deb Osborn and Paul Timmins, NCDA Board members!
- The **Welcome Reception** is a time to gather together with old friends and new ones on the conference's opening night. Light hors d'oeuvres will be served along with an available cash bar.
- The **NCDA Party: Red, White and Boom** is a chance to join friends and colleagues and move around a little after an intense day of sessions! The party will include dancing, dessert, and a cash bar. Entrance is free to conference attendees and guest tickets may be purchased.
- **New This Year! Career Talks** 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. Also new this year – **Graduate Student Poster Sessions**. Be sure to stop by and visit with these students and view their work.

Don't miss any of this year's excellent Keynote Speakers who represent a wide-range of perspectives. Each will offer a unique and interesting perspective of career development and possibly make you smile in the process! It's an honor and pleasure to have three well-known experts join us for this conference.

- **Dr. Rich Feller**, Colorado State University
HEROIC Careers in the Connected Age
- **Dr. Pepper Schwartz**, University of Washington
Balance is not a Dirty Word: Loving Your Work, Loving Your Life
- **Dr. Mark Savickas**, Northeast Ohio Medical University
Meaning at Work, Working at Meaning

Although the NCDA staff makes it look easy and flawless, there is a tremendous amount of work that goes into planning and presenting a conference of this size with so many different types of features. I would like to especially thank Lisa Severy, Program Chair, and Mary Ann Powell, Conference Director, for all of the work that goes on behind the scenes to make a conference like this happen. Before joining the board I had absolutely no idea how many working parts make up NCDA from the large conferences to government relations to publishing to responding daily to member and non-member questions and the staff at NCDA Headquarters led by Executive Director Deneen Pennington do this with a style, grace, and attention to customer service that is simply unparalleled!

All of the presenters and facilitators have put a great deal of time and effort into sharing their ideas, knowledge, and expertise and, along with attendee participation, they make up the heart and soul of our co-created, member-driven conference. I hope that you will not simply attend these sessions, but will actively engage with these colleagues to maximize your experience.



Please take some time and explore Chicago and beyond. It is a place to escape and recharge before heading home. Committing the time and resources to step away from our daily lives and learn from each other is a rare and special gift. Thank you for joining us and enjoy the conference!

Cynthia Marco-Scanlon, NCDA President, 2015/2016



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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

Cynthia Marco-Scanlon

Program Committee

Lisa Severy, Program Chair, University of Colorado Boulder
Kathy Battee-Freeman, The University of Illinois at Chicago
Kristie Baxter, The University of Southern Mississippi
Erin Bennett, The University of Tennessee, Knoxville
Kent Blessing, Hutchinson Career & Technical Education Academy
Marsha A. Boettger, Career Counselor, Coach, Consultant
Addye Buckley-Burnell, Auburn University
Matt Cardin, St. John Fisher College
Darrin L. Carr, Indiana University-Purdue University Columbus
Christian D. Chan, The George Washington University
Kelly Cooper, Rock Valley College
Alease Copelin, Center High School, Texas
Stephen Crynes, University of Oklahoma
Ray Davis, Ray Davis Consulting
Malka Edelman, Comprehensive Career Planning, Inc.
Kathy Evans, University of South Carolina
Dawn Friedman, Florida Atlantic University
Sharon Givens, Training Visions
Kevin Glavin, University of Colorado Boulder
Celeste Hall, Virginia Community College System
Maggie McCormick, Career Seasons
Brian Montalvo, Florida Atlantic University
Keri Carter Pipkins, University of Illinois at Urbana-Champaign
Constance Pritchard, The Pritchard Group
Virginia "Ginger" Walsh Reijners, Charleston County School District, SC
Cecilia Rivas-Gonzalez, Florida Atlantic University
Fay Roseman, Barry University
Sandi Rosewell, University of Colorado Boulder
Amanda C. Sargent, Florida State University
Stephanie Sattler, The University of Illinois at Chicago
Jon Schlesinger, Brandeis University
Aubrey L. Sejuitt, The University of South Carolina
Cori Shaff, University of Colorado Boulder
Merril A. Simon, California State University, Northridge
Anna Solano, Pikes Peak Community College
Chippewa M. Thomas, Auburn University
Carol Vecchio, Centerpoint Institute for Life and Career Renewal
Kristin Zaideman, Florida State University

CONVENTION MANAGEMENT TEAM

Alicia Cheek
 Deneen Pennington
 Mary Ann Powell
 Melanie Reinersman
 Natalie Scrimsher
 Bri Worden, Intern

LOCAL SUPPORT

Illinois Career Development Association

Frequently Asked Questions

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

NCDA has a new process for recording continuing education. At the close of the conference, you will be sent a link to complete individual session evaluations. Once completed, the system will direct you to the NCDA page where you can login to your record and print your continuing education transcript. You can find additional information about the Continuing Education process on page 92.

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

Stop by the Cyber Showcase. The volunteers at the Cyber Showcase are familiar with the NCDA Conference App. They can give you a brief demonstration of some of the features of the App. NCDA Staff can also assist you with questions regarding the App.

How many Continuing Education Clock Hours are given for attending the full conference?

NCDA is an NBCC-Approved Continuing Education Provider (ACEP) and may offer NBCC-approved clock hours for events that meet NBCC requirements. Sessions for which NBCC-approved clock hours will be awarded are identified in the program book. The ACEP is solely responsible for all aspects of the program. For this conference, up to 11.5 contact hours approved through the National Board of Certified Counselors (NBCC). Additional contact hours can be obtained by attending the pre-conference workshops. Please see page 92 for additional information.

Why are there different colors of name badge holders?

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: Ray Davis, Ray Davis Consulting
BLACK:	Higher Education – NCDA Trustee: Brian Montalvo, Florida Atlantic University
GRAY:	Agencies, Business & Industry, and Private Practice – NCDA Trustee: Carol Vecchio, Centerpoint Institute for Life and Career Renewal
RED:	Counselor Educators and Researchers – NCDA Trustee: Kathy Evans, University of South Carolina

Check out page 4 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 name badge and bag at the end of the conference?

Be a part of NCDA's *GO GREEN* initiative, return your empty badge and 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 Welcome Reception and the NCDA Party: Red, White and Boom provided they purchase a ticket. Tickets are for sale during Conference Registration hours. Conference attendees do not need a ticket for the Welcome Reception or NCDA Party – only their name badge.

Where can I find a conference evaluation?

An email will be sent to you immediately following the conference where you can link directly to our online form. Please take a moment to complete the online form at the conference or upon your return home. 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.

Will there be a participant list available?

A participant list will be emailed to attendees following the conference. The participant list is for networking purposes only and is not to be used for marketing.

What are the tables in the Registration Area?

Sharing tables 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 2016 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 Thursday afternoon in Riverside East. This will be a great opportunity to meet other students and view their work in the field. There will also be an opportunity to meet and network with other graduate students in the Big Bar located in the hotel lobby on Thursday evening. There are also plenty of other networking opportunities – First Timer's Session, Welcome Reception, and Red, White and Boom.

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

Yes, we have a lactation room located in Skyway 261, Blue Level. You may come and go at your convenience. The room has several chairs, tables, and electrical outlets for your convenience.

Will there be any gender neutral bathrooms available?

Yes, you can find a gender neutral bathroom located by the Plaza Ballroom located on the Green Level.

NCDCA 2015/2016 BOARD OF DIRECTORS



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CYNTHIA MARCO SCANLON
John Carroll University



Past-President

MARK DANAHER
Newington High School, Connecticut



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RS Foundation



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Association



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BRIAN MONTALVO
Florida Atlantic University



Trustee for Counselor Educators and Researchers

KATHY EVANS
University of South Carolina



Trustee for Agencies, Business & Industry, and Private Practice

CAROL VECCHIO
Centerpoint Institute for Life and Career Renewal

CONSTITUENCY GROUPS

NCDCA Trustees represent the four main membership constituency groups within NCDCA. Constituency groups are easily identifiable by their different colored name badge holders. We hope you will connect with the Trustee from your primary workplace setting. Constituency groups will be meeting separately on Wednesday, June 29, from 6:00 – 7:30 pm. State division presidents and president-elects should attend the State Leadership Training with Wendy LaBenne, State Division Trustee.

- BLUE:** School Career Counselors and Specialists, Ray Davis
- BLACK:** Higher Education Career Counselors and Specialists, Brian Montalvo
- GRAY:** Agencies, Business & Industry, and Private Practice, Career Counselors and Specialists, Carol Vecchio
- RED:** Counselor Educators and Researchers, Kathy Evans

NATIONAL CAREER DEVELOPMENT ASSOCIATION

Managed by:

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305 North Beech Circle
Broken Arrow, OK 74012
Phone: (866) FOR-NCDCA or (918) 663-7060
Fax: (918) 663-7058
www.ncda.org

NVGA/NCDA 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 Ryneerson
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

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
CAREER CONSULTANT FORUM OF SOUTH KOREA
ELNAMAA INTERNATIONAL AFFILIATE (EGYPT)
JAPAN CAREER DEVELOPMENT ASSOCIATION
PERU CAREER DEVELOPMENT ASSOCIATION

HIGHLIGHTS AND SPECIAL EVENTS

Annual Membership Meeting

All NCDA members are encouraged to attend the Annual Membership Meeting, Thursday, June 30 at 3:45 pm. Members will vote on future leaders of the association, receive information about new and exciting initiatives, and hear a Presidential Address by Cynthia Marco-Scanlon, NCDA President, as she 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 29
- Guest Tickets for the Opening Reception on Thursday, June 30 (conference participants need only a badge for admittance; guests will require a ticket).
- Guest Tickets for the NCDA Party on Friday, July 1 (conference participants need only a badge for admittance; guests will require a ticket).

Constituency Group Meetings

NCDA has 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 Wednesday, June 29 from 6:00 – 7:30 pm.

SCHOOL COUNSELORS (BLUE) –

NCDA Trustee: Ray Davis, Ray Davis Consulting

HIGHER EDUCATION (BLACK) –

NCDA Trustee: Brian Montalvo, Florida Atlantic University

AGENCIES, BUSINESS & INDUSTRY, AND PRIVATE PRACTICE, (GRAY) –

NCDA Trustee: Carol Vecchio, Centerpoint Institute for Life and Career Renewal

COUNSELOR EDUCATORS AND RESEARCHERS (RED) –

NCDA Trustee: Kathy Evans, University of South Carolina

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 Deb Osborn and Paul Timmins, NCDA Board Members.

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.

Did you know... That NCD A now has our very own *Conference App?*

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

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



Search the stores for NCD A to download.

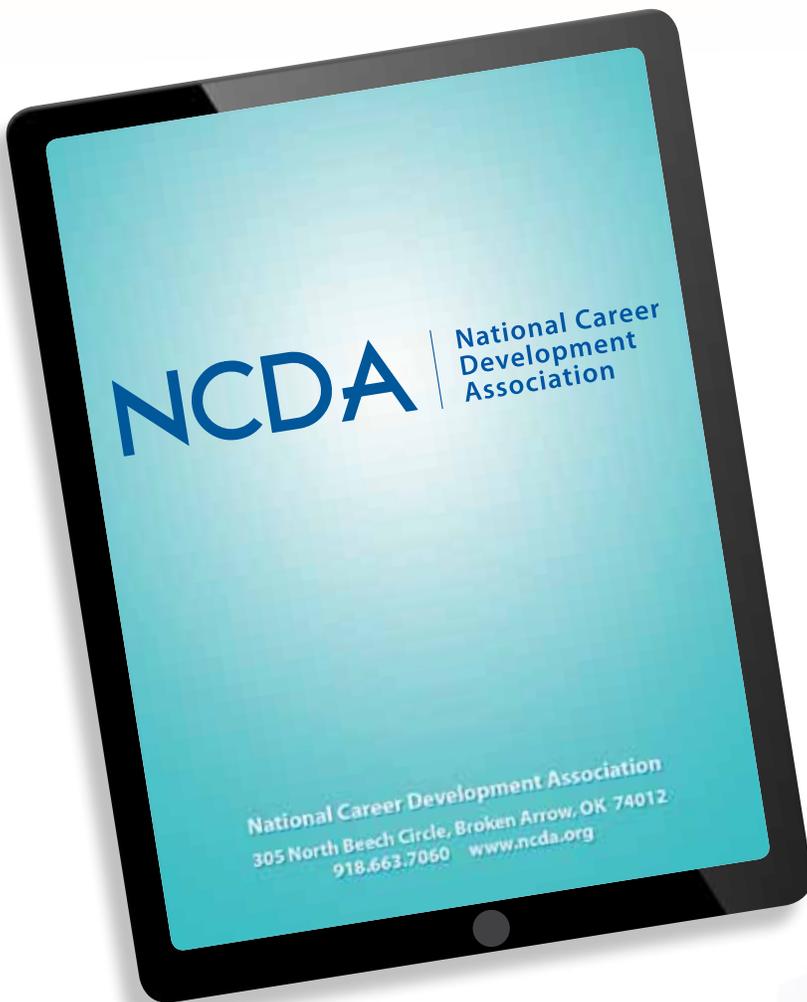
The Conference App is also available for your
desktop or Windows phones and devices.

Simply visit:

<https://event.crowdcompass.com/nlda2016>

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 Cyber Showcase to learn more about the
NCD A Conference App.*



SUBMISSION GUIDELINES

FOCUS

Career Convergence readers are career development practitioners. Articles should address trends, "how to", best practices, case examples, overview of models, assessment reviews, 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 friendly/informative/practical style rather than technical or academic. 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 complete 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 .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. 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?), **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.

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.

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.

Looking to guide people toward purpose?

Become a Life Reimagined
LifeMap™ Coach



Join our growing community of Coaches and guide clients as they (re)discover what matters most to them.

As a Life Reimagined LifeMap Coach, you will:

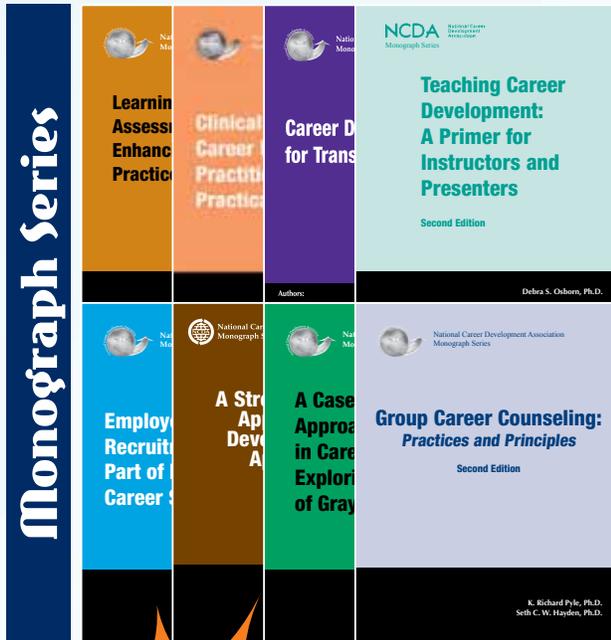
- ▶ Encourage client self-discoveries with six innovative proven practices
- ▶ Guide individual digital coaching sessions on our platform
- ▶ Reveal client gifts, passions and desires through purposeful goals and action plans

Inspire clients while enjoying **flexible schedule** and the opportunity to **make a difference**.

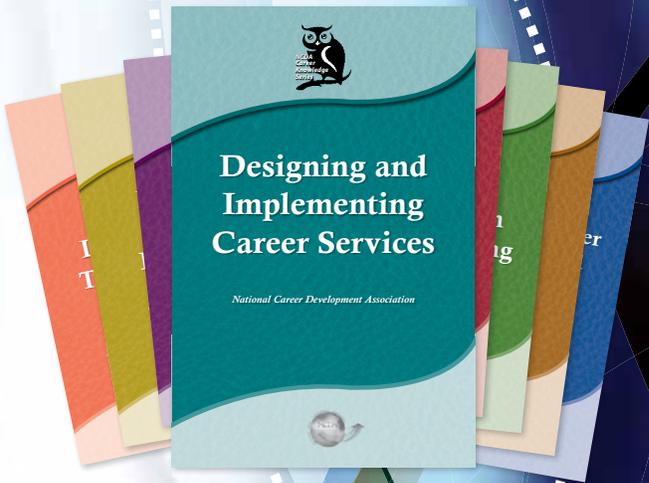
Contact coachrecruiting@lifereimagined.org for more information.



NCDA PUBLICATIONS Available at Conference



Career Knowledge Series



**Special
Conference
Pricing!**

**Sale book table,
while supplies last!**



**NCDA Publications will be available next to
NCDA Registration Desk throughout the Conference.**

Wednesday, June 29, 2016 • 12:00pm – 5:30pm
 Thursday, June 30, 2016 • 7:30am – 5:00pm
 Friday, July 1, 2016 • 7:30am – 5:00pm

Don't forget \$5.00 off coupon in registration bag! One coupon per customer please!
NO COUPONS ACCEPTED ON SALE BOOKS!





Announcing the NCDA Cyber Showcase. Tour the new NCDA website, practice using the conference app or learn how to get published in the NCDA web magazine, *Career Convergence*. Located in the Foyer, watch for a posted schedule of interactive events brought to you by the *Career Convergence* editorial team. Or feel free to stop by with any website or conference app question. The Cyber Showcase is open Thursday, June 30th from 7:30 am to 3:30 pm and Friday, July 1st from 7:30 am to 5:00 pm.

Please join in any of the 30 minute informal events listed below and watch for more to be posted on-site. Bring your device or view one of ours.

CYBER SHOWCASE EVENT	DAY	TIME	PRESENTER
Conference App Demo	Thursday, June 30	12:00 – 12:30 pm	Melanie Reinersman
Tech Tips	Thursday, June 30	12:45 – 1:15 pm	Melissa Venable
How to Get Published in Career Convergence	Thursday, June 30	2:00 – 2:30 pm	Mason Murphy
Touring the New NCDA Website	Thursday, June 30	3:00 – 3:30 pm	Melanie Reinersman
Brainstorming Ideas to Write About for Career Convergence	Friday, July 1	10:00 – 10:30 am	Mason Murphy
Conference App Demo	Friday, July 1	10:45 – 11:15 am	Melanie Reinersman
Tech Tips	Friday, July 1	12:30 – 1:00 pm	Melissa Venable
Meet the Editors and Authors Published in Career Convergence	Friday, July 1	2:15 – 2:45 pm	editors and authors
Drop in Writing Center for Potential Career Convergence Authors	Friday July 1	3:15 – 3:45 pm	Patrick Lennahan

EVENT DESCRIPTIONS

NCDA Conference App Demonstration

NCDA wants to show you how easy it is to navigate our conference and get the most out of your experience. Participate in our demo or just ask app questions. Use your device or view ours to see the conference in the palm of your hand!

Tech Tips

Provided by the NCDA Technology Committee, these technical tips are short lessons on some of the newest technology tools, trends, and apps, and how they can be used by career practitioners in a variety of contexts. See where these are archived in *Career Convergence*!

How to Get Published in Career Convergence

Step by step instructions for submitting your article to the NCDA web magazine.

Brainstorming Ideas to Write About for Career Convergence

Very interactive! Participants and editors exchange ideas about hot topics, best practices, and more!

Meet the Editors and Authors Published in Career Convergence

Anyone who has previously been published in *Career Convergence* is invited to attend as well as those who want to get published! Share success stories and ask questions about publishing.

Drop in Writing Center for Potential Career Convergence Authors

Participants may bring writing samples to discuss; gain instant feedback from the editors!

Touring the New NCDA Website

On Sept 1, 2015, the newly revised NCDA website debuted. View the changes and talk with the Website Editor directly. This event focuses on the changes, while the presentation on **Friday, July 1 at 4:00 pm - #601 Practical Resources for Career Development Practitioners and Educators** - covers all the website resources that can assist you in inspiring and empowering your clients/students. Bring your device or view one of ours.



KEYNOTE SPEAKERS



Rich Feller

Thursday, June 30, 2016
10:00 – 11:30 am

HEROIC Careers in the Connected Age

VUCAROWEHITANOSE work cultures and the impending all-digital lifestyle are upending modern life. Yet, the opportunity for life design, the democratization of 24/7 learning, and career development innovations will create opportunities for knowledge nomads, the nervously employed, and those reimagining “what’s next”.

This presentation draws from 30 years as a counselor educator working on career issues from Main Street (burger flipping at McDonald’s to study youth employment) to Sudan (creating a UN famine relief worker film www.valerproductions.com) to outer space (bringing STEM awareness and high talent to career specialists from NASA Headquarters www.stemcareer.com). Currently advocating for aptitudes within career discussions (through a revolutionary on-line self-discovery process www.youscience.com), bringing career science to 40M adults (www.lifereimagined.org), and infusing narrative and digital storytelling into the *Who You Are Matters!* board game (www.onelifetools.com), Rich offers insights about connecting our work to finding meaning and well-being.

Rich Feller, PhD, Emeritus Professor of Counseling and Career Development and University Distinguished Teaching Scholar at Colorado State University, is a former NCDA President and recipient of the Eminent Career Award. With help from many he’s consulted on six continents and all 50 states, co-authored three books (with Gary Walz, Ed Whitfield, Chris Wood, and Judy Whichard), three film series (with Joe Vasos), print and digital versions of www.cdmineternet.com (with Art O’Shea and Tom Harrington), and the *Who You Are Matters* board game (with Mark Franklin). He loves to learn about maximizing talent, clarifying voice, accelerating intentional exploration, and living on purpose within turbulent times. Barbara and he are proud parents of son Chris. His second best accomplishment is holding Hall of Famer Dr. J (Julius Erving) to 35 points in a college basketball game (in the first half).



Pepper Schwartz

Friday, July 1, 2016
8:30 – 10:00 am

Balance is Not a Dirty Word: Loving Your Work, Loving Your Life

We all talk about Balance – but what does it really mean – and is it achievable?

To me, it means having rewards and tasks in equal measure, being able to do the things that please you as well as the things that you are obligated to do, and finding a way to do one’s obligations in a way that doesn’t drive you crazy. It means finding time for bliss as well as hard work. This might seem over-ambitious, but I believe it is possible. I believe we have more time than we think we do- but it can be a little bit like cleaning a closet to find out what you really need, what you can still wear and what you just hold on to, not to good advantage. In this lecture I will describe my philosophy of balance and also give some discussion of what I believe are the most important parts of life to guard and give the audience an exercise to see if they can separate the necessary from the proximal, habits from must-dos, time fillers from truly satisfying moments. I don’t pretend that there won’t be times out of balance (for example, when a child is sick and everything else has to be cancelled) but if we look at the big picture, we can do a lot better than we are doing now. Re-calibrating may have to happen throughout the life cycle, but it is worth the effort.

Pepper Schwartz received her Bachelors and Masters of Arts from Washington University in St. Louis and her PhD from Yale University. She is presently Professor of Sociology at the University of Washington. She has received honors from Washington University as a Distinguished Alumni and Mortar Board and the Women’s Forum of Washington for Excellence in Education and the American Sociological Association has given her their award for Public Understanding of Sociology. She was awarded “One of the 35 Most Brilliant People in Washington State” by Law and Politics Magazine. She is the author of over 50 academic articles and 25 books including the New York Times best seller, “The Normal Bar: The Surprising Secrets of Happy Couples” (Random House, 2013 with Dr. Jim Witte and Chrisanna Northrup) and her most recent book is “Snap Strategies for Couples: 40 Fast Fixes for Common Couple Problems” (with Dr. Lana Staheli, Seal Press, 2015). She is the Past President of the Society for the Scientific Study of Sexualities and of the Pacific Sociological Association.

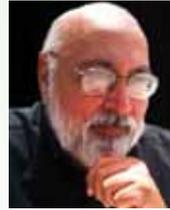
Dr. Schwartz has been a long time media presence and consultant. She is a frequent blog contributor to CNN.com and she wrote columns for American Baby and Glamour Magazine for more than eight years and has appeared many times on the Oprah Show, the Today Show, CBS Morning News, and CNN. She was a news commentator and relationship expert for over 8 years at KING TV (NBC) and 13 years at KIRO.TV (CBS) in Seattle. She is presently one of the four experts on the hit A&E show (also shown on FYI network) “Married at First Sight”, now in its third season, and going into its’ fourth season.

Dr. Schwartz has given two TEDX talks (Seattle Rainier and St, Louis, Catalyst) and lectures and does workshops all over the world. Her latest combination of her work on relationships and her love of travel is romantic travel writing and she co-wrote (with Dr. Janet Lever) a 2014 Frommers book “Places for Passion: The 75 Most Romantic Destinations in the World”.

She lives in Snoqualmie Washington on a horse farm with multiple large dogs. She is engaged to Frederick Kaseburg and she has two adult children, Cooper Schwartz and Ryder DeFranco.



KEYNOTE SPEAKERS



Mark Savickas

Saturday, July 2, 2016

9:15 - 10:30 am

**Meaning at Work, Working at
Meaning**

Counselors help clients develop *meaning at work* by *working at meaning*. Before proclaiming and performing a meaningful work identity, clients must do identity work that explains the meaning of their life stories. Vocational guidance addresses meaning making by attending to work values, that is, the goals individuals evaluate as important. Practitioners then guide clients to occupations whose public meaning realizes their values. In comparison, career counseling concentrates on private meaning. It seeks to be transformative in encouraging clients to use work to make meaning, rather than just be used by work that provides meaning. Counseling helps clients turn private preoccupations into public occupations. We will explore these ideas in terms of counseling techniques that encourage clients to examine their life stories and actively master what they passively suffer. The objective is to help clients invest their work with public meaning that sustains their well-being as well as endow it with private meaning that transforms their life stories. As career development specialists, we must do the same for ourselves as we perform work that has the public meaning of social service and a private meaning that animates our life stories.

Mark Savickas is a Professor of Family and Community Medicine at the Northeast Ohio Medical University and Adjunct Professor of Counselor Education at Kent State University. His 100 articles, 45 book chapters, and 500 presentations to professional groups have dealt with vocational behavior and career counseling. He is a fellow of the American Counseling Association, American Psychological Association, the American Psychological Society, and the National Career Development Association. He has received honorary doctorates from the University of Lisbon (Portugal) and the University of Pretoria (South Africa).

LEADERSHIP ACADEMY

Leadership Academy 2016



Sungsik Ahn
Korea University,
Career Development
Center
Seoul, Korea



Kevin Mellencamp
Capella University
Englewood, FL



Yamonte Cooper
El Camino College
Culver City, CA



Leann Morgan
University of Colorado -
Colorado Springs
Colorado Springs, CO



Amanda Flora
University of Virginia -
Curry School of
Education
Waynesboro, VA



Amanda Williams
North Carolina State
University, College
of Design
Raleigh, NC



Kristy Jackson
East Dakota
Educational
Cooperative
Sioux Falls, SD



Wendy Winter-Searcy
Arapahoe Community
College
Lakewood, CO



Meagan Kittrick
Cuyahoga County
Public Library, Job & Career
Services
Fairview Park, OH

The Leadership Academy was created in 2006 with the ultimate goal of identifying and nurturing future generations of NCDA Leaders. Up to ten 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 in Chicago. 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 2017



Catherine Allen
Albuquerque Public
Schools
Albuquerque, NM



James Westhoff
Husson University
Bangor, ME



Marty Apodaca
Albuquerque, NM



Linda Whited
University of North
Carolina, Greensboro
Winston Salem, NC



Brian Calhoun
Pfafftown, NC



Melissa Wheeler
Lamar University
Herndon, VA



Satomi Chudasama
Princeton University
Princeton, NJ



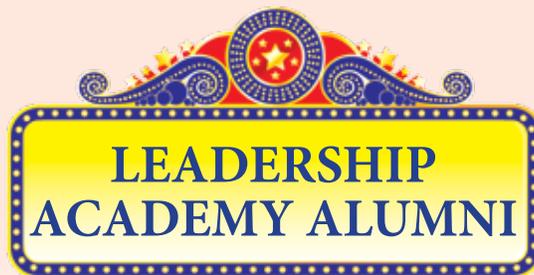
Dawn Williams
University of
Washington-Tacoma
Tacoma, WA



Alicia Durham
MCCS
Cherry Point, NC



Jessica Wood
Lakeland Community
College
Mentor, OH



LEADERSHIP ACADEMY ALUMNI

Patrick Akos
Chapel Hill, NC

Tina Anctil
Portland, OR

Alison Angell
Cambridge, MA

Janis Ashkin
Alpharetta, GA

Sarah Backes-Diaz
Alameda, CA

Diana Bailey
Columbia, MD

Susan Barclay
Conway, AR

Marsha Boettger
Waterford, MI

Dianne Brooks
Dillsburg, PA

Pamelia Brott
Manassas, VA

Rodney Bullock
Dolton, IL

Stephanie Burns
Kalamazoo, MI

Mary Buzzetta
Tallahassee, FL

Angela Byars-Winston
Madison, WI

Tanya Campos
Albuquerque, NM

Stephen Cantine
Normal, IL

Michelle Carroll
Odenton, MD

Ronald Cathey
Simsboro, LA

Robin Cleveland
Alexandria, VA

Laura Coleman
Carnegie, PA

Kristin Conner
Stanford, CA

Jessie Czerwonka
Denver, CO

Lauren Daley
Gainesville, FL

Nena Davis
Littleton, CO

Ray Davis
Irmo, SC

Jennifer Del Corso
Gloucester Point, VA

Laura Demarse
Cary, NC

Abiola Dipeolu
Tonawanda, NY

Thomas Dodson
West Palm Beach, FL

Joyce Donahue
Tempe, AZ

Christy Dunston
Chapel Hill, NC

Marcia Eagleson
Holyoke, MA

Christopher East
Madison, WI

Julia Elliott
Craig, CO

Melissa Fickling
Greensboro, NC

Michael Frank
Arlington, VA

Jane Gay
Tyron, NC

Sally Gelardin
Corte Madera, CA

Kevin Glavin
Boulder, CO

Marjorie Hendrickson
Rhinebeck, NY

Brian Hutchison
St. Louis, MO

Jeanette James
The Villages, FL

Imants Jaunarajs
Athens, OH

Erin Jennings
Binghamton, NY

Jamie Johnson
Davidson, NC

Darren Kaltved
Mahtomedi, MN

Lynda Kemp
Denver, CO

Traci Klasing
Kansas City, MO

Kellie Klinck
Chicago, IL

Wendy LaBenne
St. Louis, MO

Laura Lane
Chapel Hill, NC

Charles Lehman
Albuquerque, NM

Sarah Lopienski
Skillman, NJ

Christine Lundeen
Vancouver, WA

Darrell Luzzo
Baltimore, MD

Oula Majzoub
Columbus, GA

Julia Makela
Champaign, IL

Cynthia Marco-Scanlon
Medina, OH

Lakeisha Mathews
Baltimore, MD

Amy Mazur
Newton Highlands, MA

Maggie McCormick
Normal, IL

Robert Miles
Hendersonville, NC

Brian Montalvo
Coconut Creek, FL

Matt Morscheck
Portland, OR

Ahmed Mostafa Kamal
Giza, Egypt

Debbie Osborn
Tallahassee, FL

L. Zoe Payne
Flagstaff, AZ

Thomas Phillips
Roslindale, MA

Sally Redpath
Montpelier, VT

Mark Rehfuss
Chagrin Falls, OH

Angelika Reiss
Tucson, AZ

Samara Reynolds
Cary, NC

Lourdes Rivera
E Elmhurst, NY

Rebecca Ross
Drexel Hill, PA

Lee Rush
St. Charles, IL

Julie Salzman
San Francisco, CA

Varunee Sangganjanavanich
Akron, OH

Paulette Schenck
Ketchikan, AK

Jodi Schneiderman
Boulder, CO

Lisa Severy
Boulder, CO

Cori Shaff
Boulder, CO

Carol Smith
Kirksville, MO

Linda Sollars
Golden, CO

Cindy Sproehle
Covington, KY

Stacie Stormer
Worthington, OH

Thomas Stowell
Alexandria, VA

Billie Streufert
Sioux Falls, SD

Brian Taber
Rochester Hills, MI

Kevin Tate
Cudahy, WI

Nancy Thelen
Northville, MI

Carol Trotter
Orange Beach, AL

Carol Vecchio
Seattle, WA

Melissa Venable
Beaufort, SC

Gemma Williams
Ewa Beach, HI

Fatima Wilson
Tucson, AZ

Heather Zeng
Fremont, CA

Marie Zimenoff
Fort Collins, CO

COUNSELOR EDUCATOR ACADEMY

2016 PARTICIPANTS

Abby Bjornsen
Stephanie Burns
David Dietrich
Abiola Dipeolu
David Ford
Seth Hayden
Brian Hutchison
Rebecca Michel
Rhonda Norman
Judy Skorek
Logan Vess
Suzy Wise
Cheryl Wolf

2015 PARTICIPANTS

Elif Balin
Kara Carnes-Holt
Adry Snorradottir Clark
Gene Eakin
Malka Edelman
Kathy Evans
Amanda Friday
Kristopher Goodrich
Chad Luke
Kris Magnusson
Jennifer Murdock
Azra Karajic Siwec
Kevin Tate

This academy is for select counselor educators who teach Career Counseling within their department. The inaugural group was charged with determining how NCDA 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.

The purpose of this Counselor Educator Academy is to

- support your work teaching our future counselors about their role in career counseling, and
- provide tools you can use in your work, including career information, resources, and practices.

The agenda is rich and informative. Topics to be addressed are:

- Identifying Problems/Gaps Activity
- Brainstorming Solutions
- Career Theories & Teaching Practices
- Past/Present/Future of Career Counselor Education
- Resource & Career Resource Store Scavenger Hunt
- Career Development Certifications
- Legislation
- Advocating with Faculty Members and Fostering Relationships
- Career Counseling Syllabi

The Academy will be a time for you to share information, ideas, and concerns you have as you teach your own career counseling classes at your university.

We eagerly anticipate your contributions to this very important event that will help shape the way for additional Academies. Working together, we have the potential to enhance and strengthen the delivery of career courses throughout the nation.



**NCDA
AWARDS**

2016 NCDA AWARD RECIPIENTS



EMINENT CAREER AWARD

Janet Lenz

PRESIDENTIAL RECOGNITION AWARDS

Charles Lehman

Marilyn Maze

Rebecca Dedmond

Niel Carey

NCDA FELLOW

Connie Pritchard

SERVICE TO INTERNATIONAL STUDENTS AWARD

Career Certificate – International Students Program

The Career Center at the University of Illinois Urbana-Champaign

INTERNATIONAL PRACTITIONER OF THE YEAR AWARD

Shelly Tien

OUTSTANDING CAREER PRACTITIONER AWARDS

Elisabeth Sanders-Park

Patrick Lennahan

Karol Taylor

Gemma Williams

MERIT AWARD

Elena Polenova



**NCD A
AWARDS**

EXEMPLARY CAREER CENTER PROGRAM AWARD

Kelly School of Business, Undergraduate Career Services, Indiana University

CAREER DEVELOPMENT FACILITATOR CHAMPION AWARD

Francina Carter

DIVERSITY INITIATIVE AWARDS

Cassandra Storlie

OUTSTANDING STATE DIVISION AWARDS

Minnesota CDA
Rhode Island CDA

GRADUATE STUDENT RESEARCH AWARD

Basak Kacar Khamush

MENTOR RESEARCH GRANT AWARDS

Na Mi Bang
Julia Kronholz

CAREER CONVERGENCE RECOGNITION AWARD

Tara Iagulli

CAREER DEVELOPMENTS RECOGNITION AWARD

New Reality of Careers Within Business and Industry:
A Team Support (Bill Huffaker, Winter, 2015)

CDQ OUTSTANDING ARTICLE OF 2015

The Work-Family Interface: Integrating Research and Career Counseling Practice
(Susan Whiston and Rachel Cinamon, 2015)

PAST PRESIDENT AND BOARD DISTINGUISHED SERVICE AWARDS

Mark Danaher
Debra Osborn
Marilyn Maze
Carol Vecchio
Hyung Joon Yoon

PASSING OF THE GAVEL

Presented by Cynthia Marco-Scanlon to David Reile, NCD A President, 2016-2017

NCDA AWARDS

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

Nominate to Celebrate Crowning Achievements

Consider nominating for one of the following
17 NCDA AWARDS for 2017

- **NEW Outstanding Career Practitioner** (min 8 -15 years of experience) NEW
- **NEW Outstanding Career Practitioner** (15+ years of experience) NEW
- **NEW Exemplary Career Center** (Nonprofit/Community) NEW
- **NEW Exemplary Career Center** (Education, Government, Business) NEW
- **Legislative**
- **Merit** (three may be awarded)
- **Dr. Kenneth B. Hoyt Career Education Practitioner**
- **International Practitioner of the Year**
- **Eminent Career**
- **Diversity Initiative**
- **Career Convergence Recognition Award ***
- **Graduate Student Research ***
- **The R/S Foundation Award for Excellence in Career Development ***
- **Service to International Students**
- **NCDA Fellow ***



NCDA | National Career
Development
Association

Nominations Deadline (for most awards unless followed by an *) is Tuesday, January 31, 2017
Please visit www.ncda.org to nominate your member colleagues!



Career Development NETWORK

Providing Training for Career Development Professionals since 1979

JOB & CAREER TRANSITION and DEVELOPMENT COACH TRAINING and CERTIFICATION

The Network has trained and certified over 7,000 Job & Career Transition & Development Coaches in Australia, Africa, Asia, Europe and North America. Attendees receive both the Transition and Development credentials by attending the single workshop. To register for one of the scheduled workshops listed below, go to our web site www.CareerNetwork.Org.

- **Chicago**
June 26-27-28, 2016
- **Washington, DC Area**
September 12-13-14, 2016
- **Los Angeles**
December 5-6-7, 2016
- *Call for a workshop in your area*

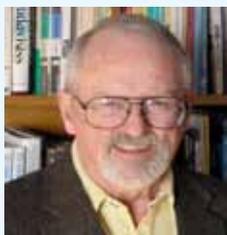


These skill-building, face-to-face certification workshops are now being led by **Rich Feller, Ph.D., LPC, NCC, NCCC, JCTC**, Colorado State University Distinguished Teaching Fellow and Past President of the National Career Development Association (NCDA).

ESTABLISHING OR EXPANDING YOUR PRIVATE CAREER COUNSELING BUSINESS

The one subject missing from graduate counseling programs is "How to Make Money in a Career Counseling Business." This one-day face-to-face workshop includes a step-by-step process that experienced career counselors can use to start, build or expand a successful and lucrative business.

- **Chicago** - June 25, 2016
- **Washington, DC Area** - Sept 15, 2016
- **Singapore** - September 30, 2016
- **Los Angeles** - December 8, 2016
- *Call for a workshop in your area*



These intensive consulting sessions are led by **Dick Knowdell, MS, NCCC, CDFI, CMF** and NCDA Fellow. Dick founded and managed a successful private career counseling business in Silicon Valley for over thirty years.

CONTINUING EDUCATION HOURS

Continuing Education Hours are approved by the California Board of Behavioral Sciences for Marriage and Family Therapists (MFT) and Licensed Clinical Social Workers (LCSW).

WORKSHOP DISCOUNT

NCDA Members should e-mail rknowdell@mac.com and ask for a 10% discount when registering for any of our workshops.

CAREER DEVELOPMENT NETWORK

P. O. Box 611930, San Jose, CA 95161-1930 USA

Cell: 408-828-3858

www.CareerNetwork.Org

Visit us at Exhibit Booth # 312



EXHIBIT HALL EXPERIENCE

GRAND AB, GOLD

THURSDAY HOURS

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

FRIDAY HOURS

- 7:30 – 8:30 am Morning Beverages
- 7:30 am – 4:00 pm Exhibit Hall Experience

CONFERENCE EXHIBITORS

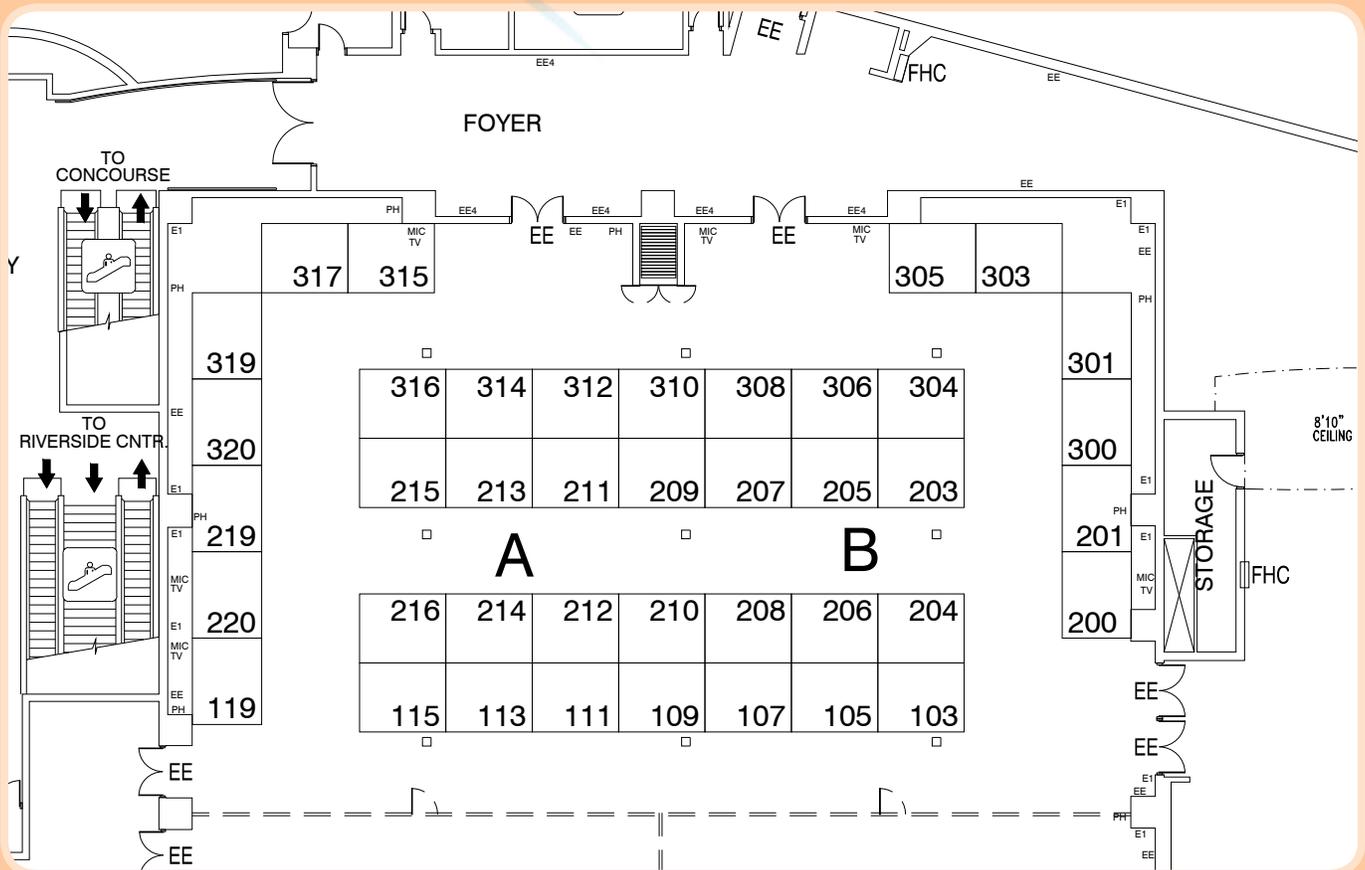


EXHIBIT HALL EXPERIENCE

Booth #103

Fridayd, LLC

Contact: Theresa Lawrence
(704) 769-0010
Theresa.Lawrence@fridayd.com

Fridayd is the job search virtual assistant technology with a human touch that is transforming online job search, application and tracking to relieve the burden of tedious, repetitive job search tasks, save job seekers hours of time and support them through the process. Disrupting the online job search industry, Fridayd uses intelligent, criteria-driven searches to deliver highly relevant employment opportunities but goes beyond simple search and aggregation, serving as a virtual assistant to apply to jobs, monitor progress and track job search processes all in one place for the user.

Booth #119

GradLeaders, Inc.

Contact: Matt Berndt
(614) 791-9000
mberndt@gradleaders.com
www.gradleaders.com

GradLeaders is the #1 provider of research solutions that helps you track, prove and defend the value and ROI of the education you provide. More than 150 schools in 38 states have already adopted The Outcomes Survey® to monitor and track career outcomes data on their new graduates and alumni.

Booth #200

Thrive Academics

Contact: Brandon Edwards
(818) 927-2703
bedwards@thriveacademics.com
www.thriveacademics.com

Thrive Academics provides quality educational programs to schools. Our newest program is a web-based college and career readiness curriculum called Voyage. Voyage prepares students for the greatest adventure of their lives by guiding them through the stages of college and career planning while developing essential life skills needed for thriving in life.

Booth #201

Yanset Career Development

Contact: Jenny Xu
(415) 490-7883
jenxu@yanset.com
www.yanset.com

Yanset empowers technology to assist individuals on career development. We offer a cloud-based management system for school career centers, workforce agencies, and individual practitioners. Our system has been proven to significantly improve the quality and efficiency of career counseling services. In addition to a variety of tools and resources such as Career Assessment, Resume Builder, Interview Toolkit, Q&A Platform, Online Office Hours, and Webinars, we help job seekers to obtain career guidance by building an effective platform to connect them with professional consultants from our community.

Booth #203

Focus 2 Career and Education Planning

Contact: Janis Stokes
(603) 526-8989
janis@focuscareer.com
www.focuscareer2.com

Get ready for FOCUS 2 Enhanced... coming soon. A bold new look, enhanced functionality and new content. As always... Focus 2 is customized with your college's majors.

Booth #204

Life Reimagined

Contact: Kale Akinsinde
coaching@lifereimagined.org

Life Reimagined was launched in 2014 as a personal guidance system to help people navigate transitions, pursue their goals, dreams, and purpose in life. Through groundbreaking online programs and tools, and powerful live experiences, today Life Reimagined guides over 1 million people through changes and helps them discover new possibilities in life. Experience it all at lifereimagined.org.

Booth #205

The Center for Work Ethic Development

Contact: Stephen Tetschner
(303) 433-3242
stetschner@workethic.org
www.workethic.org

The Center for Work Ethic Development has partnered with organizations across the U.S. and internationally, giving trainers, teachers, and supervisors practical tools for building work ethic. Our innovative curriculum and certification program, *Bring Your 'A' Game to Work*, is available in three versions (Adult, Youth, and Veteran). Find out how we're helping our 550+ partners turn common sense into common practice!

Booth #206

Emerald Career Publishing & The Resume Place, Inc.

Contact: Louise Kursmark
(513) 218-3128
louise@louisekursmark.com
www.emeraldcareerpublishing.com
and www.resume-place.com

The Resume Place, Inc., Federal Resume and USAJOBS application coaching, publishing, government agency training, and certification training. Emerald Career Publishing, uncommonly valuable resources for lifelong career management. Come see two new books from Wendy Enelow and Louise Kursmark: "Modernize Your Resume" and "Best Keywords for Resumes, Letters and Interviews".

Booth #207

AmeriCorps VISTA

Contact: Liz Matthews
(202) 606-6774
ematthews@cns.gov
www.americorps.gov/vista

Learn how you can offer national service as a rewarding career building option. AmeriCorps VISTA members work on impactful projects that lift people out of poverty while receiving comprehensive training and support, including a living allowance, skills-building, federal noncompetitive hiring eligibility, and money towards college/graduate school.

Booth #208

CERIC

Contact: Sharon Ferriss
(416) 929-2510
sharon@ceric.ca
www.ceric.ca

CERIC — the Canadian Education and Research Institute for Counselling is a charitable organization that advances education and research in career counselling and career development, in order to increase the economic and social well-being of Canadians. It funds projects to develop innovative resources that build the knowledge and skills of diverse career professionals. CERIC also annually hosts Cannexus, Canada's largest bilingual career development conference, publishes the country's only peer-reviewed journal, *The Canadian Journal of Career Development*, and runs the free ContactPoint / OrientAction online communities, which provide learning and networking in the career field.
www.ceric.ca

Booth #209

American Counseling Association

Contact: Carolyn Baker
(703) 823-9800 x356
cbaker@counseling.org
www.counseling.org

Visit ACA in booth #209 to obtain membership and professional development information and to purchase our latest texts including *Postmodern Career Counseling: A Handbook of Culture, Context, and Cases*; *Career Counseling, 4e*; *Using Technology to Enhance Clinical Supervision*; *International Counseling Case Studies Handbook*; and *Treatment Strategies for Substance and Process Addictions*.

Booth #210

Career [RE] Search Group

Contact: Jennifer Kroll
(920) 636-0828
jkroll@careerresearchgroup.com
cczarnik@hse.email
www.myhumansearchengine.com

The Human Search Engine process is a disruptive method of job search. It teaches jobseekers to understand their personality, skills and desires and align them with appropriate industries and jobs. It puts the jobseeker in control and ensures long-term fit between employer and employee. This process has been used by thousands to find great jobs, restore confidence, eliminate fear and promote life-long well-being for themselves and their families.

Booth #211

Elevate, Inc.

Contact: Brett Gardenhire
(916) 956-6586
brett@brettgardenhire.com
www.elevationsonline.com

Elevate Inc. presents Elevations for Students, a comprehensive, affordable online career assessment. Through self-reflection students prioritize career-related values, enjoyable skills and career interests. Elevations offers a strength-based personality profile, emerging careers, web links and interactive research and action planning tools. Goodbye test, hello future.

Booth #212

Binghamton University

Contact: Justin Pierce
(607) 777-2151
gradinfo@binghamton.edu
http://gradschool.binghamton.edu

Binghamton University—Offering more than 60 master's programs and 30 doctorate degrees, Binghamton University, a nationally distinguished State University of New York (SUNY) Center of Excellence, combines the atmosphere of a mid-sized, public institution with the resources of a very large research university.

Booth #213

Vocational Research Institute

Contact: Krista Biesecker
(800) 874-5387
info@vri.org
www.vri.org

CareerScope® can help you meet WIOA legislation standards! CareerScope is a valid, reliable, and objective interest and aptitude assessment available on CD or Online. Recommendations are based on Department of Labor and Department of Education standards and provide the basis for selecting the most appropriate education/training program and developing transition, training, and employment retention plans. Ask about a free trial!

Booth #214

Bureau of Labor Statistics

Contact: Roger Moncarz
(202) 691-7834
ep_conf_coord@bls.gov
www.bls.gov/ooh/

The Bureau of Labor Statistics (BLS) produces the Occupational Outlook Handbook, one of the most widely used career guidance resources with information on education and training requirements, pay, and the job outlook for hundreds of occupations. Staff are available to answer questions and demonstrate how to navigate the BLS website.

Booth #215

National Court Reporters Association

Contact: Jennifer Late
(703) 584-9042
jlate@ncra.org
www.ncra.org

Court reporting and captioning offers high-tech career options that are here to stay. The field will experience a notable shortage in the next five years, due to ADA laws, FCC regulations, and retiring court reporters. Learn how your students will benefit!

EXHIBIT HALL EXPERIENCE

Booth #216

Center on Education and Work

Contact: Jane Kwiecinski
(800) 862-1071
jane.kwiecinski@wisc.edu
www.careerlocker.com

The Center on Education and Work (CEW) at the University of Wisconsin-Madison assists educators and career development professionals with national career-related resources, research, and professional development. The Center is the creator of CareerLocker, a comprehensive national online career information system used by 600,000 active users. Students and adults use this system for career exploration, academic and career planning, and job seeking. Recently the website has been redesigned for easier navigation and new features have been added. Stop by Booth #216 and take a look!

Booth #219

GoInGlobal

Contact: Sean Gallagher
(251) 342-9811
sgallagher@goinglobal.com
www.goinglobal.com

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

Booth #220

Purposely, Inc.

Contact: Peter Van Tienen
(800) 609-7374
peter.vantienen@purposely.com
www.purposely.com

What is The Career Platform? The Career Platform is an online curriculum for systematically learning job-seeking skills. It is your 24/7 accessible center for career success. Using short videos, assessments, quizzes and an interactive portal to millions of jobs around the country and the world, students' path to employment success is more accessible, more interactive and ultimately more effective than ever before.

Booth #300-301

Army Recruiting Education Division

Contact: Ina Jane Tyler
(502) 626-1981
ina.j.tyler2.civ@mail.mil
www.goarmy.com

Education is an essential component and an important building block for the future of today's youth. The Army has long been an advocate of preparing the next generation of global citizens to tackle issues facing a changing world. The Army understands its responsibility to enable students by giving them the tools they need to attain the brightest and best futures in whatever educational or career path they choose after high school. Please visit <http://armyedspace.com/resources/educator-toolkit/>.

Booth #303

Harrison Assessments

Contact: Collin George/Reid Tolley
(865) 809-5714
collin@talentmatters.solutions or
reid@talentmatters.solutions

The Harrison Career Test is based on 25 years of experience in career testing technology and job success research. Our online assessment provides predictive insight into career enjoyment and career success. Our 25 minute work preference questionnaire measures 175 characteristics and is used world-wide by career seekers, universities, and schools.



Booth #304

CareerShift, LLC

Contact: Valerie Matta
(216) 255-3026
valmatta@careershift.com
www.careershift.com

CareerShift can help. Many career centers struggle getting many students to adopt good career management mindsets early in their programs. Many students wait until the last minute to find work and aren't proactive. **CareerShift can help.** This resource compliments any career management system currently in place, making it easy for students, alumni, employer relations teams, career counselors and faculty to find hidden connections and opportunities. We recognize it takes the entire campus community to be actively engaged in student and alumni success. That is why hundreds of schools rely on CareerShift to provide easy to use robust search engines, coupled with organizational tools for the career journey.

Booth #305

CRG Consulting Resource Group International, Inc.

Contact: Eleanor Parkinson
(604) 852-0566
info@crgleader.com
www.crgleader.com

CRG Consulting Resource Group International, Inc. is in the human performance and development business. CRG has been **Enriching People's Lives** for more than 35 years! Our mission is to transform and equip individuals, teams, and organizations to realize their full interpersonal, mental, emotional, physical, and spiritual purpose and potential through the learning experiences we design, deploy and publish.



Booth #306

CareerAndTalentHub.com

Contact: Brian Bodkin
(908) 879-2038
info@careerandtalenthub.com
www.careerandtalenthub.com

careerandtalenthub.com created a web-based career development program that works with candidates and directs performance related questions to supervisors, co-workers and others with whom they have interacted. Responses from references are compiled into an easy to read report that includes an evaluation of the candidate's abilities that will get the recruiter's attention.

Booth #308

The Washington Center

Contact: Ricardo Ortegon
(202) 238-7725
ricardo.ortegon@twc.edu
www.twc.edu

The Washington Center for Internships and Academic Seminars, a leading nonprofit educational institution, partners with colleges and universities to provide students with experiential learning opportunities to earn academic credit in Washington, D.C. The Washington Center empowers students to gain professional experience and prepares them for achievement and leadership.

Booth #310

How I Compare

Contact: Hayden Trepeck
(561) 289-7952
htrepeck@howicompare.com
www.howicompare.com

How I Compare is a **completely free online resource and community for students interested in going to Law School.** The platform helps guide students through the Law School Admissions process and is a valuable resource for *Discovering Which Law Schools are in Their Future!* All resources are Free at www.howicompare.com

Booth #312

Career Development Network

Contact: Richard Knowdell
(408) 828-3858
rknowdell@mac.com
www.careernetwork.org

The **Career Development Network** conducts career development training and certification programs in North America, Europe, Africa, Asia, Australia and New Zealand. Since 1994, over 7,000 career practitioners have completed the Job & Career Transition Coach (JCTC) certification workshops. Since 2006 the Network has been training Career Development Facilitators Instructors.

EXHIBIT HALL EXPERIENCE

Booth #314 and 316

PAR Inc.

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

With a reputation for providing unparalleled Customer Service, PAR, Inc. is a leading publisher of innovative and high-quality psychological assessment instruments, including software, apps, e-manuals, and assessment through our new Internet testing and reporting system, PARiConnect. To learn more about PAR, please visit www.parinc.com.

Booth #315 and 317

Kuder, Inc.

Contact: Kara Larson
(515) 993-3005
communications@kuder.com
www.kuder.com

For over 75 years, more than 165 million people worldwide have relied on Kuder for evidence-based assessment, education planning, and career guidance tools and resources. With affordable solutions for pre-K through retirement, our customizable products, services, and professional development courses have allowed users to uniquely navigate through life's journey to reach education and career success. Our name is synonymous with validity and reliability due to our unwavering commitment to ongoing, innovative research. As a result, Kuder has consistently pioneered at the forefront of the career guidance industry along with solutions that encourage lifelong learning, development, and achievement for all ages.

Booth #319

EdITS Publishers

Contact: Rebecca Hansen
(800) 416-1666
customerservice@edits.net
www.edits.net

For over 50 years, EdITS has been the industry leader in guidance and instructional materials. We feature the COPSystem career assessments relating interests, abilities, and work values to career clusters and pathways. Project CERES is a K-12 career focused curriculum program designed to relate school subjects to career skills. Additionally, we offer various measures of personality, self-concept, and study attitudes.

Booth #320

College Transition Publishing

Contact: Terry Arndt
(206) 201-2751
terry@collegetransitionpublishing.com
www.collegetransitionpublishing.com

College Transition Publishing/Veteran Transition Publishing specializes in the development of publications, webinars, presentations, and coaching for professionals serving those who are transitioning from the military, through college and/or into a new career. Our popular publications, *Backpack to Briefcase* and *Camo to Career*, are available at our booth.



Thank You!

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HYATT REGENCY CHICAGO

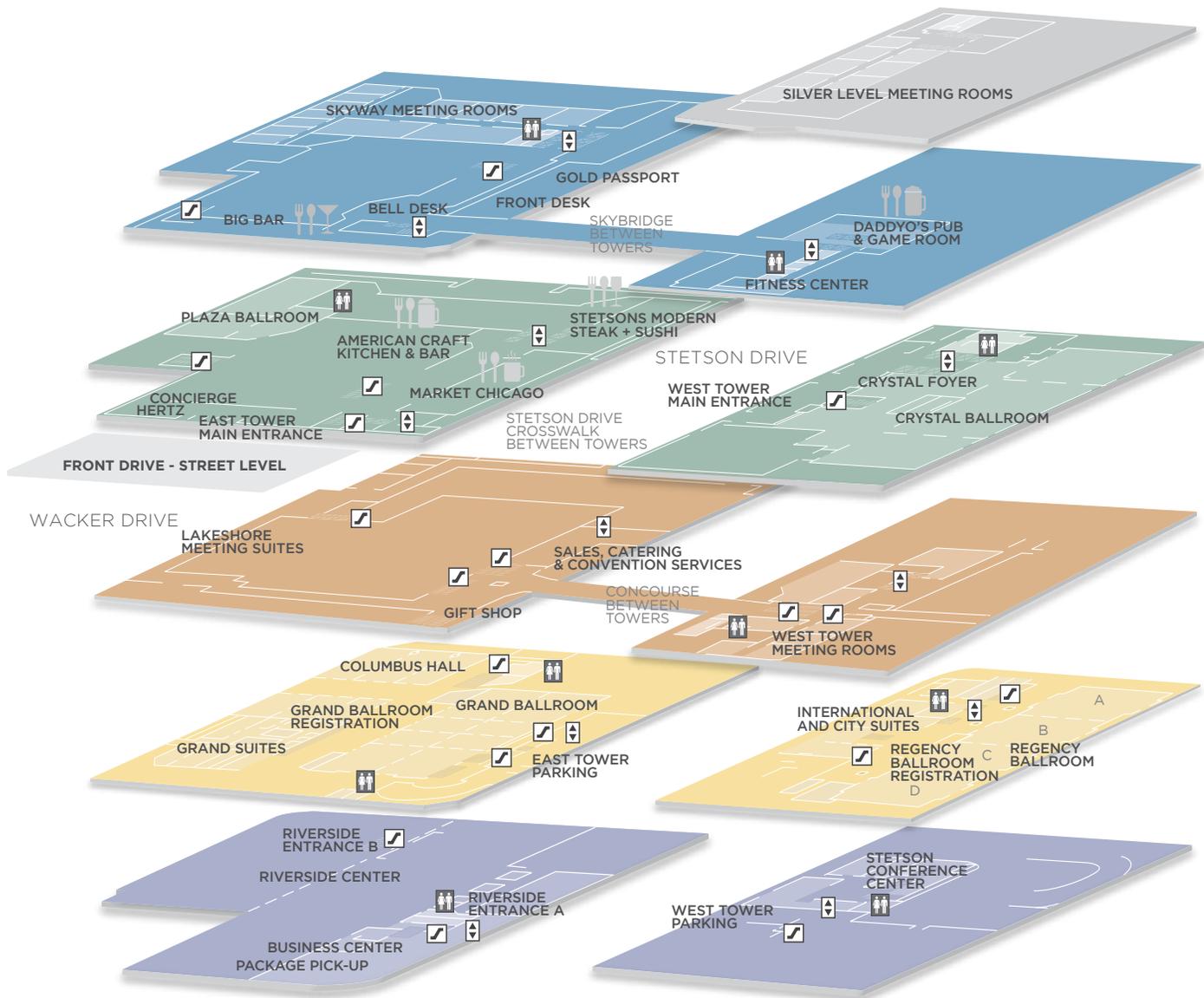
GUEST MAP

WELCOME TO HYATT REGENCY CHICAGO. Meeting rooms, ballrooms, restaurants and guest amenities are listed in alphabetical order and color coded by floor. For help, dial Guest Services at Extension 4460.

- ACAPULCO**
West Tower, Gold Level
- ADDAMS**
West Tower, Silver Level
- AMERICAN CRAFT KITCHEN & BAR**  
East Tower, Green Level
- ATLANTA**
West Tower, Gold Level
- BELL DESK**
East Tower, Blue Level
- BIG BAR**  
East Tower, Blue Level
- BUCKINGHAM**
West Tower, Bronze Level
- BURNHAM**
West Tower, Silver Level
- BUSINESS CENTER**
East Tower, Purple Level
- COLUMBIAN**
West Tower, Bronze Level
- COLUMBUS HALL (ROOMS A-L)**
East Tower, Gold Level
- COMISKEY**
West Tower, Bronze Level
- CONCIERGE**
East Tower, Green Level
- CRYSTAL BALLROOM**
West Tower, Green Level
- DADDYO'S PUB & GAME ROOM**  
West Tower, Blue Level
- DUSABLE**
West Tower, Silver Level
- EAST TOWER MAIN ENTRANCE**
East Tower, Green Level
- EAST TOWER PARKING**
East Tower, Gold Level
- FIELD**
West Tower, Silver Level
- FITNESS CENTER**
West Tower, Blue Level
- FRONT DESK**
East Tower, Blue Level
- GIFT SHOP**
East Tower, Bronze Level
- GOLD COAST**
West Tower, Bronze Level
- GOLD PASSPORT**
East Tower, Blue Level
- GRAND BALLROOM**
East Tower, Gold Level
- GRAND BALLROOM REGISTRATION**
East Tower, Gold Level
- GRAND SUITES**
East Tower, Gold Level
- HAYMARKET**
West Tower, Bronze Level
- HERTZ**
East Tower, Green Level
- HONG KONG**
West Tower, Gold Level
- HORNER**
West Tower, Silver Level
- LAKESHORE MEETING SUITES**
East Tower, Bronze Level
Michigan, Randolph, Roosevelt, Jackson Boardroom
- MARKET CHICAGO**  
East Tower, Green Level
- MCCORMICK**
West Tower, Silver Level
- NEW ORLEANS**
West Tower, Gold Level
- OGDEN**
West Tower, Silver Level
- PACKAGE PICK-UP**
East Tower, Purple Level
- PICASSO**
West Tower, Bronze Level
- PLAZA BALLROOM**
East Tower, Green Level
- REGENCY BALLROOM**
West Tower, Gold Level
- RIVERSIDE CENTER**
East Tower, Purple Level
- SALES, CATERING & CONVENTION SERVICES**
East Tower, Bronze Level
- SAN FRANCISCO**
West Tower, Gold Level
- SANDBURG**
West Tower, Silver Level
- SKYWAY MEETING ROOMS**
East Tower, Blue Level
- SOLDIER FIELD**
West Tower, Bronze Level
- STETSON CONFERENCE CENTER**
West Tower, Purple Level
- STETSONS MODERN STEAK + SUSHI**  
East Tower, Green Level
- TORONTO**
West Tower, Gold Level
- WATER TOWER**
West Tower, Bronze Level
- WEST TOWER PARKING**
West Tower, Purple Level
- WRIGHT**
West Tower, Silver Level
- WRIGLEY**
West Tower, Bronze Level

EAST TOWER

WEST TOWER



ESCALATORS, ELEVATORS AND RESTROOMS are indicated on each floor. Elevators are conveniently located throughout the hotel for guests with disabilities or where no escalator is present.

CROSSING BETWEEN TOWERS: Cross between towers via the **Blue Level** Skybridge or the Concourse on the **Bronze Level**. You may also cross on the **Green Level** via the crosswalk on Stetson Drive.

	ELEVATORS
	ESCALATORS AND STAIRS
	RESTROOMS

SCHEDULE AT-A-GLANCE

MONDAY, JUNE 27, 2016

1:00 - 9:00 pm	Supervision Training	Grand Suite 3, Gold
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TUESDAY, JUNE 28, 2016

8:00 am - 5:00 pm	NCDCA Board of Directors Meeting	Grand Suite 5, Gold
8:00 am - 5:00 pm	Supervision Training	Grand Suite 3, Gold
2:00 - 6:45 pm	NCDCA Counselor Educator Academy Meeting	Plaza A, Green
4:00 - 6:00 pm	NCDCA Conference Registration Open	Grand Registration Desk, Gold

WEDNESDAY, JUNE 29, 2016

7:00 am - 5:30 pm	NCDCA Registration Open	Grand Registration Desk, Gold
8:00 am - 1:00 pm	Decorator Setup	Grand AB, Gold
8:00 - 11:00 am	NCDCA Board of Directors Meeting	Grand Suite 5, Gold
8:00 am - 5:00 pm	NCDCA CSP Advisory Council	Plaza B, Green
8:00 am - 6:30 pm	NCDCA Counselor Educator Academy	Plaza A, Green
8:00 am - 5:00 pm	Supervision Training	Grand Suite 3, Gold
8:00 am - 12:00 noon	PDI #1 Developing a LiveBinder as a Career Development and Planning Resource Tool	Columbus AB, Gold
8:00 am - 12:00 noon	PDI #2 Beyond the RIASEC and MBTI: Adapting Big 5 Personality to Career Development	Columbus CD, Gold
8:00 am - 12:00 noon	PDI #3 Developing Skills for Career Construction Counseling	Columbus EF, Gold
8:00 am - 12:00 noon	PDI #5 Brain Based Career Development (BBCD): The New Career Development Model	Columbus KL, Gold
10:00 - 10:15 am	Beverage Break	Columbus Hall, Gold
11:30 am - 3:00 pm	Reviving the American Dream Steering Committee Meeting	Grand Suite 5, Gold
12:00 - 1:30 pm	Lunch On Your Own	
12:00 - 5:30 pm	Career Resource Store	Grand Registration Desk, Gold
1:00 - 5:00 pm	Exhibitor Setup	Grand AB, Gold
1:00 - 5:00 pm	NCDCA Leadership Academy (2017)	Columbus G, Gold
1:30 - 5:30 pm	PDI #7 Integrating CIP and RIASEC theories in Career Interventions and Services	Columbus AB, Gold
1:30 - 5:30 pm	PDI #8 Using StrengthsFinder 2.0 to Increase Client's Well-being and Engagement	Columbus CD, Gold
1:30 - 5:30 pm	PDI #9 Chaos Theory of Careers: Fostering Career Development Through Theory, Practice, and Skill-Building	Columbus EF, Gold
1:30 - 5:30 pm	PDI #10 Building a Career Practice that Enhances Well Being for You and Your Clients	Columbus IJ, Gold
1:30 - 5:30 pm	PDI #11 Navigating Careers in Public Service	Columbus KL, Gold
2:00 - 5:00 pm	NCDCA Leadership Academy (2016)	Columbus H, Gold
3:00 - 3:15 pm	Beverage Break	Columbus Hall, Gold
5:30 - 6:30 pm	NCDCA Conference Volunteer Meeting and Reception	Grand Registration Desk Foyer, Gold
5:30 - 7:30 pm	NCDCA State Leadership Training	Columbus H, Gold
5:45 - 6:45 pm	NCDCA Committee Chair Meeting	Columbus G, Gold
6:00 - 7:30 pm	Constituency Meeting: Counselor Educators and Researchers	Columbus CD, Gold
6:00 - 7:30 pm	Constituency Meeting: School Counselors	Columbus EF, Gold
6:00 - 7:30 pm	Constituency Meeting: Higher Education	Columbus IJ, Gold
6:00 - 7:30 pm	Constituency Meeting: Agencies, Business & Industry, and Private Practice	Columbus KL, Gold
6:00 - 7:30 pm	APCDA Meeting	Grand Suite 2AB, Gold
6:45 - 8:30 pm	NCDCA Publications Development Council Meeting and Dinner	Grand Suite 5, Gold
8:00 - 9:00 pm	International Reception	Plaza A, Green

THURSDAY, JUNE 30, 2016

7:00 am - 5:00 pm	NCDCA Conference Registration Open	Grand Registration Desk, Gold
7:00 - 8:30 am	Morning Beverages	Grand AB, Gold
7:00 - 8:00 am	First Timer's Meeting	Grand Ballroom, Gold
7:00 - 9:45 am	NCDCA Counselor Educator Academy	Plaza A, Green
7:30 am - 3:30 pm	Cyber Showcase	Grand Ballroom Foyer, Gold
7:30 am - 5:00 pm	Sharing Tables	Grand Ballroom Foyer, Gold
7:30 am - 6:45 pm	Exhibit Hall Open	Grand AB, Gold
7:30 am - 5:00 pm	NCDCA Career Resource Store	Grand Registration Desk, Gold
8:00 - 9:45 am	NCDCA Committee Meetings	Riverside East, Purple
8:00 - 9:45 am	Veterans Committee Meeting	Columbus G, Gold

8:00 - 9:45 am	Global Connections Meeting	Columbus H, Gold
8:00 - 9:45 am	NCDCA Master Trainer's/Instructor's Meeting	Grand Suite 2AB, Gold
9:30 - 10:00 am	Beverage Break in the Exhibit Hall	Grand AB, Gold
10:00 am - 11:30 am	Opening General Session – Dr. Rich Feller	Grand Ballroom C-F, Gold
11:30 am - 12:30 pm	Strolling Lunch in Exhibit Hall	Grand AB, Gold
12:45 – 3:30 pm	Graduate Student Poster Session	Riverside East, Purple
12:45 - 2:00 pm	Presentation Series I	Various Meeting Rooms
12:45 - 2:00 pm	Career Talks	Grand Suite 3, Gold
12:45 - 2:00 pm	Roundtables	Riverside East, Purple
2:00 - 2:15 pm	Travel Break	
2:15 - 3:30 pm	Presentation Series II	Various Meeting Rooms
2:15 - 3:30 pm	Roundtables	Riverside East, Purple
3:30 – 3:45 pm	Beverage Break	Grand AB, Gold
3:45 - 5:15 pm	NCDCA Annual Membership Meeting	Grand Ballroom C-F, Gold
5:15 - 6:45 pm	Welcome Reception	Grand AB, Gold
7:00 - 8:00 pm	Illinois Career Development Association Reception	Plaza A, Green
7:00 - 8:00 pm	Diversity Initiative and Cultural Inclusion Committee Reception	Big Bar, Blue
7:00 - 8:00 pm	Leadership Academy Alumni Reception	Plaza B, Green
7:00 - 8:00 pm	Graduate Student Reception	Big Bar, Blue
FRIDAY, JULY 1, 2016		
7:00 - 8:00 am	Career Development Facilitator/GCDF Networking Session	Columbus AB, Gold
7:15 - 8:15 am	Leadership Academy (2017)	Suite 3470, East Tower
7:30 am - 5:00 pm	NCDCA Conference Registration Open	Grand Registration Desk, Gold
7:30 - 8:30 am	Morning Beverages in Exhibit Hall	Grand AB, Gold
7:30 - 4:00 pm	Exhibit Hall Open	Grand AB, Gold
7:30 am - 5:00 pm	Sharing Tables	Grand Ballroom Foyer, Gold
7:30 am - 5:00 pm	NCDCA Career Resource Store	Grand Registration Desk, Gold
7:30 am - 5:00 pm	Cyber Showcase	Grand Ballroom Foyer, Gold
8:30 - 10:00 am	Second General Session - Dr. Pepper Schwartz	Grand Ballroom C-F, Gold
10:00 - 10:15 am	Travel Break	
10:15 - 11:15 am	Brain Trust Meeting/Reception	Suite 3470, East Tower
10:15 - 11:30 am	Presentation Series III	Various Meeting Rooms
10:15 - 11:30 am	Roundtables	Riverside East, Purple
11:30 - 1:00 pm	Lunch on Your Own	
11:30 am - 12:50 pm	Career Developments Committee Meeting	Suite 3470, East Tower
11:30 am - 1:00 pm	ACES/NCDCA Commission Meeting	Skyway 272, Blue
1:00 - 2:15 pm	Presentation Series IV	Various Meeting Rooms
1:00 - 1:45 pm	Career Talks	Grand Suite 3, Gold
1:00 - 2:15 pm	Roundtables	Riverside East, Purple
2:15 - 2:30 pm	Travel Break	
2:30 - 3:45 pm	Presentation Series V	Various Meeting Rooms
2:30 - 3:45 pm	Career Talks	Grand Suite 3, Gold
2:30 - 3:45 pm	Roundtables	Riverside East, Purple
3:45 - 4:00 pm	Beverage Break	Grand AB, Gold
4:00 - 5:15 pm	Presentation Series VI	Various Meeting Rooms
4:00 - 5:15 pm	Career Talks	Grand Suite 3, Gold
4:00 - 5:15 pm	Roundtables	Riverside East, Purple
4:00 - 6:00 pm	Exhibitor Tear Down	Grand AB, Gold
5:15 pm	Dinner on Your Own	
8:00 - 10:30 pm	NCDCA Party: Red, White & Boom!	Grand Ballroom, Gold
SATURDAY, JULY 2, 2016		
7:30 - 10:30 am	NCDCA Conference Registration Open	Grand Registration Desk, Gold
7:30 - 9:15 am	Morning Beverages	Grand Ballroom Foyer, Gold
7:30 - 10:30 am	Sharing Tables	Grand Ballroom Foyer, Gold
7:30 - 8:30 am	NCDCA Board of Directors Breakfast	Skyway 272, Blue
8:00 - 9:00 am	Presentation Series VII	Various Meeting Rooms
9:00 - 9:15 am	Beverage Break	Grand Ballroom Foyer, Gold
9:15 - 10:30 am	Closing General Session - Dr. Mark Savickas	Grand Ballroom , Gold
10:30 am	Conference Adjourns	

**MONDAY
JUNE 27, 2016**

Supervision Training

1:00 – 9:00 pm

Grand Suite 3, Gold

This training is for those individuals interested in clinical supervision of career development practitioners. For additional training dates and locations please visit www.ncda.org, Professional Development.

**TUESDAY
JUNE 28, 2016**

NCD Board of Directors Meeting

8:00 am – 5:00 pm

Grand Suite 5, Gold

Supervision Training

8:00 am – 5:00 pm

Grand Suite 3, Gold

This training is for those individuals interested in clinical supervision of career development practitioners. For additional training dates and locations please visit www.ncda.org, Professional Development.

NCD Counselor Educator Academy

2:00 – 6:45 pm

Plaza A, Green

This academy is for select counselor educators who teach Career Counseling within their department. The inaugural group was charged with determining how NCD 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.

NCD Conference Registration Open

4:00 – 6:00 pm

Grand Registration Desk, Gold

This is a great time to stop by registration and pick up your registration bag, program book, and name tag. Beat the rush!



NCDA Conference Registration Open
7:00 am – 5:30 pm
Grand Registration Desk, Gold

NCDA Board of Directors Meeting
8:00 – 11:00 am
Grand Suite 5, Gold

NCDA CSP Advisory Council Meeting
8:00 am – 5:00 pm
Plaza B, Green

This meeting is for all members of the NCDA Career Services Provider Advisory Council.

NCDA Counselor Educator Academy
8:00 am – 6:30 pm
Plaza A, Green

This academy is for select counselor educators who teach Career Counseling within their department. The inaugural group was charged with determining how NCDA 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.

Supervision Training
8:00 am – 5:00 pm
Grand Suite 3, Gold

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 the training. For additional training dates and locations please visit www.ncda.org, Professional Development.

Professional Development Institutes

8:00 am – 12:00 noon
Various Meeting Rooms

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
Developing a LiveBinder as a Career Development and Planning Resource Tool
8:00 am – 12:00 noon
Columbus AB, Gold

The purpose of this workshop is to explain how a digital tool, known as a LiveBinder, can be used for organizing online content and learning. In addition, how to create a LiveBinder and upload a wide variety of resources, as well as view them like pages in a book.

Cynthia Miller, Texas Tech University

PDI #2
Beyond the RIASEC and MBTI: Adapting Big 5 Personality to Career Development
8:00 am – 12:00 noon
Columbus CD, Gold

Personality models used in career development are largely ignored by academic personality research. Instead, researchers use the Big 5. Hundreds of studies link the Big 5 with career selection and success, life satisfaction, and other topics. This session adapts the Big 5 for practical use in career counseling and education.

Maggie McCormick, Career Seasons; John E. Nelson

PDI #3
Developing Skills for Career Construction Counseling
8:00 am – 12:00 noon
Columbus EF, Gold

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 in learning and practicing 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.

Paul J. Hartung, Northeast Ohio Medical University; Mark L. Savickas, Northeast Ohio Medical University; Suzanne Savickas, Kent State University; Sara Santilli, Padua University; W. Chris Briddick, South Dakota State University; Susan R. Barclay, University of Central Arkansas, Louis A. Busacca, Lakeland Community College and Old Dominion University; Kevin Glavin, University of Colorado Boulder; Kevin Stoltz, University of Central Arkansas; Brian Taber, Oakland University; Logan Vess, Kent State University

PDI #5
Brain Based Career Development (BBCD): The New Career Development Model
8:00 am – 12:00 noon
Columbus KL, Gold

For most individuals, the career development process is inherently overwhelming by the sheer amount of information and future based thinking that goes along with making life altering decisions. This PDI will showcase the Brain Based Career Development (BBCD) model, which is based on cutting edge neuropsychological research.

Imants Jaunarajs, Career & Leadership Development Center – Ohio University



**WEDNESDAY
JUNE 29, 2016**

Beverage Break

10:00 – 10:15 am

Columbus Hall, Gold

Reviving the American Dream Steering Committee Meeting

11:30 am – 3:00 pm

Grand Suite 5, Gold

Lunch On Your Own

12:00 – 1:30 pm

Career Resource Store

12:00 – 5:30 pm

Grand Registration Desk, Gold

Stop by and check out the NCDA Publications. Don't forget to use your \$5 off coupon for the purchase of NCDA publications.

Exhibitor Setup

1:00 – 5:00 pm

Grand AB, Gold

NCDA Leadership Academy (2017)

1:00 – 5:00 pm

Columbus G, Gold

This meeting is for all members of the NCDA Leadership Academy 2017 Class. 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 2018 Leadership Academy, visit www.ncda.org for information and an application form available in the fall of 2016.

Maggie McCormick and Laura Lane, Co-Chairs, Leadership Academy and Carol Vecchio, NCDA Board

PDI #7

Integrating CIP and RIASEC Theories in Career Interventions and Services

1:30 – 5:30 pm

Columbus AB, Gold

A recent CDQ review called for the integration of theory, research, and practice. This session highlights how CIP and RIASEC theories comprise a comprehensive, cost-effective, research-based system of career interventions. Participants will learn how career services delivery in various settings can be enhanced when theory and research inform practice.

Robert Reardon, Florida State University; Janet Lenz, Florida State University

PDI #8

Using StrengthsFinder 2.0 to Increase Client's Well-being and Engagement

1:30 – 5:30 pm

Columbus CD, Gold

How can you help clients create change, specifically around their well-being and engagement? Strengths is a powerful tool to help drive change and increase life satisfaction. Learn more about these topics and walk away with resources and tools you can immediately use to help clients make meaningful change.

Cori Shaff, University of Colorado – Boulder



PDI #9

Chaos Theory of Careers: Fostering Career Development Through Theory, Practice, and Skill-Building

1:30 – 5:30 pm

Columbus EF, Gold

Chaos Theory of Careers (CTC) 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 build skills around interventions using a new framework for university and private practice settings.

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

PDI #10

Building a Career Practice that Enhances Well Being for You and Your Clients

1:30 – 5:30 pm

Columbus IJ, Gold

To succeed in private practice it's not enough to be a great resume writer, career coach, counselor, or consultant. You must also be a business strategist and marketer ... while also handling the intricacies of pricing, product development and delivery, time management, technology, online reputation management, and so much more. Those who are new to private practice and those with established careers businesses will benefit from the practical tools and hands-on business planning provided in this session.

Marie Zimenoff, Career Thought Leaders Consortium; Ruth Pankratz, Career Bridge Institute

PDI #11

Five Steps to Helping People Make Tough Career Transitions

1:30 – 5:30 pm

Columbus KL, Gold

Career Development can be a reality even for people making tough career transitions. This practical session offers a five-step Career Development-based process and top tips to help clients get motivated, choose their job target, prove they can do the job, avoid getting screened out, and access and impress the people who can say yes. It will equip and inspire you to improve results with people transitioning from education, care-taking, lay-off, injury, prison, the military, business ownership, long-term unemployment, and more.

Elizabeth Sanders-Park, WorkNet Solutions

NCDALeadership Academy (2016)

2:00 – 5:00 pm

Columbus H, Gold

This meeting is for all members of the NCDALeadership Academy 2016 Class. 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. NCDALeadership 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 NCDALeaders. To apply for the 2018 Leadership Academy, visit www.ncda.org for information and an application form available in the fall of 2016.

Maggie McCormick and Laura Lane, Co-Chairs, Leadership Academy and Carol Vecchio, NCDALeader Member

Beverage Break

3:00 – 3:15 pm

Columbus Hall, Gold

NCDALeader Conference Volunteer Meeting and Reception

5:30 – 6:30 pm

Grand Registration Desk Foyer

This meeting is for all conference volunteers. Please join us for light refreshments and learn about your role in making the 2016 NCDALeader Global Conference a memorable experience for everyone. You will have the opportunity to meet NCDALeader staff, tour the conference facilities, and ask questions about your assigned responsibilities.

NCDALeader State Leadership Training

5:30 – 7:30 pm

Columbus H, Gold

This training is for current leaders of the state Career Development Associations and Leadership Academy participants. Two leaders from each state are urged to attend.
Wendy LaBenne, NCDALeader Board Member

NCDALeader Committee Chair Meeting

5:45 – 6:45 pm

Columbus G, Gold

This meeting is for all NCDALeader Committee Chairs. This is your opportunity to meet with each other, meet with the NCDALeader President-Elect, and learn about your role and how it supports the mission of NCDALeader.
David Reile, NCDALeader President-Elect, 2016-2017

Constituency Group Meetings

6:00 – 7:30 pm

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.

6:00 – 7:30 pm

**Constituency Meeting:
School Counselors
Columbus EF, Gold**

K-12/School Counselors (blue) —

NCDALeader Trustee: Ray Davis, Ray Davis Consulting

6:00 – 7:30 pm

**Constituency Meeting:
Higher Education
Columbus IJ, Gold**

Higher Education (black) —

NCDALeader Trustee: Brian Montalvo, Florida Atlantic University

6:00 – 7:30 pm

**Constituency Meeting:
Agencies, Business & Industry, and
Private Practice
Columbus KL, Gold**

*Agencies, Business & Industry, and
Private Practice (gray) —*

NCDALeader Trustee: Carol Vecchio, Centerpoint Institute for Life and Career Renewal

6:00 – 7:30 pm

**Constituency Meeting:
Counselor Educators/Researchers
Columbus CD, Gold**

*Counselor Educators and Researchers
(red) — NCDALeader Trustee: Kathy Evans, University of South Carolina*

**WEDNESDAY
JUNE 29, 2016**



APCDA Meeting

6:00 – 7:30 pm

Grand Suite 2AB, Gold

This meeting is for all members of the Asia Pacific Career Development Association
Marilyn Maze, Asia Pacific Career Development Association

NCDALeader Publications Development Council Meeting and Dinner

6:45 – 8:30 pm

Grand Suite 5, Gold

This is the annual planning meeting of the NCDALeader Publications Development Council. All PDC members are encouraged to attend.
Melanie Reinerman, NCDALeader Website Manager and Director of Publications Development

International Reception

8:00 – 9:00 pm

Plaza A, Green

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

Sponsored by Kuder



Welcome

Dr. Cynthia Marco-Scanlon, NCDALeader President

Presentation of Awards

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

THURSDAY JUNE 30, 2016

NCDCA Conference Registration Open

7:00 am – 5:00 pm

Grand Registration Desk, Gold

Morning Beverages

7:00 – 8:30 am

Grand AB, Gold

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.

First Timer's Meeting

7:00 – 8:00 am

Grand Ballroom, Gold

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 listening to seasoned conference veterans and past and present NCDCA Presidents. *Deb Osborn and Paul Timmins, NCDCA Board Members*

NCDCA Counselor Educator Academy

7:00 – 9:45 am

Plaza A, Green

This academy is for select counselor educators who teach Career Counseling within their department. The inaugural group was charged with determining how NCDCA 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.

Cyber Showcase

7:30 am – 3:30 pm

Grand Ballroom Foyer, Gold

The Cyber Showcase is a technology lab where you can learn more about the new Conference App, NCDCA website, and how to get published in the NCDCA web magazine, *Career Convergence*. Watch for scheduled interactive events brought to you by the Career Convergence editorial team. Or feel free to stop by with any website question or help with the new conference App. The Cyber Showcase features several laptops and tablets all with access to the Internet.

Sharing Tables

7:30 am – 5:00 pm

Grand Ballroom Foyer, Gold

Stop by and visit the sharing tables. The sharing tables contain extra presenter handouts, sponsoring organization information, as well as other great information!

Exhibit Hall Open

7:30 am – 6:45 pm

Grand AB, Gold

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

NCDCA Career Resource Store

7:30 am – 5:00 pm

Grand Registration Desk, Gold

Stop by and check out the NCDCA Publications. Don't forget to use your \$5 off coupon for the purchase of NCDCA publications.

NCDCA Committee Meetings

8:00 – 9:45 am

Riverside East, Purple

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

NCDCA Committee Chairs

Committees Represented Include:

- Awards
- Diversity Initiative and Cultural Inclusion
- Ethics
- Government Relations
- International Student Services
- National Career Development Month
- Research
- Technology
- Career Convergence Web Magazine
- Career Development Quarterly Editorial Board

Veterans Committee Meeting

8:00 – 9:45 am

Columbus G, Gold

This meeting is for Veteran's Committee Members and others interested in veterans career issues. We will discuss work during the past year and plans for the next year. *Charles Lehman and Krysta Kurzynski, Veteran's Committee Co-Chairs*

Global Connections Meeting

8:00 – 9:45 am

Columbus H, Gold

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.

Brian Hutchison and Vera Chapman, Global Connections Committee Co-Chairs

NCDCA Master Trainer's Meeting

8:00 – 8:45 am

Grand Suite 2AB, Gold

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.

Constance Pritchard and Sharon Givens, NCDCA Master Trainers

NCDCA Instructor's Meeting

8:45 – 9:30 am

Grand Suite 2AB, Gold

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

Sharon Givens and Shirley Rowe, NCDCA CSP Advisory Council Members

Beverage Break in the Exhibit Hall

9:30 – 10:00 am

Grand AB, Gold



OPENING GENERAL SESSION

10:00 am – 11:30 am

Grand Ballroom C–F, Gold

Join us for the opening session of the 2016 NCDA Global Career Development Conference!

Welcome

Dr. Cynthia Marco–Scanlon, NCDA President

Presentation of Awards

- NCDA Eminent Career Award
- Presidential Recognition Awards
- Fellows Award
- Career Development Facilitator Champion Award
- Diversity Initiative Award
- Outstanding Articles for 2015
- CDQ Outstanding Article for 2015



DR. RICH FELLER
Colorado State
University

HEROIC Careers in the Connected Age

VUCAROWEHITANOSE work cultures and the impending all–digital lifestyle are upending modern life. Yet, the opportunity for life design, the democratization of 24/7 learning, and career development innovations will create opportunities for knowledge nomads, the nervously employed, and those reimagining “what’s next”.

This presentation draws from 30 years as a counselor educator working on career issues from Main Street (burger flipping at McDonald’s to study youth employment) to Sudan (creating a UN famine relief worker film www.valerproductions.com) to outer space (bringing STEM awareness and high talent to career specialists from NASA Headquarters www.stemcareer.com). Currently advocating for aptitudes within career discussions (through a revolutionary on–line self–discovery process www.youscience.com), bringing career science to 40M adults (www.lifereimagined.org), and infusing narrative and digital storytelling into the *Who You Are Matters!* board game (www.onelifetools.com), Rich offers insights about connecting our work to finding meaning and well–being.

Fostering Well-Being Through Meaningful Work

Strolling Lunch in Exhibit Hall

11:30 am – 12:30 pm

Grand AB, Gold

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!

Graduate Student Poster Sessions

12:45 – 3:30 pm

Riverside East, Purple

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

Just Do It: Utilizing an Athletic Success Coach for Student Athlete Career Success

12:45 – 3:00 pm

Riverside East, Purple

Utilizing an Athletic Success Coach goal is to promote student success on and off the court and builds on strengths rather than challenges. To support student–athletes to be as successful in life as they are on the field. Using Krumboltz’s Learning of Career Counseling Theory directly to student–athletes.

Katie Maguire, University of Colorado Colorado Springs

#P2

Psychological Well–Being and Career Decision–Making of First Generation College Students

12:45 – 3:00 pm

Riverside East, Purple

It is essential that practitioners employed in community colleges and university counseling centers have a working knowledge of the psychological needs of FGCS and how it influence the student’s overall well–being, career decision–making, and their help–seeking behaviors. This poster presentation will provide an overview of the existing literature.

Jonique Childs, University of Iowa

#P3

Career Development Considerations of Asian LGBT College Students

12:45 – 3:00 pm

Riverside East, Purple

This research explores the relationships between social support network, school environment, career role models and Asian LGBT individuals’ career decision making. In addition, this research investigates the role of social support networks, school environments and career role models in the career development of Asian LGBT college students.

Hansori Jang, University of Iowa; Pak Seohong, University of Iowa

#P4

Utilizing Planned Happenstance Skills to Foster Students’ Life Satisfaction: Practical Implications from Research

12:45 – 3:00 pm

Riverside East, Purple

The current study examines the mediation effect of occupational engagement between planned happenstance skills and life satisfaction among university students in South Korea. The results of the current study indicate that individuals should have high levels of occupational engagement along with high levels of planned happenstance skills in order to have high levels of life satisfaction. Happenstance Learning Theory has been suggested and recently the Planned Happenstance Career Inventory (PHCI) has been developed. In this session, participants will learn about the PHCI and gain useful insights on applications of Planned Happenstance Skills in practices from a recent research with PHCI.

Yuanying Jin, Korea University; NaYeon Yang, Korea University; Huk Yang, Korea University; Sooyoun Lee, Korea University

#P5

Cultural Validity of Career Assessments for Asian Women

12:45 – 3:00 pm

Riverside East, Purple

The purpose of this poster is comparing several measures of career maturity and reviews the range of cultural validity of each instrument. With an objective guide of the instruments’ strengths and limitations for Asian women across time and settings, this poster will provide recommendations for improving and using those measures.

Sangmin Park, University of Iowa

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#P6

Exploring the Professional Counselor Identity: Clinical Mental Health Students' Perspectives

12:45 – 3:00 pm

Riverside East, Purple

The CACREP 2016 Standards state that students will develop a counselor professional identity by participating in professional organizations and in seminars, workshops, or other activities that contribute to personal and professional growth. This research project aims to understand this definition from the student perspective and support the core standards.

Lawrence Richardson, Oklahoma State University; Priya S. Patel, Oklahoma State University; Tonya R. Hammer, Oklahoma State University

#P7

Back to Work: 6 Tips for Working with Refugees Entering the U.S. Workforce

12:45 – 3:00 pm

Riverside East, Purple

With the number of refugees admitted to the U.S. increasing each year, local service providers need to be prepared to work with this unique population. Providers need to have the skills to assist refugees in learning English, a new culture, and gaining employment within a few months of arrival.

Jayna Longstreet, California State University, Sacramento

#P8

The Importance of Meaningful Work for Late Career Development

12:45 – 3:00 pm

Riverside East, Purple

This poster session gives an overview of career developmental issues typically encountered by late career employees in today's increasingly complex, individualized, and flexible work environments. A special emphasis is put on what constitutes meaningful work for older workers and how intrinsically motivating work content and working conditions can be established.

Noemi Nagy, University of Bern; Andreas Hirschi, University of Bern; Ariane Froidevaux, University of Bern

#P9

Career Thoughts and Decision Making among College Students with Disabilities: A Qualitative Analysis

12:45 – 3:00 pm

Riverside East, Purple

This phenomenological study will explore the perceptions and experiences of college students with autism spectrum disorders in order to more comprehensively understand the nature of their career thoughts and decision-making processes. Discussions will focus on the collaborative intervention and service approaches to positive career development for college students with disabilities.

Jina Chun, Michigan State University

#P10

Effectiveness of Career Navigation Course among Turkish University Students' Career Adaptability and Career Optimism

12:45 – 3:00 pm

Riverside East, Purple

This research was focused on analyzing the effects of a Career Navigation Course among 3rd year Turkish university students' career adaptability and career optimism. According to the research findings, students who attended the Career Navigation Course had higher career adaptability and career optimism than the control group.

Dursun Didem Kepir Savoly, Hacettepe University

Presentation Series I

12:45 – 2:00 pm
Various Meeting Rooms

#101

Navigating Careers in Public Service

12:45 – 2:00 pm

Columbus G, Gold

"I want to make a difference!" Helping clients/students figure out how to find solutions to urgent and complex societal challenges through a career in public service is the focus of this session. The presenters will offer insights into resources and best practices.

Amy C. Johnson, University of Michigan; Tamara Schaps, University of Washington; Anna Renzetti, University of Washington; Denise Riebman, George Washington University

#102

Dying to Live: Health and Wellness Practices for the Workplace Professional

12:45 – 2:00 pm

Columbus IJ, Gold

Work and lifestyle related stress is costing the global economy trillions every year. In this session, the presenter will help professionals identify their stress and wellness levels in 5 specific areas, benchmark their current wellness practices, and identify positive changes they can make to their well-being and all-round performance.

Ken Keis, Consulting Resource Group International, Inc. (CRG)

#103

The Intersection between Meaning and Culture: Cultural Values Manifested in the Workplace in the Asia Pacific Region

12:45 – 2:00 pm

Riverside East Classroom, Purple

How do cultural values contribute to or hinder the pursuit of well-being through meaningful work? The countries in the Asia Pacific region possess amazing diversity in cultural values. Panelist from Korea, India, and Australia will explain their traditional national values, the impact these values have on the workplace, and how the work of career practitioners is impacted by these cultural issues.

Cheri Butler, Asia Pacific Career Development Association; Yuan Ying Jin, Korea University; Narender Chadha, University of Delhi, India; Carole Brown, Individual Career Solutions, Australia

#104

The Impact of Collaboration: How OSU and OK CareerTech Teamed Up to Bring More GCDF Certifications to Oklahoma

12:45 – 2:00 pm

Columbus H, Gold

What can happen when goals overlap for two of your state's largest education institutions? Students win. With the Global Career Development Facilitator Certification gaining increased steam in Oklahoma, two organizations came together to bring more educators into the classroom for this valued training. Learn how this collaboration led to more trained GCDFs in Oklahoma, and how it's impacting students.

Pam Ehlers, Oklahoma State University; Roberta Douglas, Oklahoma Department of CareerTech

#105

Core Competence and Emerging Adulthood: An Integrative Model of Personal Well-Being and Meaningful Work

12:45 – 2:00 pm

Columbus AB, Gold

Combining the concept of “core competence” and the developmental stage of emerging adulthood provides a holistic framework to address the challenges of self-care, motivation, executive function, and career development in emerging adults. Learn how to adapt this integrative model to effectively address the needs of your student population.

Jeffrey Griffith

#106

Interests and Abilities: Better Together for Career Development

12:45 – 2:00 pm

Columbus CD, Gold

Career decision making involves interests, values, and abilities, yet many career development professionals do not incorporate ability as part of the process. Research suggests that you should. This program will look at the ability assessments included in NCDA's Counselors' Guide to explain the uses in career development.

Janet Wall, CEUnestop.com and Sage Solutions; Tom Harrington, Northeastern University

#107

Three Critical Issues for K–12 Professions for FY 2017

12:45 – 2:00 pm

Plaza A, Green

The past year has seen monumental issues, legislative debates, and position papers influence the work of K–12 career development professionals. The School Career Counselors and Specialists Advisory Council will share three essential issues to enable the delivery of high quality career development at the K–12 school level, nationally and at the state and local level.

Ray Davis, NCDA; Celeste J. Hall, Virginia Community College System; Mary Ellen Earnhardt, Montana Office of Public Instruction; Kent Blessing, Hutchinson Career and Technology Academy; Cal Crow, Center for Efficacy and Resiliency

#108

What If Everyone Stopped Asking Kids the Question “What Do You Want to Be When You Grow Up?”

12:45 – 2:00 pm

Columbus EF, Gold

In the 21st century world of work where things are changing at warp speed and where 65% of children will be in jobs as

adults that don't yet exist, this question is completely insufficient. Let's discuss the current and future state of the world of work, create new and more helpful questions for the children in our lives in our roles as school counselors and specialists, parents and grandparents, and spark an on-going conversation about how to deal with all the complexity.

Heather Zeng, Capella University; Byron Waller, Governors State University; Carol Vecchio, Centerpoint Institute for Life and Career Renewal

#109

Implementing Wellness and Career Theory to Effectively Work with Military Women in Transition

12:45 – 2:00 pm

Grand Suite 2AB, Gold

This presentation will provide participants with strategies for effectively implementing wellness and career theory in counseling military women transitioning to civilian workforce. An overview of each model, the Indivisible Self: An Evidence-Based Model and Kaleidoscope Career Model, with an emphasis on how to incorporate into career counseling and career planning.

G. Gail Rouse, Argosy University; Lesley D. Riley, Argosy University; Natasha Barnes, Argosy University

#110

How to Train Any Career Topic

12:45 – 2:00 pm

Grand Suite 5, Gold

The presenter returns this year to share all-new teaching techniques for career development topics. His mission for the last few years has been to reinvent how career development topics are taught to adult students.

Rob Seemann, Career Change Success

#111

Teaching Career Counseling at the Master's and Doctoral Level

12:45 – 2:00 pm

Plaza B, Green

Interested in learning more about graduate-level career counseling courses? Hear from three expert career counselor educators about key components of a strong career counseling course and what counselors need to know about career-related issues. Sponsored by the NCDA-ACES Commission.

Melinda M. Gibbons, University of Tennessee; Jane Goodman, Oakland University; Mark L. Savickas, Northeast Ohio Medical University; Mark Pope, University of Missouri – Saint Louis

THURSDAY
JUNE 30, 2016



FS #112

Exploring Meaningful Work: The Relationship between Career Meaning, Satisfaction, Wellness, and Values

12:45 – 2:00 pm

Columbus KL, Gold

As individuals spend so much time at work, career meaning is critical to well-being. Learn the results of a research study identifying the factors underlying career meaning including finding meaningful work, attaining a balanced lifestyle, and acknowledging important values as well as implications that could impact your work with clients.

Cheryl Wolf, Western Kentucky University; M. Harry Daniels, University of Florida

Career Talks

12:45 – 2:00 pm

Grand Suite 3, Gold

NEW This Year!!

Modeled on the popular Ted Talks, these quick presentations (15–20 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!!

#CT 113A

Major in Happiness: Debunking the College Major Fallacies

12:45 – 1:05 pm

Grand Suite 3, Gold

The preconceptions and suspicions about how things operate in today's challenging global marketplace often compel people to forge correlations with causations without any substantial evidence. No where is this more apparent than in the declaration of a college major.

Michael Edmondson, Augustana College

**THURSDAY
JUNE 30, 2016**

#CT 113B

How Service Years Open Possibility

1:10 – 1:30 pm

Grand Suite 3, Gold

Imagine a world where every young person starts his or her career with a year of service. The Next Generation of Service is working to create that world – fueled by the perspectives of recent graduates. Learn how service years can be a solution for the unsure, socially conscious student.

Anna Lenhart, Next Generation of Service

#CT 113C

Schreiner GROW: Making Work–Study Jobs Meaningful

1:35 – 1:55 pm

Grand Suite 3, Gold

Schreiner University prepares students for meaningful work and purposeful lives in a changing global society. Beginning in June of 2014, in collaboration with the University of Iowa, Schreiner GROW was implemented for the first time. Through conversations with supervisors, students make connections between what they are studying in class with the jobs they perform and with future career goals.

David Reast, Schreiner University

Roundtables

12:45 – 2:00 pm

Riverside East, Purple

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 session will be 30 minutes in length and attendees will rotate one time during this session.

#R1–1

Capturing a Search for Meaning in Powerful Resumes and LinkedIn Profiles with Personality

The resume is dead, or so the papers have been saying since the mid–90s. Come to this session to understand what has changed in resume and LinkedIn profiles. We'll discuss how personal branding has evolved and provide examples of contemporary resumes and LinkedIn profiles you can use to help candidates compete for their dream job.

Marie Zimenoff, Resume Writing Academy; Ruth Pankratz, Career Bridge Institute

#R1–2

Meaningful Work and Well–being: The Auburn University Career Advantage Program for Men in Substance Recovery

Explore the development and evaluation of a unique, research–based career program created by Auburn University Career Center for men in a substance recovery center. Discussion of grant opportunities and population–specific career concerns will be facilitated, with the goal of providing professionals with effective interventions for traditionally marginalized groups.

Addye Buckley–Burnell, Auburn University; Shari Black, Auburn University

#R1–3

Cognitive Information Processing (CIP) Decision–Making Theory

Cognitive Information Processing (CIP) theory was introduced in the 1970s to understand how individuals learn and process information. It is important that career counselors and clients work together when the answer to their questions is unclear so appropriate strategies are used for career development. There are pyramids of information processing and decision–making that will be shared related to self–knowledge, occupational knowledge, and the five stages of CASVE will also be reviewed. The Career Thoughts Inventory will also be discussed and reviewed.

Kathryn Hilgenkamp, Capella University

#R1–4

International Students' Enrollment and Persistence Motivation in U.S. Higher Education: Implications for Career Counseling

International students face several potential barriers that impede their professional and personal development in higher education. However, there is a dearth of studies exploring students' motivation to face these challenges. We will discuss the enrollment and persistence motivation of international students and implications for career counselors.

Dan Li, The University of Iowa; David K. Duys, The University of Iowa

#R1–5

Giving Students a Hand Off the Fence: Tips for Students Interested in Health Careers

Dealing with students that are unsure of how they're going to get there, but want to work in health care? This program provides some tips and tricks programmatically to ensure the student can make the best, most educated decision possible. In particular the focus will be on pre–health programming at Pitt (in concert with academic departments), as well as the Discover U program – where students get to visit sites that pertain to their vocational interests.

Richard Fann, University of Pittsburgh

#R1–6

Play Hard, Work Better: The Importance of Play in Career Satisfaction and Personal Well–being

Many people think they must work excessive hours to achieve career success. A better outcome might be attained by working a little less and playing a bit more. This interactive presentation features information about the benefits of play, creative styles of play, and integrating play into a career and life plan

Lee Walker–Hirschbein, California State University, Chico

#R1–7

Meeting Career Development Needs of International Students through Partnerships and Programming

Case Western Reserve University Career Center planned a workshop series to enhance the career development of international students, a growing population with unique challenges. Learn how we partnered with other departments to better position us to meet students' needs. We'll share what we've learned so far and next steps.

Robin Hedges, Case Western Reserve University; Lisa Grisez–Shullick, Case Western Reserve University

#R1–8

Holistic Career and Life–focused Approach to Helping Student Athletes Find Meaningful Work

Student athletes often struggle with balancing the demands of their dual identity, leaving little time to focus on defining their own unique vision for a meaningful career and life. Princeton University has developed a personalized approach to engaging, educating and empowering student athletes.

Kathleen Mannheimer, Princeton University

#R1-9

Integrating Career and Professional Development: Related Assignment in Classroom Instruction

Fresno State Career Development Center staff partnered with faculty to integrate career and professional development assignments in classroom instruction. Through an academic sponsored activity, career counseling staff served as facilitators of a faculty learning community (FLC) and worked with faculty to integrate career information, resources, and professional development assignments in classroom instruction. Faculty were able to develop discipline-specific applications of career competencies within courses with the intent of contributing to student success while better preparing students for a lifetime of career development and learning.
Adrian Ramirez, California State University, Fresno; Jody Burum, California State University, Fresno

#R1-10

Using Career Genograms to Support Young Adult Development: A Grounded Theory

This study examined exploratory students with non-declared majors that remained uncertain about future career paths. Using family career genograms and narrative career assessments provide salient insights into the familial underpinnings that strongly influenced the perceptions of work ethic, what it means to be happy in a career and additional lifespan considerations.
Cassandra Storlie, Kent State University; Tracy M. Lara Hilton, Kent State University; Robert McKinney, Kent State University

#R1-11

Getting off the Ground: Developing a Viable Career Business

Individuals often dream about having their own business. The presenters, both of whom own career coaching and training firms, will discuss getting a career business (coaching, training, and consulting) off the ground. Together the presenter team has a combination of 30 years in business.
Constance J Pritchard, The Pritchard Group; Mary Ila Ward, Horizon Point Consulting, Inc.

#R1-12

Career Development for Youth with Disabilities in South Korea: The Intersection of Culture, Theory and Policy

Early career interventions within school settings help to improve work outcomes for youth with disabilities, yet systematic career development service provision is lacking. This presentation will focus on challenges facing Korean youth with disabilities and

discuss transition and career exploration services that facilitate optimal career development and promote employment opportunities.

Jina Chun, Michigan State University; Annamarie Connor, Michigan State University; Jinhee Park, Michigan State University; Trenton Landon, Michigan State University; John Kosciulek, Michigan State University

#R1-13

Promising Career and Workforce Development Practices in Middle and High School Settings

As the US economy becomes increasingly global, we continue to struggle with unequal participation across education and workforce sectors. We will highlight promising school-based career development practices; present basic tenets of career program evaluation to connect effective practice with policy; and discuss implications and recommendations for future school-based career practices.
Sylvia Nassar, North Carolina State University; Abigail Holland Conley, Virginia Commonwealth University; Perihan Akcan-Ayd, North Carolina State University

#R1-14

Building Comprehensive Higher Education Career Development Programs for Military Affiliated Students

This presentation explores the experience of a large Midwestern public university in building a comprehensive career development program for military and veteran students. Best practices, program details, supports and challenges, and next steps including assessment and additional programming plans will be covered.
Sarah Terry, University of Wisconsin-Milwaukee Military and Veterans Resource Center

Travel Break

2:00 – 2:15 pm

Presentation Series II

2:15 – 3:30 pm

Various Meeting Rooms

#201

The Career Literacy Initiative: NCDA Joins a Coalition to Make Career Development a National Priority

2:15 – 3:30 pm

Columbus AB, Gold

In response to the need to strengthen career development in American education and to prepare all students for

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productive employment in their chosen career pathways as efficiently and cost-effectively as possible, NCDA has joined a Working Group on Career Development Certifications within the framework of the emerging Coalition for Career Development. The goal of this Working Group (WG) will be to develop a new cohort of career development professionals at the school, teacher, and county/state levels.

William Symonds, Global Pathways Institute; Mark Danaher, NCDA Past President; E. Niel Carey, NCDA Past Executive Director; Ray Davis, Ray Davis Consulting; Brian Montalvo, Florida Atlantic University

#202

The Role of Career Counseling in the Enterprise Context, Enhancing Meaningful Work Life

2:15 – 3:30 pm

Grand Suite 2AB, Gold

This presentation is to show the moderated mediation effect on having control over time on the relationship from valuing own work to OCB through job satisfaction of employees. It will initiate the discussion of the role of career counseling in the enterprise context, to enhance and maintain meaningful work life.

Sunhee Jang, Pennsylvania State University; Yunsoo Lee, Pennsylvania State University

#203

Ethical Development in the Workplace: Strategic Ways to Facilitate Ethical Development and Behavior

2:15 – 3:30 pm

Riverside East Classroom, Purple

A renewed emphasis on ethics reminds professionals of the value and impact of our work. Members of the NCDA Ethics Committee will engage participants in a discussion about the process of ethical development and offer interesting and practical activities for members to share with colleagues during team meetings and events.

Veronica Mansour, Salve Regina University; Azra Karajic Siwec, Walsh University; Carolyn D. Jones, CDJ Consulting, LLC; Jill Flansburg, St. Petersburg College; Julia Panke Makela, University of Illinois at Urbana-Champaign

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#204

Strategies to Help Women Clients Make Sense of the Chaos and Develop Meaningful Careers

2:15 – 3:30 pm

Columbus KL, Gold

Women face unique challenges impacting their career decisions and may seek counseling/coaching to better navigate the chaos. In this session, we will discuss the research/trends facing women's careers, before and after they've entered the workplace, and how using the Chaos Theory of Careers with counseling/coaching strategies can empower women clients. *Lauren Pasquarella Daley, Catalyst; Ashley Rose Edgar, Private Practice*

#205

Developing Career Peer Mentors in a Career and Experience Hub

2:15 – 3:30 pm

Plaza B, Green

Student leaders come in all shapes and sizes. Learn more about a career peer mentoring program that focuses on developing the students' personal learning goals while they provide career services through workshops, professional triage and drop-ins, marketing/social media and student outreach out of a centralized space. *Danielle Gallant, University of Vermont*

#206

Careers and Identity: Serving Diverse College Student Populations with Targeted Services and Resources

2:15 – 3:30 pm

Columbus H, Gold

How are you reaching diverse college student populations? Learn about the evolution of a collaborative workshop series on careers and identity targeting LGBTQ+ students, students of color, international students, students with disabilities, and nontraditional aged students. Takeaways include a bibliography of best practices research and resources for counselors and students. *Courtney Gauthier, Warren Wilson College*

#207

Developing Students' Global Competencies: Best Practices and Research-based Models

2:15 – 3:30 pm

Columbus G, Gold

This workshop is targeted toward higher education career services professionals. It will explore different ways in which students can develop their global competencies while still in school. The presentation will also share the best practices used at the University of Colorado Boulder in helping students shape their global career paths as well as present a research-based model for developing global career readiness. *Aga Sypniewska, University of Colorado Boulder, Career Services*



FS #208

Using Career Development to Transform a School's Culture

2:15 – 3:30 pm

Columbus IJ, Gold

Participants in this session will learn about and discuss proven career development strategies for creating success cultures that motivate and engage students, reduce discipline problems, and transform adult-student relationships. Handouts will be provided. *Cal Crow, Center for Efficacy and Resiliency*

#209

Career Counseling with the Hard-to-Employ

2:15 – 3:30 pm

Grand Suite 3, Gold

Hard-to-employ people are individuals in poverty with little exposure to careers. This innovative workshop will give career practitioners an understanding of their vocational outlook. It will feature creative strategies and resources that will help hard-to-employ individuals become motivated to pursue careers. *Larry Robbin, Robbin and Associates*

#210

Experiential Activities for Use in Teaching Career Development and Career Counseling

2:15 – 3:30 pm

Columbus EF, Gold

If you've ever felt like you've drawn the short straw when assigned to teach career counseling or struggled to excite students with this subject matter, this is the session for you! Come learn about experiential activities for use in such courses. You will have an opportunity to participate in the activities, receive handouts detailing them,

and receive a list of other resources to support your use of experiential activities in career development/counseling courses. *Suzanne Dugger, The University of Mississippi*

#211

Finding Meaning through Developing Purpose: Teaching as an Experiential Opportunity in the Counseling Internship

2:15 – 3:30 pm

Plaza A, Green

Career Planning, an undergraduate course at Northern Illinois University taught by graduate counseling students, serves as a unique learning experience for both instructors and students. This presentation will highlight how the structure of this program contributes to the professional development of counselors-in-training, while sharing data about this highly meaningful opportunity. *Suzy Wise, Northern Illinois University; Kelsey Ward, Northern Illinois University*

#212

Racial Battle Fatigue Syndrome and the Psychosocial Health of African-American Men

2:15 – 3:30 pm

Columbus CD, Gold

Racial Battle Fatigue (RBF) Syndrome is an interdisciplinary theoretical framework that explores how racism is experienced and negatively influences mental, emotional, and physical health. This session will provide career development professionals with information and tools to assist African-American male clients and students dealing with the impacts of RBF. *Yamonte Cooper, El Camino College; Brian Hutchison, University of Missouri – St. Louis*

#213

Customized 360 Feedback: A Coaching Tool to Enhance Productivity, Meaning, and Engagement

2:15 – 3:30 pm

Grand Suite 5, Gold

360 feedback has become a standard part of career development programming for many organizations, particularly in the federal sector. Yet, the impact of this process can be limited by the somewhat sterile nature of standardized paper-and-pencil approaches. Learn about a customized 360 approach currently being used by five career counselors and NCDA members who provide executive coaching services within a dynamic federal environment. *Barbara Suddarth, Greta Davis, Janice Guerriero, Michael Hall, David Reile, Career Development Alliance*

Roundtables

2:15 – 3:30 pm

Riverside East, Purple

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 session will be 30 minutes in length and attendees will rotate one time during this session.

#R2-1

The Next Reality: When Virtual Reality Meets Career Services

Columbia College, Center for Career Coaching and Professional Development (C3PD), introduces an innovative method of career exploration utilizing Google Cardboard (GC) virtual reality platform. The next reality for career services is meeting students where they are and to cultivate an engaging environment to facilitate career success. Will you join us?

Justin Thompson, Columbia College

#R2-2

The 21st Century Model for a Student Engagement Centered Career Services Office

A career development office centered on student engagement from the student's first year until after graduation and beyond offers a revolutionary model for the 21st century young professional.

Michael Edmondson, Augustana College

#R2-3

The Warm Hand Off: What You Need to Know about the Military's Transition Readiness Seminar

Do you have clients who are veterans? Do you understand their military transition process? Get up to date information on the military transition program and additional follow-on services available to veterans from those currently facilitating military transition. This newfound knowledge can impact the way you guide today's military veterans.

Alicia Durham, Marine and Family Programs, Marine Corps Air Station, Cherry Point, NC; Mike Laird, Marine and Family Programs, Marine Corps Air Station Cherry Point, NC

#R2-4

Boost Your Practice: Scalable, Story-based System Maximizes Technology and Human Touchpoints

Employing 21st century career management skills is essential for bridging clients' education or experience, and meaningful reflection on those stories to increase clarity and confidence. Learn how narrative methods, online storytelling tools and gamification have been successfully embedded in a for-credit university course, individual career counseling, and corporate leadership engagement.

Mark Franklin, CareerCycles & One Life Tools

#R2-5

The Effectiveness of a Strength-centered Career Counseling Module in Career Calling of Adult Workers in Taiwan

The study explored the effectiveness of a strength-centered career counseling module (SCCM) in career calling, job satisfaction, and self-efficacy of adult workers in Taiwan. The results showed that the SCCM and the SCCM combined with vocational card sort significantly improved career calling and job satisfaction of the participants.

Yu-Chen Wang, National Taiwan Normal University; Chi-Lin Wu, National Taiwan Normal University

#R2-6

Using Social Cognitive Career Theory to Increase Persistence in STEM for Underrepresented Students

This roundtable explores how SCCT interventions can increase persistence in STEM for women and students of color. Informed by research from an SCCT framework, attendees will learn strategies for enhancing clients' identification with STEM through increasing self-efficacy, processing cultural supports and barriers, and examining outcome expectations.

Nikki Falk, University of Missouri – Columbia; Patrick J. Rottinghaus, University of Missouri – Columbia; Brooke Gilland, University of Missouri – Columbia

#R2-7

An Integrative Model of Work-related Motivation as a Tool for Fostering Success and Well-being at Work

We present an integrative model of motivation featuring goals, positive emotions, and self-efficacy and present research findings corroborating this model's validity. We will discuss the potential benefits and opportunities when applying this model in career counseling and how it may be adapted to different educational and cultural contexts.

Domingo Valero, University of Bern

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#R2-8

VIPSY: Dynamic Card Game for Career Exploration

Career Counselors at UT Austin created a dynamic card game to facilitate self-reflection and career exploration. Players create a card hand that illustrates their Values, Interests, Personality, and Skills. The group then brainstorms multiple career ideas for them. The result? A fulfilling experience that generates exciting ideas for each person!

Alison Devlin, Vick Center, UT Austin; Lynn Chang, Vick Center, UT Austin; Veronica Heiskell, Vick Center, UT Austin

#R2-9

An Interpersonal Conflict Resolution Technique to Promote a Meaningful Workplace

College students face interpersonal workplace conflict that is usually handled with passive or aggressive tactics causing low work productivity, and producing increased workplace stress and unhealthy relationships. This interactive presentation introduces an assertive technique to coach students to handle workplace interpersonal conflict for positive experiences and meaningful work.

Sylvia Head, California State University, East Bay

#R2-10

Integrated Model of Career Services at International Universities: Maximizing Resources at Start-ups

The US model for career services does not exist in many international universities. Gain useful information about how to maximize institutional resources through the implementation of an integrated model of career services that meets students' needs while satisfying institution strategic initiatives (e.g., accreditation, assessment, retention, etc.).

Tracy Lara Hilton, Kent State University; Didem Kepir Savoly, Hacettepe University, Ankara, Turkey; Kevin Glavin, University of Colorado, Boulder

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#R2-11

Fostering a Relationship between Career and Academic Advising by Utilizing GCDF Training

How can career advising and academic advising coexist in your campus advisement community? (GCDF) Global Career Development Facilitator training is the key to integrating these two paradigms.
Sam Prestwich, Brigham Young University

#R2-12

The US Dept. of State Job Search/Transition Program: Opportunities for Career and Life Transition Counselors/Coaches

The US Dept. of State Job Search/Transition Program offers opportunities for career counselors/coaches to work with adults in transition from a federal international affairs career to their next phase. Learn how to work in a transformative program using your small group/individual skills with diplomats and civil servants.
Catherine McCormick, US Dept. of State Foreign Service Institute

#R2-13

Career Mentoring for Under-Resourced First Generation College Students: Success through Technology and Networking

Chicago Scholars is one of the largest college access and career success programs in Chicago. The Career Mentoring program connects over 75 college students with a career professional in their industry using state of the art technology.
Brian Socall, Chicago Scholars

#R2-14

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.
*Jenn Long, Colorado State University;
Amanda White, Colorado State University;
Rich Feller, Colorado State University*

Beverage Break

**3:30 – 3:45 pm
Grand AB, Gold**

NCDCA Annual Membership Meeting

3:45 – 5:15 pm

Grand Ballroom C-F, Gold

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.

Welcome Reception

5:15 – 6:45 pm

Grand AB, Gold

This opening reception is the perfect opportunity to enjoy refreshments as you unwind, relax, and visit with colleagues after a busy day of sessions. This reception is complimentary for all registered attendees. You may purchase additional guest tickets from the conference registration desk. Light hors d'oeuvres and a cash bar will be available.

Illinois Career Development Association Reception

7:00 – 8:00 pm

Plaza A, Green

All Illinois CDA members or those who want to become members are invited to stop by for cookies and lemonade.

Diversity Initiative and Cultural Inclusion Committee Reception

7:00 – 8:00 pm

Big Bar, Blue

All Diversity Initiative and Cultural Inclusion Committee Members are invited to stop by The Big Bar for this informal reception. Those who attend are welcome to purchase their own drinks and food from the Big Bar.
Yamonte Cooper, El Camino College

Leadership Academy Alumni Reception

7:00 – 8:00 pm

Plaza B, Green

This reception is for all present and past members of the NCDCA Leadership Academy.
Maggie McCormick and Laura Lane, Co-Chairs, Leadership Academy and Carol Vecchio, NCDCA Board Member

Graduate Student Reception

7:00 – 8:00 pm

Big Bar, Blue

All Graduate Students are invited to stop by The Big Bar for this informal reception. Those who attend are welcome to purchase their own drinks and food from the Big Bar.
Leann Morgan, University of Colorado Colorado Springs





Career Development Facilitator/GCDF Networking Session

7:00 – 8:00 am

Columbus AB, Gold

NCDA CSP Advisory Council members will host an informal networking session with Career Development Facilitators/GCDFs. If you have taken the Career Development Facilitator Training Program or are a GCDF please plan to attend this informal session to network with others in your career field. We will be discussing hot topics and other important issues.

Sharon Givens, NCDA CSP Advisory Council Member

Leadership Academy (2017)

7:15 – 8:15 am

Suite 3470, East Tower

This meeting is for all members of the 2017 NCDA Leadership Academy class.

Maggie McCormick and Laura Lane, Co-Chairs, Leadership Academy and Carol Vecchio, NCDA Board Member

NCDA Conference Registration Open

7:30 am – 5:00 pm

Grand Registration Desk, Gold

Morning Beverages in Exhibit Hall

7:30 – 8:30 am

Grand AB, Gold

Looking for a cuppa Joe to get you going? Need some OJ to boost your energy level? Grab your morning beverage and visit with premier vendors of career-related products and services.

Exhibit Hall Open

7:30 – 4:00 pm

Grand AB, Gold

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

Sharing Tables

7:30 am – 5:00 pm

Grand Ballroom Foyer, Gold

Stop by and visit the sharing tables. The sharing tables contain extra presenter handouts, sponsoring organization information, as well as other great information!

NCDA Career Resource Store

7:30 am – 5:00 pm

Grand Registration Desk, Gold

Stop by and check out the NCDA Publications. Don't forget to use your \$5 off coupon for the purchase of NCDA publications. The Career Resource Store will not be open on Saturday so this is your last chance to purchase NCDA publications at a discounted price!

Cyber Showcase

7:30 am – 5:00 pm

Grand Ballroom Foyer, Gold

The Cyber Showcase is a technology lab where you can learn more about the new Conference App, NCDA website, and how to get published in the NCDA web magazine, *Career Convergence*. Watch for scheduled interactive events brought to you by the Career Convergence editorial team. Or feel free to stop by with any website question or help with the conference App. The Cyber Showcase features several laptops and tablets all with access to the Internet.



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SECOND GENERAL SESSION

8:30 – 10:00 am

Grand Ballroom C-F, Gold

Welcome

Dr. Cynthia Marco-Scanlon, NCDA President

Presentation of NCDA Awards:

- Merit Awards
- Outstanding Career Practitioner Awards
- Exemplary Career Center Award
- Graduate Student Research Award
- Mentor Research Grant Award
- Outstanding State Division Awards
- Presentation of Gavel to David Reile, NCDA President, 2016–2017



**DR. PEPPER
SCHWARTZ**

**The University of
Washington**

**Balance is Not a Dirty
Word: Loving Your
Work, Loving Your Life**

We all talk about Balance – but what does it really mean – and is it achievable?

To me, it means having rewards and tasks in equal measure, being able to do the things that please you as well as the things that you are obligated to do, and finding a way to do one's obligations in a way that doesn't drive you crazy. It means finding time for bliss as well as hard work. This might seem over-ambitious, but I believe it is possible. I believe we have more time than we think we do – but it can be a little bit like cleaning a closet to find out what you really need, what you can still wear and what you just hold on to, not to good advantage. In this lecture I will describe my philosophy of balance and also give some discussion of what I believe are the most important parts of life to guard and give the audience an exercise to see if they can separate the necessary from the proximal, habits from must-dos, time fillers from truly satisfying moments. I don't pretend that there won't be times out of balance (for example, when a child is sick and everything else has to be cancelled) but if we look at the big picture, we can do a lot better than we are doing now. Re-calibrating may have to happen throughout the life cycle, but it is worth the effort!



Travel Break

10:00 – 10:15 am

Brain Trust Meeting/Reception

10:15 – 11:15 am

Suite 3470, East Tower

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

David Reile, President-Elect

Presentation Series III

10:15 – 11:30 am

Various Meeting Rooms

#301

The Association for Career & Technical Education: Guidance and Career Development Division and the NCDA Collaboration

10:15 – 11:30 am

Grand Suite 5, Gold

The Association for Career and Technical Education represents 23,000 CTE professionals through advocacy, professional development and sector specific activities. Come learn about ACTE's benefits, its Guidance and Career Development Division and the partnership that NCDA and ACTE have formed to work collaboratively.

Jan Bell, Guidance and Career Development Division Vice President, Association for Career and Technical Education



FS #302

**Navigating the Minefield:
Bully-Proofing the
Workplace**

10:15 – 11:30 am

Columbus AB, Gold

Fear often gets in the way of work productivity, effective decision-making, and achievement of work-life balance. Specifically, numerous studies have reported that over 1 out of 4 employees are bullied at some point in their work life, and nearly 50% of employees will witness these behaviors. This seminar provides guidance to employees who may deal with daily fear as well as share approaches to counselors who work with them.

Dean DeGroot, Innerview Consulting

#303

Life Reimagined LifeMap: Help Bring Career Development Ideation to Individuals of All Ages

10:15 – 11:30 am

Columbus IJ, Gold

LifeMap is a unique guidance system that helps individuals design a career plan with a purpose. Online exercises unlock user's unique gifts, passions and values, with personalized steps to reach goals in the areas of career and work.

Rich Feller, Colorado State University; Colin Callahan, Life Reimagined; Tricia Barry, Life Reimagined

#304

Technology and Theory: Make the Technology-to-Theory Connection in Your Career Sessions

10:15 – 11:30 am

Columbus CD, Gold

Curious about how technology might interface with your favorite career theory? Join the “technology twins” as they present today’s hottest technologies and demonstrate how these tools can interface with components and processes associated with specific career theories.

Debra Osborn, Florida State University; Melissa Venable, OnlineColleges.net

#305

The Interests They are a Changing: Sociocultural Influences in Interests and Social Cognitive Career Theory

10:15 – 11:30 am

Columbus EF, Gold

Lent, Brown and Hackett (1994) contended that interests are impacted by self-efficacy and outcome expectations. Sociocultural or historical events may shift one’s self-efficacy, outcome expectations, and therefore interests. Changes in RIASEC code or interests for males and females will be discussed in light of such events as The Great Recession.

Julie Hau; Nelse Grundvig, Center on Education and Work, Wisconsin Center for Education Research

#306

Effects of the Hope-Centered Model of Career Development for College Students

10:15 – 11:30 am

Grand Suite 3, Gold

Utilizing recent theories and models of career development in practice is a critical task for career professionals. In this session, participants will be able to learn about how a 5-day program was developed, modified, and evaluated based on the Hope-Centered Model of Career Development with scientific evidence.

Sungsik Ahn, Academy of HRD/Career Development Center, Korea University; Eun Hee Kang, Career Development Center, Korea University; Gyu-Young Ha, Career Development Center, Korea University; Hyung Joon Yoon, The George Washington University; Norman Amundson, The University of British Columbia, Canada; Spencer Niles, The College of William & Mary

#307

What Career Outcomes Data Tell Us About the Employability, Earnings and Occupational Satisfaction of New Graduates

10:15 – 11:30 am

Columbus G, Gold

Most students attend college with a goal of finding meaningful work upon graduation. For this reason, schools must be prepared to assist students in defining paths that lead to meaningful work of all kinds and demonstrate student success in finding meaningful work through career outcomes data. This session presents meaningful data that can lead to meaningful work.

Matthew Berndt, GradLeaders, Inc.; Max Wartel, GradLeaders, Inc.

#308

Best Practices for Supporting International Students: NCDA International Student Services Committee

10:15 – 11:30 am

Grand Suite 2AB, Gold

The NCDA International Student Services Committee will share the results of three nationwide surveys with employers, international students and career service professionals. Presenters will discuss strategies to utilize career services successfully, and identify practical resources and best practices that can increase the effectiveness of career professionals working with international students.

Satomi Chudasama, Princeton University; Elizabeth Knapp, University of St. Thomas; Elif Balin, Rowan University; Vanessa Lee, The University of California, Riverside; Nicole Anderson, Tufts University; Caroline Ray, Western Michigan University

#309

Career Ideas and Lessons for K-12 and Beyond

10:15 – 11:30 am

Plaza B, Green

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 Danaer, High School and Beyond

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#310

An Intelligent Approach to Prisoner Reentry

10:15 – 11:30 am

Plaza A, Green

Statistics from the National Institute of Justice (NIJ) reveal that 60 to 70% of ex-offenders are jobless up to one year after release. Focusing on emotional intelligence, which is by definition the capacity to be aware of control and express one’s emotions can lead to success for the offender population.

Sabrina Moore, Federal Bureau of Prisons; Jan Wethers, Arizona Department of Corrections

#311

Designing an Effective Online Graduate Career Counseling Course

10:15 – 11:30 am

Columbus H, Gold

Counselor education is adopting the national trend toward online learning. For career counseling instructors the challenge is to find ways to develop online courses that engage students to enhance their understanding and appreciation for the career counseling profession. This program will outline methods for accomplishing that goal.

David Dietrich, The University of Tennessee at Martin; Fred Dorn, University of Memphis and University of Mississippi

#312

Returning to the Fire: Practice as Tinder for Theory

10:15 – 11:30 am

Columbus KL, Gold

The presenters foresee a bright future where theory and practice can support and enlighten each other. The Natural Cycles of Change model has received some recent notice, having been the focus of the closing keynote at the 2015 NCDA conference. The presenters offer the theoretical foundations that make this field-tested approach one that can be viewed as universal and culturally inclusive. Using this as a positive example of practice informing theory, this session hopes to spark the fire of inspiration in other theorists and practitioners who are seeking to forge new alliances to move the field forward.

Byron Waller, Governors State University; Heather Zeng, Capella University; Carol Vecchio, Centerpoint Institute for Life and Career Renewal

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#313

Government Relations Team Briefing: Making a Difference in Fostering a Better Workforce

10:15 – 11:30 am

Riverside East Classroom, Purple

The Government Relations Team will brief the audience on current legislation pertinent to career counseling and development in federal education and workforce legislation. A How-To Guide will be presented that outlines specific steps for NCDAs members to follow when advocating for career counseling and development policy and funding.

Rebecca Dedmond, NCDAs Government Relations Committee; The George Washington University; Charles Lehman, NCDAs Government Relations Committee; Employment and Economic Information Center of New Mexico; Niel Carey, NCDAs Government Relations Committee; Luke Wallwork, Lobbyit.com; Ray Davis, Ray Davis Consulting

Roundtables

10:15 – 11:30 am

Riverside East, Purple

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 session will be 30 minutes in length and attendees will rotate one time during this session.

#R3-1

Developing Postsecondary and Labor Market Case Studies

This session will share examples of case studies that have been developed for online Texas and national labor market resources to help clients/students utilize this information better in exploring the labor market information related to their career field(s).

Cynthia Miller, Texas Tech University

#R3-2

Assisting Cancer Survivors Transitioning to Meaningful Work

This session will discuss career concerns surrounding cancer survivorship and their significance to life choices and well-being. A new career initiative in partnership with an Ohio Cancer Hospital will be described with emphasis on program rationale, design and implementation as well as on attaining meaningful work, job search skills, and gaining confidence to address issues of self-disclosure and gaps in work history.

Ana Berrios-Allison, The Ohio State University

#R3-3

Job Ready is REALLY Life Ready: Best Practices for Re-Entry Services

The One-Stop located inside Montgomery County Maryland's Correctional Facility is a national model for effective reentry employment services. Coaches prepare customers to not only be "job ready" but "life ready" utilizing creative, meaningful, and low-cost strategies. Their proven success lies in their ability to work collaboratively with the partner organizations.

Alisa Smedley, WorkSource Montgomery; Shawn Huntley, Workforce Solutions Group

#R3-4

Incorporating Theory and Creativity in Career Counseling Supervision

Training new professionals is an important role in career counseling; however, there is little research about theory-based career counseling supervision. This presentation will provide a space to explore theoretical frameworks that may be integrated into supervision as well as practical and creative techniques to enhance learning during supervision sessions.

V. Casey Dozier, Florida State University; Amanda C. Sargent, Florida State University

#R3-5

Career-Life Well-being: RAISE-up Model vs. Dream Work Model

The purpose of the current study was to compare and contrast the effectiveness of the RAISE-up model (Tien, 2015) and the Dream work model (Hill, 2004). We invited 40 females aged between 30 and 56 (Mean = 39.55; SD = 6.68). They are all school/college teachers. The 40 participants were randomly assigned to 2 groups: RAISE-up group and dream work group. ANCOVA was applied to test the effects of both models. The results indicate that there is no significant difference between two groups on their post test scores. It means that both

RAISE-up model and dream work model are effective to increase participants' perception on satisfaction with life, satisfaction with work, personal initiative growth, and sense of hope.

Hsiu-Lan Shelley Tien, National Taiwan Normal University

#R3-6

I Incorporated, Career Planning and Personal Entrepreneurship: Career Acceleration Planning that Truly Empowers Individuals

Embracing one's career quest in much the same way that an entrepreneur launches his/her business, is critical in today's work environment. This idea has been developing over the past 20 years but is now very much in the forefront of informed career management practices. This presentation will help you better understand this concept but also learn how to use a guiding context and specific tools and techniques to help you be more effective in this role.

Mike Callahan, The University of Michigan - Dearborn

#R3-7

Career Services in the Classroom: A Model for Designing and Teaching a Career Development Course

The Baylor University Office of Career and Professional Development offers professional development courses as part of its services. This presentation will review the process of developing and teaching those courses, the course syllabi, and the benefits and setbacks of offering a college course as a career service.

Nick Haynes, Baylor University; Amy Ames, Baylor University

#R3-8

What's the Plan? Creating a Four Year Road Map to Meaningful Career Development

Creating a four year career development roadmap for undergraduate students provides guidance for the exploration, research, and decision-making process. Review the career development plan created and its corresponding materials used to educate and assist students in this process and discuss how to involve relevant constituencies including faculty, parents, and staff.

Holly Klenk, Kent State University

#R3-9

Using an Interactive Career Counseling Tool to Engage Clients

Engage your clients with an interactive, web-based career counseling tool based on the Self-Directed Search. Important features include the ability to sort and filter matched occupations, access Monster.com job listings and O*NET career information. Practical applications for use with your clients are demonstrated via a case study.

Jennifer Greene, Psychological Assessment Resources

#R3-10

Conexiones: Innovative Collaborations to Reach Underrepresented Populations

Reaching underrepresented populations often requires innovative, collaborative programming that moves career services beyond traditional office walls. Learn about a program that brought networking, career readiness skills, and enriching cultural perspectives to Latino/a college students through partnerships with campus and alumni organizations. Explore program evaluation results and strategies for your practice.

Jessamyn Perlus, University of Illinois at Urbana-Champaign; Julia Panke Makela, University of Illinois at Urbana-Champaign; Rebecca Diaz, University of Minnesota-Twin Cities; Daniel Almanza, University of Illinois, Champaign

#R3-11

Building Confidence: Creative Career Programming for First Generation/Low Income Students at Elite Universities

First Generation/Low Income college students at elite institutions face unique challenges in their careers relative to their peers. The presenter will provide examples of tailored programming designed to help students build confidence in navigating their careers and foster well-being through meaningful interactions with career services staff, peers, alumni and employers.

Alicia Schiller, Columbia University

#R3-12

Increasing the Skills of Hawai'i Residents: A Collaborative Program between an Urban Community College and the University

Recent data indicates that 43% of Hawai'i's working adults hold a post-secondary degree. If present rates continue, the percentage is expected to reach 47% in 2025, which results in a shortage of 57,000 degree holders. Participants will learn how one collaborative program between a community college and the University of Hawai'i is helping to close this projected educational attainment gap.

Gemma Williams, Kapiolani Community College

#R3-13

Social Cognitive Career Theory as a Foundation for Career and College Exploration

Theories can seem intimidating but here is a way to break down theory and apply it to your high school setting for career and college exploration success.

Megan Little, University of Arkansas

#R3-14

Engaging Students Online with Career Interest Cluster Website Content

Career counselors need to provide relevant website content that facilitates students' exploration of academic/career information and helps them choose meaningful careers which enhance their well-being. Participants will learn about Rutgers University's career interest cluster model and the related website application that presents customized content related to each career interest cluster.

Barbara Thomson, Rutgers University, New Brunswick

Lunch on Your Own

11:30 - 1:00 pm

Career Developments Committee Meeting

11:30 am - 12:50 pm

Suite 3470, East Tower

All members of the Career Developments Committee are encouraged to attend this meeting.

Melissa Messer, Editor, Career Developments, NCDA

ACES/NCDA Commission Meeting

11:30 am - 1:00 pm

Skyway 272, Blue

Commission members may bring their own lunch.

Melinda Gibbons, Chair, NCDA/ACES Commission

**FRIDAY
JULY 1, 2016**

Presentation Series IV

**1:00 - 2:15 pm
Various Meeting Room**



FS #401

Fostering Well-being by Connecting Career and Mental Health in Service Delivery

1:00 - 2:15 pm

Columbus KL, Gold

An essential component to fostering clients' well-being is using a holistic perspective when providing career assistance. Career concerns are indeed personal concerns. This session highlights a successful approach, based in theory, research, and practice, to effectively intervene with clients who present with career and mental health concerns.

Janet Lenz, Florida State University; Debra Osborn, Florida State University; Vanessa Freeman, Florida State University; Christine Edralin, Florida State University; Denise Saunders, Private Practice

#402

Great Expectations: Why Demanding Excellence Works in Reentry Programming

1:00 - 2:15 pm

Plaza A, Green

This presentation will explore highly effective strategies for those who work with the reentry population. Methods that practitioners can model and demand excellence will be explained in a non-confrontational manner. Client engagement, recruitment, orientation, and service delivery will be covered. Participants will be shown methods on how to design creative and culturally meaningful classroom activities.

Staci Parker, Infinity Training & Development Solutions; Alisa Smedley, Infinity Training & Development Solutions

FRIDAY
JULY 1, 2016

#403

Making Academic Advisors Your Friends, Not “Frenemies”

1:00 – 2:15 pm

Columbus EF, Gold

At FAU there are several university-wide initiatives that bridged the gap between Career Development and Academic Advising. Come learn how career counselors were able to build effective relationships with academic advisors to increase retention and assist students from being undeclared to deciding on a major with two innovative programs!

Dawn Friedman, Florida Atlantic University; Melanie Adams, Florida Atlantic University

#404

Facilitating Life Design for Exploratory Students: A Multifaceted Approach

1:00 – 2:15 pm

Columbus G, Gold

Explore a multifaceted, theory based university response to exploratory students' career development needs. This presentation discusses the features, outcomes, and lessons of the Exploratory Plan, established in 2009, along with practical tips on how to adapt the plan to your campus.

Tracy Lara Hilton, Kent State University; Steven Antalvari, Kent State University

#405

Hope-Centered Career Interventions with Unemployed Jobseeking Adults: A CERIC Funded Project

1:00 – 2:15 pm

Columbus AB, Gold

Learn how Hope-Centered Interventions, delivered through online and face-to-face modalities, are impacting the outlook and behaviours of clients and the practice of counselors. The session will present emergent research findings derived from quantitative pre-post measures, practitioner reflective journals, and post-intervention participant interviews using the enhanced critical incident technique (ECIT).

Norman Amundson, The University of British Columbia; Tannis Goddard, Training Innovations Inc.; Spencer Niles, The College of William & Mary; Hyung Joon Yoon, The George Washington University

#406

Crowd-pleasing Data Management for Career Services: Easy, Accessible, Instant, Meaningful

1:00 – 2:15 pm

Columbus H, Gold

So, you've collected participation and satisfaction stats for years. But, can you efficiently communicate the difference you make? Come learn how to make your data accessible – and the value of your programs clear – with data dashboards. The presenters will demonstrate strategies any office can implement, and provide templates to get you started!

Julia Panke Makela, The Career Center, University of Illinois at Urbana-Champaign; Gaeun Seo, The Career Center, University of Illinois at Urbana-Champaign; Jessamyn G. Perlus, The Career Center, University of Illinois at Urbana-Champaign

#407

Linking Career Development to Company Values Helps Employees Focus on What Matters Most

1:00 – 2:15 pm

Columbus IJ, Gold

What have you done? Who do you know? How excellent are you? Learn how General Motors got employees and leaders refocused on its new career development program by connecting career content to GM's new company values (Customers, Relationships, Excellence).

Rich Feller, Colorado State University; Mimi Brent, General Motors

#408

A Holistic Framework for Fostering Child and Adolescent Career Development: Strategies for the School and Community

1:00 – 2:15 pm

Riverside East Classroom, Purple

Current approaches to working with children and adolescents tend to focus on stage models and individual aspects of career development. During this interactive and experiential presentation, the presenters propose a holistic model that highlights self-awareness and a multidimensional approach to exploring interests, skills, values, personality and culture.

Natalya Lindo, University of North Texas; Peggy Ceballos, University of North Texas; Charmaine Conner, University of North Texas; Tessa Hastings, University of North Texas

#409

Development for Students with Disabilities: Best Practices in Transitioning from High School

1:00 – 2:15 pm

Grand Suite 5, Gold

The presence of a developmental disability may have the potential to influence career development. Individuals with developmental disabilities are each unique in regards to their skills and abilities which requires career development that is dynamic and individualistic in nature. This session will provide information in order to meet the needs of students with disabilities.

Victoria Maneev, The University of Iowa; Carol Klose Smith, The University of Iowa

#410

NCA Counselor Educator Academy Panel: Making Meaning of Career Counseling Education

1:00 – 2:15 pm

Columbus CD, Gold

Panelists will share their meaningful experiences from the 2015 inaugural Counselor Educator Academy. Members will present and discuss materials, resources, and activities enmeshed in the Academy, its impact on their professional identity, and insights into enhancing pedagogy in career development and counseling courses.

Rebecca Dedmond, The George Washington University; Cynthia Marco-Scanlon, National Career Development Association; John Carroll University; Kathy M. Evans, University of South Carolina; Melinda Gibbons, University of Tennessee; Azra Karajic Siwec, Walsh University; Amanda Friday, The George Washington University; Elif Balin, Rowan University; Kevin Tate, Marquette University

#411

What Career Counselors Should Know About Workaholism and Countering its Diminishing Effect on Client Well-being

1:00 – 2:15 pm

Plaza B, Green

Workaholism is commonly conceptualized as a strong inner-compulsion to work excessively. Similar to alcoholism, it has been linked to a host of negative outcomes that are detrimental to our health and happiness. Drawing from current literature, case studies, and personal accounts, this presentation will inform participants about workaholism and introduce them to a values-based approach to helping clients (and ourselves) develop a more beneficial relationship to work.

Evonne D. Olson, Private Practice

#412

Don't Push the River: Using Metaphors in Clinical Supervision

1:00 – 2:15 pm

Grand Suite 2AB, Gold

Using metaphors allows for deeper understanding of ideas, condensing communication, building relationships, and confronting non-productive behavior. Focusing on all the senses, the presenters will expand your metaphor vocabulary and discuss when and why to use them. You will have an opportunity to share your favorites and describe their effectiveness.

Judith Hoppin, Oakland University; Jane Goodman, Oakland University

Career Talks

1:00 – 1:45 pm

Grand Suite 3, Gold

NEW This Year!!

Modeled on the popular Ted Talks, these quick presentations (15–20 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.

#CT 413A

A Prosocial Theory of Meaningful Work

1:00 – 1:20 pm

Grand Suite 3, Gold

By integrating diverse theories of psychological needs, this talk will propose a new theory of what makes work meaningful, the Prosocial Theory of Meaningful Work. The presenter will also discuss how career development professionals can apply this theory to help enhance and promote meaningful work in their clients.

Blake Allan, Purdue University

#CT 413B

What Would Aristotle Do? A Classically Practical Approach to Meaningful Careers

1:25 – 1:45 pm

Grand Suite 3, Gold

How do we help our clients or students create meaningful work and find contentment? Learn about a new model that builds on traditional career theories and puts a contemporary twist on historical teachings from philosophy and social sciences to result in a practical approach to building a life of meaning.

Michelle Tullier, Georgia Institute of Technology

Roundtables

1:00 – 2:15 pm

Riverside East, Purple

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 session will be 30 minutes in length and attendees will rotate one time during this session.

#R4-1

Finding Your First Job in America: Counseling New Immigrants and Refugees

A practitioner focused presentation highlighting effective strategies for working with new immigrants and refugees in their first year of arrival. Special issues, challenges, and strengths of this population will be discussed. Success stories describing what services are most helpful will be shared.

Shadin Atiyeh, Jewish Family Services of Washtenaw County; Hannah Duerr, Jewish Family Services of Washtenaw County

#R4-2

Exploring the Gender Gap in STEM: The Impact of Women's Ratings of Mathematical and Scientific Self-Concept on Aspirations

Data of STEM related self-concepts among women will be used to investigate the relationship between aspirations and interest, with a focus on the impact of underestimation of STEM abilities. Recommendations for identifying underestimation of these abilities and suggestions introducing STEM occupations for the purpose of career exploration will be discussed.

Melissa Messer, Psychological Assessment Resources

#R4-3

Career Behaviors and Adaptabilities in Job Groups

We focus on helping people develop their job search skills via a 6 week job search group, presenting research on career adaptability and job search behaviors. We examine the impact the group can have in

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preparing a diverse population of college students to enter an eclectic and shifting job market.

Courtney Gasser, University of Baltimore; T. Donovan Richardson, University of Baltimore

#R4-4

Global Comparisons of Today's College Students: Panel Discussion on Trends and Best Practices

Join members from the Asia Pacific Career Development Association as we compare career developmental characteristics, needs, and challenges of college students in the Asia Pacific region as well as North America. We will also introduce best practices to effectively support today's globally minded college student population.

Satomi Chudasama, APCDA, Princeton University; Carla Siojo, APCDA, Ateneo De Manila University; Sungsik Ahn, APCDA, Korea University

#R4-5

Using Cognitive Information Processing Theory for Treating Survivors of Domestic Violence

This presentation explores using cognitive information processing (CIP) theory in conducting career counseling with survivors of domestic violence. Issues surrounding clinical work with survivors of domestic violence are addressed and techniques of assessment and intervention are discussed. Need for further research is also addressed.

Shae McCain, Florida State University; Julia Kronholz, Florida State University; Jacqueline Belle, Florida State University

#R4-6

Examining the Influence of Holland's Theory as Applied to Diverse Populations

Holland's RIASEC theory is recognized as one of the most influential in the field of career development. In this study, researchers examined data that might verify this observation with regard to the use of Holland-related concepts in working with diverse populations.

Amanda Sargent, Florida State University; Emily Kennelly, Florida State University

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#R4-7

Career Exploration through Academic Partnership

Collaboration in the Academy is essential for providing students with career services that lead to purpose, direction, persistence and retention in higher education. Career Exploration in a Freshman English 101 course has a profound impact upon students in higher education as they encounter major life decisions. Innovative and creative collaboration between a Career Development Center and an Academic Course (Eng 101) leads to both career empowerment and academic achievement. *Elaine Blair, Northeastern Illinois University; Timothy McMahon, Northeastern Illinois University; Marcia Buell, Northeastern Illinois University*

#R4-8

The Relationship between RIASEC Personality Types and Negative Thinking: Implications for Career Counseling

This presentation explores the relationship between workplace personality (RIASEC type) and negative career thoughts. Notably, Realistic and Conventional types may be more prone to negative career thoughts and may need additional career or personal counseling during the career development process. Implications for career counseling are demonstrated via a case study. *Jennifer Greene, Psychological Assessment Resources*

#R4-9

Infusing Career Development into the First Year College Experience

This presentation will provide information on a new initiative designed to introduce career development activities into the first year of college. A pilot program incorporated a variety of career development activities and assignments into a one-credit college success seminar for undecided freshman. Evaluations and plans for expansion will be shared. *Carol Gleichsner, Edinboro University of Pennsylvania*

#R4-10

Bridging the Gap: Cross Divisional Collaboration

We are always looking for creative ways to engage alumni, corporate partners and employers. Loyola University Maryland's Career Center has teamed up with the Advancement division and is excited to share tips and tricks of the trade that will help you meet your office's goals. Working together has proven successful; alumni are more engaged, corporations are becoming stronger partners, The Career Center is seeing an increase in job/internship opportunities for students and alumni and the success of this partnership has been recognized across the university. *Jen Kaczowski, Loyola University Maryland*

#R4-11

Working Smart: Team Based Approaches to Serving Colleges within the Larger University

Engaging academic units is key to serving students and employers. Therefore, ensuring that functional teams within a career center are well-integrated in their approaches to working with these audiences is vital. DePaul University's centralized career center will share best practices for developing college-centered teams to enhance student and employer services. *Tess Nyka, DePaul University; Hilarie Longnecker, DePaul University*

#R4-12

Creativity, Resiliency and the Courage to Fail: Proven Strategies for Student Success in Career Development

Preparing students to fail often and succeed sooner is key to student success. The bridge connecting the courage to fail with success consists of teaching students to integrate creativity, resilience and sustainability. This presentation offers a look at our work with failure, creativity and resiliency from freshman year to job market. *Rhonda Schaller, Pratt Institute*

#R4-13

Assessing Career Decision-Making Status: The CASVE Cycle Questionnaire

Interested in assessing your clients' decision making? The CASVE Cycle Questionnaire (CASVE-CQ) is a measure to assess an individual's standing in the cognitive information processing theory's career decision-making sequence. Item development and refinement, efforts to

establish validity, and applicability of the measure in research and practice will be discussed.

Brianna Werner, The University of Southern Mississippi; Emily Bullock-Yowell, The University of Southern Mississippi

#R4-14

"My Mom Said So": Cultural Differences in Children and Adolescents' Understanding of Career Development

Children's Conception of Career Attainment (CCCA) explains how children conceptualize the process of career development and attainment (Howard & Walsh, 2010). The purpose of this study is to examine impact of cultural differences, such as parental influence and bilingualism, on career development and to modify CCCA to be culturally sensitive. *Vivian Lee, Boston University; Kimberly A. S. Howard, Boston University*

Travel Break

2:15 – 2:30 pm

Presentation Series V

2:30 – 3:45 pm

Various Meeting Rooms

#501

Breaking Away from the 4-Year Career Plan

2:30 – 3:45 pm

Columbus H, Gold

By breaking away from 4-year career planning, UConn has developed and implemented programmatic, yet tailored approaches to meet the career development needs of students. Learn how to shift career planning from overly-structured, one-size fits all models, to a flexible approach that encourages active student engagement. *Emily Merritt, University of Connecticut; Nancy Bilmes, University of Connecticut*

#502

Leadership Academy

2:30 – 3:45 pm

Columbus G, Gold

Leadership Academy: Do you have a desire to see the future of NCDA? Leadership Academy 2016 will present the results of their year-long projects representing a rich variety of topics which have been developed to enrich the members of NCDA, and the organization itself. Come and offer YOUR support to these dynamic future leaders! *NCDA Leadership Academy Participants*



FS #503

Tomorrow's Jobs: The 2014–24 Employment Projections from the U.S. Bureau of Labor Statistics

2:30 – 3:45 pm

Columbus IJ, Gold

This session features the BLS projections for the 2014–24 decade, including the fastest growing occupations, those projected to have the most job openings, and the education and training needed to fill those jobs. The presentation will include information on occupations by education and training paths and what workers earn.

Roger Moncarz, U.S. Bureau of Labor Statistics

#504

Engagement by Design: Creative Career Course Techniques that Engage Students in Career Development

2:30 – 3:45 pm

Columbus EF, Gold

Too often career choice happens without ample discernment. While career courses offer a structured process for greater self-discovery, the presenters will discuss and demonstrate new and effective teaching strategies that maximize student and teacher engagement and learning outcomes. Hear how Louisiana State University and Florida Atlantic University get exceptional results!

Joan Gallagher, Louisiana State University; Melanie Adams, Florida Atlantic University

#505

24/7: Reaching Clients through an EPIC Online Career Development Experience

2:30 – 3:45 pm

Plaza A, Green

Join us on EPIC journey from creation to implementation of an online career development platform that supports clients across their career development process – from Exploring who they are and the world of work, Preparing their strategy and materials, Implementing their career action steps, and Continuing to re-identify and pursue meaningful work.

Jenn Long, Colorado State University; Amanda White, Colorado State University

#506

Quest for Excellence: The Career Development Facilitator Training of Michigan's Veterans Employment Services, Its Effect on Staff and Veterans

2:30 – 3:45 pm

Grand Suite 2AB, Gold

Quest for Excellence will demonstrate the value of Career Development Facilitator training, when combined with a career development focus, to the Veterans

Employment Services program, Workforce Development Agency, State of Michigan; and its effect on the staff as well as the veterans served.

Walt Lodes Jr., L & L Training LLC; Aaron Leson, L & L Training LLC; Allen Nash, Veterans Employment Services, Workforce Development Agency, State of Michigan

#507

The Impact of Gender Role Conflict on Men Pursuing Careers in Counseling

2:30 – 3:45 pm

Grand Suite 5, Gold

Research on men in gender atypical careers is sparse, particularly regarding men in counseling. This presentation examines theoretical links and pilot study data regarding male gender role conflict and its influence on counselor-in-training self-efficacy. Finally, the importance of male counselor retention, supervision strategies, and implications for future careers are examined.

Kristen Carnevale, The Pennsylvania State University

#508

The Dichotomy between Career Theory and Personal Counseling Theory: A Model for Identification and Integration

2:30 – 3:45 pm

Plaza B, Green

Current approaches to career counseling courses include attention to both traditional and emerging career theories. However, there is less emphasis on the process of integrating career theory and personal counseling theory. In this interactive presentation, we propose a model for identification and integration of career theory and personal counseling theory.

Natalya Lindo, University of North Texas; Peggy Ceballos, University of North Texas; Charmaine Conner, University of North Texas; Tessa Hastings, University of North Texas

#509

Calling and Meaningful Work: Research and Practice Implications

2:30 – 3:45 pm

Columbus KL, Gold

Get insights from leading vocational psychologists about how callings and meaningful work can be integrated into career counseling. The presenters will address issues such as the supply of and demand for meaningful work, the distinction between having vs. living a calling, diversity issues, and what different types of callings exist.

Blake Allan, Purdue University; Andreas Hirschi, University of Bern; Kelsey Autin, University of Florida; Adelyn Shimizu, Colorado State University; Bryan Dik, Colorado State University; Ryan Duffy, University of Florida



#510

It Takes a Village: South Dakota's Collaborative Workforce Education Program

2:30 – 3:45 pm

Riverside East Classroom, Purple

South Dakota's Build Dakota Scholarship program is a unique partnership between state government and a generous private sector benefactor. The Build Dakota program provides full-ride scholarships in high need areas at the state's technical colleges in South Dakota. Integrated into this program is a career development decision-making piece.

Keley Smith-Keller, South Dakota Dept. of Education/Division of Career & Technical Education

#511

Give Employers What They Want: Work Ethic

2:30 – 3:45 pm

Columbus AB, Gold

Employers are increasingly hiring talent based on soft skills like attitude and ambition, with the hope that they can train them to be up to par on technical skills. These behaviors are what hiring managers look for in candidates, and yet we focus our training on academic and technical skills.

Josh Davies, The Center for Work Ethic Development

#512

Fostering Career and Mental Well-being through Assessments

2:30 – 3:45 pm

Columbus CD, Gold

There are indications of a connection between career and mental health assessments. In order to foster career and mental well-being, career practitioners would benefit from understanding this relationship. Participants will learn of the connection between career and mental health assessments, assessment strategies for the provision of holistic services, and relevant resources.

Seth C.W. Hayden, Wake Forest University; Julia Kronholz, Florida State University; Vanessa Freeman, Florida State University; Amy Willard, Wake Forest University



**FRIDAY
JULY 1, 2016**

Career Talks

**2:30 – 3:45 pm
Grand Suite 3, Gold**

NEW This Year!!

Modeled on the popular Ted Talks, these quick presentations (15–20 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!!

#CT 513A

365 Days of Networking: An Ultramarathon of Collecting Insights, Ideas, and Inspiration

2:30 – 2:50 pm

Grand Suite 3, Gold

We know the stats – 80% of jobs are the result of networking. The presenter will describe how he set out on a yearlong networking project to gather stories detailing the many ways this often mysterious process unfolds. Come hear what he learned from hundreds of conversations, encounters, and exchanges.

Bill Baldus, Metropolitan State University

#CT 513B

Want a New Career/Life? Use these Sales Techniques, Be Proactive, and Be Yourself to Get that Job Successfully!

2:55 – 3:15 pm

Grand Suite 3, Gold

Do you have sales training? Most people don't. If you apply these sales techniques to your client's job search, they will have a much better chance of getting that job. This will make you both more successful. I can show you where to start.

Tarek Hassan, Ideal Consulting

#CT 513C

Teach ICAN Actions in 5 Minutes Using 50 Words Yield Meaningful Internship, Career, Admissions and Networking Outcomes

3:20 – 3:40 pm

Grand Suite 3, Gold

35-plus years in career and internship services empowered the presenter to

counsel and create workshops, boot camps, courses as well as writings that inspire student (and professional counselor) actions and outcomes. An easy to memorize acronym and alliteration laden handout creatively teaches students to express and attain internship and coop goals, as well as post-bac admissions and critical networking skills and concepts.

Burt Nadler, Dream Careers Global Internship and Experiential Learning Programs

Roundtables

2:30 – 3:45 pm

Riverside East, Purple

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 session will be 30 minutes in length and attendees will rotate one time during this session.

#R5-1

Creating Career Pictorials and Using Brainstorming to Identify Best Fit Jobs/ Careers

Do your clients inventory skills, interests and values and have difficulty identifying jobs/ occupations? Learn a creative, inspiring, multi-dimensional process to create career pictorials and brainstorm job/career options that are a unique fit for each individual.

Career Pictorials provide a continuing reference that can be updated or revised with career transitions.

Deeta Lonergan, Career Transitions

#R5-2

More Than Ready: A Proven Model Program for Preparing Job Seekers at Any Age or Career Stage

This proven online and classroom coaching model provides flexibility for campus applications as well as agencies and non-profits assisting unemployed, disabled, at-risk, rural, and transitioning veteran populations. A practical session with ideas you can use right away!

Jan McCormick, JobLingo; Pauline Linham Parks, Arkansas Northeastern College; Marcus Williams, Northwest Arkansas Community College

#R5-3

L.E.G.A.C.Y.[™]: An Appreciative Life Review Model

L.E.G.A.C.Y.[™]: An Appreciative Life Review Model is an innovative approach to facilitate career development and generativity for midlife and older adults. It provides a developmentally-relevant framework to effectively navigate career and life transitions. This positive and reflective process cultivates engagement in meaningful vocations/avocations and the creation of a lasting legacy.

Nicole Onori Hansen, True North Career Coaching & Consulting

#R5-4

Career Counseling Strategies for the Creative Life

Every student has the capacity to be creative and entrepreneurial. This presentation and interactive session will delve into how to advise and coach for empowerment and success, include a discussion of life-long learning skills that educate innovators and apply the use of mindfulness and visualization for meaningful career and life planning.

Rhonda Schaller, Pratt Institute

#R5-5

Managing Boundary Crossings and Violations During Training and Supervision in Career Development

As they need to complete educational requirements, career counselors in training may reluctantly accommodate or willingly pursue boundary crossings and violations with trainers. This program will define professional boundary crossings and violations, discuss risk factors and barriers, and offer tools to aid in effective boundary decision-making during career counselor training.

Stephanie Burns, Western Michigan University

#R5-6

Negotiating Your Way to a Meaningful Work Experience

Make your academic job negotiations meaningful and positive. This roundtable provides the results of a study exploring the preparation counselor educators took before the negotiation process as well as the salary and benefits that were offered, requested, and/or received. Learn how these results can help you in your next negotiation.

Cheryl Wolf, Western Kentucky University

#R5-7

Teaching Emotional Intelligence Online and In Person Using MBTI and Mindfulness Practices

There is growing evidence that emotional intelligence is an area that directly translates into increased workplace performance, entrepreneurship, health, happiness, leadership talent, overall job satisfaction and increased earning potential. Using MBTI and mindfulness practices, a study exploring the efficacy of teaching emotional intelligence online and in person will be presented.
Debra DelBelso, Siena College; Jami Cotler, Siena College

#R5-8

Developing a Liaison Model: Partnering with Faculty to Enhance College Student Career Development

Career advisors often wish they could clone themselves to meet the needs of the students they serve. Are you feeling pressured to demonstrate return on investment without more staff or funds? Learn how to do more with less by establishing partnerships with faculty and academic advisors through a liaison model.
Amy Ames, Baylor University; Nick Haynes, Baylor University

#R5-9

Career Counseling FUN: Let's Throw a Party

Let's have FUN! Participants will learn new Career Counseling FUN activities to share with students. Hands-on and mentally engaging activities are sure to keep students interested and to help them take the lead of their own career exploration. Time for recharge FUN for everybody!
Rita Freeborough, SUNY Jamestown Community College

#R5-10

Assessing Learning through Career Counseling

Saint Louis University Career Services administered a qualitative assessment in 2 recent academic years. Students reported what they learned and how they felt as a result of their career counseling appointments. In 2015-2016, we added a Net Promoter Score to identify if students would refer others to our office.
Chandra Johnson, Saint Louis University

#R5-11

Re-Framing the Pre-Med Break Up: Helping Discouraged Students Identify Meaningful Careers That Don't Require an M.D.

This presentation will focus on how the Career Advancement Center helped struggling pre-meds to overcome obstacles and identify meaningful alternative career options in and outside of health care by launching a series of programs called the Pre-Health Career Jumpstart. Learn program ideas and strategies for developing cross-college collaborative efforts and community-wide partnerships to help your pre-med students re-frame the break up.
Colleen Monks, Lake Forest College

#R5-12

Career and Leadership Education: Common Ground for Meaningful Collaboration

Career and leadership education share common purposes of increasing self-knowledge and self-efficacy while developing the skills/competencies of students as they pursue meaningful futures. Yet, service delivery of leadership and career competencies are often in separate offices. Join our discussion about a new collaboration that can maximize our impact.
Gail Rooney, University of Illinois at Urbana-Champaign; Imants Jaunarajs, Ohio University

#R5-13

Does Career Focus have Meaning for the Academic Success and Well-Being of Latino Students?

This roundtable session will review results of a longitudinal study at a large public university. We will discuss students' aspirations, doubts, discoveries, external pressures, and disappointments in sharing results. Based on survey data, qualitative interviews, and academic records, we will facilitate conversation about the academic/career choice dynamic of Latino students.
Amie Vedral, Stony Brook University; Elena Polenova, Stony Brook University

#R5-14

Storytelling in Career Development: Benefits and Strategies for Use in Practice

For centuries humans have interacted using storytelling. This session focuses on the benefits of storytelling in career development. Participants will learn unique strategies including a comprehensive structure for storytelling and the utilization of story banks. These strategies will help clients use story to increase self-awareness and communicate professional value.
Simon Jason Brown, University of Wisconsin-Whitewater; Aneneosa A.G. Okocha, University of Wisconsin-Whitewater

FRIDAY
JULY 1, 2016

Credentialing Organizing Committee: Questions and Answers

2:30 - 3:45 pm

Riverside East, Purple

NCDA is launching the Career Services Credentialing and Accreditation Board (CSCAB) to recognize certifications in the career development field. Members of the Credentialing Organizing Committee, responsible for the development of the CSCAB, will be available to answer questions and solicit member feedback.
Marilyn Maze, Chair, Credentialing Organizing Committee, NCDA Board Member

Beverage Break

3:45 - 4:00 pm

Grand AB

Presentation Series VI

4:00 - 5:15 pm

Various Meeting Rooms

#601

Practical Resources for Career Development Practitioners and Educators

4:00 - 5:15 pm

Plaza A, Green

Career Development Practitioners - what can NCDA do for you today? Every day, 24/7 in fact, NCDA 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 NCDA online resources.
Melanie Reinersman, National Career Development Association

**FRIDAY
JULY 1, 2016**



FS #602

Career Readiness in the Age of Social Media: Social Reputation Implications for Meaningful Career Development

4:00 – 5:15 pm

Plaza B, Green

With the onslaught of social media platforms, career development professionals must address this growing trend. We will explore the ramifications of social media, describe social media reputation management, and highlight practical strategies to foster and prepare all populations for meaningful work. Real life case studies from job seekers, emerging professionals and hiring managers will be included.

Mary Konow, MK Career Designs

#603

Transformational Case Management

4:00 – 5:15 pm

Grand Suite 2AB, Gold

The process of case management requires skill, perseverance, and sometimes even a little luck. But it also has the potential to be a life changing experience. Transformational Case Management seeks to equip, encourage, and empower the Workforce Specialists to influence their customers in real, holistic, and transformational way.

Patrick Lengel, Lengel Vocational Services

#604

Derailed by Divorce: Getting Back on Track with Career and Life Decisions

4:00 – 5:15 pm

Riverside East Classroom, Purple

This session focuses on client experiences and interviews with over 30 post-divorce survivors, both men and women ranging from 20 –60 years of age. Understanding the grief process and life transition models (Bridges, Vecchio) are paramount for client healing and progress. Practitioners in all areas of practice are encouraged to understand the long-term impact of divorce on self-esteem, decision making and career planning.

Ann Nakaska, Constructive Career and Life Designs

#605

Finding Meaning in the Struggle: Career Counseling College Students with Mental Health Issues

4:00 – 5:15 pm

Columbus G, Gold

Based on their developmental stage, a student's mental health issues can have a significant impact on their career decision-making. This session will discuss why a holistic view of career counseling is important, the counselor's responsibility to address mental health, and interventions applicable to a career counseling setting.

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

#606

An Ethical Dilemma: The Role and Implications of Personal Biases in Providing Meaningful Work

4:00 – 5:15 pm

Columbus H, Gold

Everyone has biases, but how often do we admit them and consider their influence on the career services we provide in higher education? Through compelling case studies, engaging discussion and personal reflection, we will identify our biases and use ethical decision-making models to help guide future practice.

Marian Higgins, University of Georgia; Mylene Culbreath, University of Georgia

#607

Using National Career Development Guidelines to Enhance College and Career Readiness Programming

4:00 – 5:15 pm

Columbus CD, Gold

NCDA has described and defined the need for career development through policy statements on various life stages. The presenter will discuss and share specific examples of how the policy statements were applied to college and career readiness programming for an after school program for at-risk youth.

Brenda High, Career Fitness, LLC

#608

Helping Employers Utilize Their Human Capital: A Case for Internal Labor Markets

4:00 – 5:15 pm

Columbus EF, Gold

Employers are increasingly concerned that they are unable to find individuals with the appropriate mix of skills, work ethic and values. Combining tools used in career guidance and labor market information, could reduce the costs of recruitment and develop businesses human capital.

A. Nelse Grundvig, Center of Education and Work/Wisconsin Center for Education Research

#609

Utilizing the Discovery Process to Find Meaningful Work for People with Disabilities

4:00 – 5:15 pm

Grand Suite 5, Gold

The Discovery Process focuses on an individual's uniqueness, and is a proven process that helps people with disabilities find meaningful work. Participants will explore the key steps of Discovery – interviewing, observing, and documenting – in order to translate an individual's life activities and skills into possibilities for successful employment.

*Lisa Kelley, Arkansas Rehabilitation Services;
Mary Hunt, Arkansas Rehabilitation Services*

#610

Examining the Differences in Interest, Skills, and Abilities across the Workforce

4:00 – 5:15 pm

Columbus AB, Gold

Data of STEM related self-concepts among women will be used to investigate the relationship between aspirations and interest, with a focus on the impact of underestimation of STEM abilities. Recommendations for identifying underestimation of these abilities and suggestions introducing STEM occupations for the purpose of career exploration will be discussed.

Melissa Messer, Psychological Assessment Resources

#611

A Demonstration of the Career Construction Interview

4:00 – 5:15 pm

Columbus IJ, Gold

Join us in this interactive session as the presenters demonstrate how to use the Career Construction Interview (CCI; Savickas, 2005) to help clients navigate occupational transitions and construct the next chapter of their career story. The presenters will conduct a live demonstration of the CCI with a volunteer client.

*Kevin Glavin, University of Colorado Boulder;
Alaina Nickerson, University of Colorado Boulder*

#612

Conceptualizing Meaningful Work through the Lens of Persons from Economically Disadvantaged Backgrounds

4:00 – 5:15 pm

Columbus KL, Gold

This presentation will present results of a qualitative inquiry into the concept of meaningful work for people from economically disadvantaged backgrounds. The presentation will focus on understanding the results and developing career counseling strategies to address the obstacles of obtaining meaningful work for clients from economically disadvantaged backgrounds.

Latofia Parker, University of Montevallo

Career Talks

4:00 – 5:15 pm

Grand Suite 3, Gold

NEW This Year!!

Modeled on the popular Ted Talks, these quick presentations (15–20 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!!

#CT 613A

Transforming Youth Future Workforce: Instilling Hope

4:00 – 4:20 pm

Grand Suite 3, Gold

A pioneering institutionalized model of instilling hope has been culturally developed keeping in view the challenges of youth in Pakistan and the global context. Through this model we are creating hope and developing competent career counselors who will instill hope amongst the community and eventually future workforce globally.

Raza Abbas, Pathway Global Career Institute

#CT 613B

A Work in Progress: Job Readiness and Career Exploration for Teens

4:25 – 4:45 pm

Grand Suite 3, Gold

With greatly diminished opportunities for work, teens face a lowered earnings potential and are unable to receive valuable experience that can increase the likelihood of finishing high school (December 2015, <http://www.childtrends.org/?indicators=youth-employment>). Having a job can increase a youth's motivation to stay in school and learn

higher-level skills, as well as pursue post-secondary education. "Work in Progress" provides skills training, job shadowing, peer mentoring, and career exploration to provide young people with the real-world experience required to be successful in the world of work.

Roberta White, ITT Technical Institute

#CT 613C

Igniting SPARKS

4:50 – 5:10 pm

Grand Suite 3, Gold

Igniting SPARKS is about the value that one individual can have on a the destiny of a child. SPARKS is focused on identifying children who often go under the radar, and on creating unique opportunities with community partners to awaken and recognize unknown talents, and help direct them in a positive direction.

Dena Davis, ACTion Performance & Leadership

Roundtables

4:00 – 5:15 pm

Riverside East, Purple

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 session will be 30 minutes in length and attendees will rotate one time during this session.

#R6-1

Assessing Your Clients' Work Values: A New Way to Hone in on Occupational Matches

This presentation will discuss the development of the Work Values Inventory (WVI), a new measure of work values. Reliability and validity information are presented. Career counselors and other professionals can use the results of the WVI in conjunction with the O*NET to help clients hone in on occupational matches.

Jennifer Greene, Psychological Assessment Resources

#R6-2

Retaining Students Who Choose the Wrong Major

This interactive session will use the MBTI tool to demonstrate how to effectively support (and hopefully retain) a student when they mutter those dangerous words in terms of student retention – I've chosen the wrong major. Discussion will focus on the middle letters of a student's personality type, and what those letters mean in terms of primary motivators, values and major selection. Next, participants will identify majors that would be most natural and attractive for each middle letter combination, in addition to majors that are least attractive. Finally, we will pull all the pieces together by designing strategies for helping students view a wrong major choice through the lens of their middle letter values, ultimately finding fulfillment and satisfaction from a major they were once thrilled to declare.

Jack Powers, CPP, Inc.

#R6-3

Career Support Group: A Postmodern Counseling Intervention Designed for Members of the Ex-Offender Population

Career Development Workshop Series: A Postmodern Counseling Intervention Designed for the Ex-Offender population. Community ex-offenders seeking employment commonly present a host of unique challenges including a low sense of self-efficacy. Constructivist approaches have demonstrated effectiveness for addressing the career needs of these individuals (e.g. Fitzgerald et al., 2012).

Brian Calhoun, Wake Forest University; Mark Scholl, Wake Forest University; Heidi Robinson, Wake Forest University

#R6-4

Vision Boards: A Holistic and Dynamic Method of Self Assessment and Discovery of Dreams and Goals

A vision board is a tool from positive psychology that is a creative and fun method of self assessment. The group activity allows students to take the time to explore sense of self, personal and career aspirations through this creative and dynamic medium.

Ju Hong, Mount Holyoke College

FRIDAY
JULY 1, 2016

FRIDAY
JULY 1, 2016

#R6-5

Rehabilitation Counseling Student's Training in Supporting the Careers of Individuals with Disabilities

This program will explore rehabilitation counseling students' training experiences as well as their knowledge and skills supporting the career development of individuals with disabilities. Presenters will discuss suggestions and implications in cultivating rehabilitation counseling students' competency in career counseling and supporting their career development in the training process.

Na Mi Bang, University of Iowa; Malik Henfield, University of San Francisco; Victoria Maneev, University of Iowa

#R6-6

Education + Business = Student Success!!

Learn how merging education and business through the Extended Learning Opportunities (ELO) program has helped a variety of high school students explore careers of interest while earning academic credit toward their graduation.

Angeliki (Angela) Bourassa, Manchester Central High School, Manchester, NH

#R6-7

Job Search Support Groups: Sharing Findings and Implementing Effective Strategies

Drawing from recent US Department of Labor studies, research done at MIT-affiliated Institute for Career Transitions, and work being evaluated at JVS in Boston, MA, participants will review findings related to current job search support group approaches, and discuss ways to better serve individuals using this type of intervention.

Amy Mazur, Institute for Career Transitions

#R6-8

Meaningful Connectivity: Soft Selling the Hard Skills of Networking to Busy College Students

Networking is a key process that 21st century college career centers are charged with helping students understand. For many students however, it's a mysterious and daunting process. Learn how Vanderbilt University is using the advertising principle of soft-selling to create a multi-pronged approach to improve messaging and mindsets around networking.

Ethan Fesperman, Vanderbilt University; Dorrie Presson, Vanderbilt University

#R6-9

Career Conversations: Connecting Students to Consulting Industry Alumni for AIR (advice, information, referrals)

A series featuring alumni working in consulting, management and HR with ranging position levels. The conversations covered a variety of career-related topics such as making connections and searching for opportunities. Student participants had the opportunity to ask questions, get advice, and learn about evolving trends in the industries.

Grace Janoski, Vanderbilt University

#R6-10

"What am I doing with my life?" Using a CIP Manualized Approach for College Career Counseling Groups

Can group counseling effectively aid college students in meaningful career development? Presenters will describe their approach to college career counseling groups using a manualized approach, based in the Cognitive Information Processing (CIP) Theory. Attendees will have an opportunity to discuss their experiences with career counseling and/or manualized career counseling approaches.

Erica Mathis, The University of Southern Mississippi; Brianna Werner, The University of Southern Mississippi; Emily Bullock-Yowell, The University of Southern Mississippi; Melanie Leuty, The University of Southern Mississippi

#R6-11

Pilot Career Planning Class Taught with First Year Freshmen Seminar to Foster Community

Studies indicate that student learning communities have positive outcomes, welcoming freshmen into small learning environments. This program presents the content of a pilot study in which a Career Planning class was run in tandem with a First Year Seminar for Freshmen. Follow-up Indicators were assessed and will be discussed.

Britta Roan, University of Michigan Dearborn

#R6-12

The Power of Electronic Portfolios to Shape Meaningful Career Goals that Foster College Success

Electronic portfolio tools used effectively in career exploration classes provide high impact practices that encourage students to uncover an emerging sense of purpose and engage in meaning making by integrating learning both in and out of the classroom. Learn about implementation strategies and resources for your classroom or your institution.

Joan Pedersen, University College, IUPUI

#R6-13

Marketing and Advocacy for Career Education in K-12

Career Development Facilitators in the public schools must market and advocate continuously. In this session, you will learn how two school counselors redirected their focus on career counseling and are building a career development program in their school district. The presenters will discuss specific marketing techniques and advocacy opportunities used in supporting the changes being made in the school.

Stephanie Freeman, Fort Smith Public Schools; Amye Chambers, Fort Smith Public Schools

#R6-14

Committee on Diversity Initiatives and 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. The committee aims to provide resources and training to educate and empower members regarding best practices related to diversity in career development.

Yamonte Cooper, El Camino College; Vic Massaglia, University of Minnesota; Michelle Merrett, U.S. Courts/U.S. Probation Office

Exhibitor Tear Down

4:00 - 6:00 pm

Grand AB, Gold

Dinner on Your Own

5:15 pm

NCD A Party: Red, White & Boom!

8:00 - 10:30 pm
Grand Ballroom, Gold

You won't want to miss this Fourth of July themed party! Join friends and colleagues as we celebrate career development. The night will include dancing, dessert, and a cash bar. All registered attendees are invited to this reception. Tickets for guests may be purchased in advance at the NCD A Registration Desk. Tickets will not be for sale at the party.

Sponsored by



NCDA Conference Registration Open

7:30 - 10:30 am

Grand Registration Desk, Gold

Morning Beverages

7:30 - 9:15 am

Grand Ballroom Foyer, Gold

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.

Sharing Tables

7:30 - 10:30 am

Grand Ballroom Foyer, Gold

Stop by and visit the sharing tables. The sharing tables contain extra presenter handouts, sponsoring organization information, as well as other great information!

NCDA Board of Directors Breakfast

7:30 - 8:30 am

Skyway 272, Blue

**Presentation
Series VII**

8:00 - 9:00 am

Various Meeting Rooms

#701

What Do You Really Value? How to Motivate Yourself and Others

8:00 - 9:00 am

Plaza B, Green

This session will help professionals determine their most deeply-held values, and learn how to incorporate those values into their lives and careers. The presenter will share breakthrough research on why values clarification is essential to professional success and personal growth.
Ken Keis, Consulting Resource Group International, Inc. (CRG)



FS #702

The Ethics of Social Networking Technologies: Reflections from the Field

8:00 - 9:00 am

Grand Suite 3, Gold

Career professionals face daily choices about the use of social networking technologies. Some quickly embrace these tools; others express concerns. This session explores NCDA members' experiences as expressed in focus group interviews. Connections are made to NCDA's new ethics literature review and revised Code of Ethics, both released in 2015.

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

#703

Leaning In without Falling Over: Empowering Women Using Strengths to Articulate Goodness of Fit in the Workforce

8:00 - 9:00 am

Columbus AB, Gold

Do you know how to use your Strengths when interviewing for a new position or promotion? Learn how to convince a potential employer that you have what it takes to conquer any task effectively, by contributing to a diverse team as a strategic way to ensure everyone's success.

Leann Morgan, University of Colorado Colorado Springs; Katie Maguire, University of Colorado Colorado Springs

#704

Guiding Undecided Students on Their Path to Meaningful Work: Teaching with Creativity and Innovation

8:00 - 9:00 am

Columbus CD, Gold

Instructors want to help guide their students in identifying and exploring their career interests, values, and strengths. Teaching with a curriculum that infuses best practices along with creativity and innovation is paramount; join us for a discussion and tangible takeaways for infusing life into your online and traditional career courses.

Carrie DeLeon, Columbia Basin College; Robbyn R. Hoffman, Eastern Washington University

#705

The Career Lens: A Holistic Approach to Training Counseling Professionals in Career Environments

8:00 - 9:00 am

Columbus EF, Gold

There are few things more personal or pivotal to our identity than our work. The Career Lens approach to training and supervision of counseling students and professionals springs from the conviction that career counseling is real counseling and acquiring the requisite skills to be effective requires an intentional, targeted program.

Camille Helkowski, Loyola University Chicago; Jonathan Rosenfield, Loyola University Chicago

#706

Empowering High School Students with Work-Based Learning through Community Collaboration

8:00 - 9:00 am

Plaza A, Green

Hanover Career Student Resource was a 14 year school/business/community collaboration in Hanover County, Virginia that resulted in many opportunities for work-based learning for students and for businesses to partner with schools. This session will describe successes, challenges and lessons learned from the perspective of a founding board member and school career counselor.

Celeste Hall, The Virginia Community College System

#707

Locked Out after Being Locked Up: Understanding and Addressing the Career Development Needs of Inmates and Ex-Offenders

8:00 - 9:00 am

Columbus H, Gold

This session will focus on the career development challenges and needs of individuals transitioning from incarceration back into society. Too often, ex-offenders face nearly insurmountable barriers to employment. Because of the profound interactions among employment, criminal convictions, and recidivism, it is essential that career counselors have some understanding of how to more effectively serve this subpopulation.

Suzanne Dugger, The University of Mississippi; Denise A. Gilstrap, The University of Mississippi

**SATURDAY
JULY 2, 2016**

#708

Integrating Personal and Career Counseling in Courses: Addressing a Neglected Root of the Counseling Profession

8:00 - 9:00 am

Grand Suite 2AB, Gold

This presentation explores the integration of mental health and career counseling in counselor education. Historical and contextual factors contributing to the lack of integration will be reviewed. Strategies that enhance integration, that demonstrate the inter-relatedness, and that promote students' self-efficacy and interest in career counseling will be discussed.

Kim Gilliam, Wright State University; Mei Tang, University of Cincinnati

#709

Empowering the Client: Using a Data Driven Approach when Looking for a Job

8:00 - 9:00 am

Grand Suite 5, Gold

The job search is a cornerstone of the labor exchange. As an ongoing process, self-directed, data driven approaches addresses the packaging of experience, skills, and interests that integrates labor market trends and job orders. This presentation outlines a data driven approach when pairing the job seeker and employer.

A. Nelse Grundvig, Center of Education and Work/Wisconsin Center for Education Research

#710

The Validity of Socially Constructed Career Information

8:00 - 9:00 am

Columbus KL, Gold

This program examines the use of social media to deliver career information to clients, how to determine the validity of social media-based career information, and best practices in promoting the validity of social media-based career information for practitioners, counselor educators, researchers, and career resource developers.

James Sampson, Florida State University; Debra S. Osborn, Florida State University; Jaana Kettunen, University of Jyväskylä Institute for Educational Research; Pei-Chun Hou, Florida State University; Adam K. Miller, Florida State University

#711

YouScience Brings Aptitude Assessment to Scale

8:00 - 9:00 am

Columbus IJ, Gold

Why the resurgence in demand for aptitudes? How can aptitude assessment get to scale? Absent from career development conversations, this presentation demonstrates how aptitudes are essential to career decision-making. By assessing the intersection of natural aptitudes and interests in the FIT Model (Feller, 2014) participants will learn how the YouScience comprehensive aptitude assessment program enhances career activities, outcomes, and the ability to get self-discovery to scale. Georgia's statewide sophomore assessment program and private career counselor use of YouScience will be reviewed.

Rich Feller, Colorado State University; Jenn Long, Colorado State University; Philip Hardin, YouScience

#712

Publishing in Career Development Journals: Strategies for Success

8:00 - 9:00 am

Columbus G, Gold

Writing for publication fosters intellectual growth, professional collaboration, and knowledge production. Designed for conference attendees who are engaging in the process of publishing their work in academic journals, particularly journals in career counseling and career development, this session provides insights and individual help for attendees' publishing efforts.

Paul J. Hartung, Northeast Ohio Medical University; Brian J. Taber, Oakland University; Patrick J. Rottinghaus, University of Missouri

#713

Transforming Impossible into Possible (TIP): From Evidence to Practice of Strengthening Job Readiness

8:00 - 9:00 am

Riverside East Classroom, Purple

This presentation introduces a newly developed group intervention model in workforce development. Transforming Impossible into Possible (TIP) program empowers participants to develop self-awareness, confidence, hope, goal-orientation, leadership, accountability, conscientiousness, and grit, it is anticipated that it improves both employment and retention outcomes.

Philip Hong, Loyola University Chicago; Brent In, Loyola University Chicago; Jangho Park, Loyola University Chicago; Bob White, The Cara Program

Beverage Break

9:00 - 9:15 am

Grand Ballroom Foyer, Gold

**CLOSING
GENERAL SESSION**

9:15 - 10:30 am

Grand Ballroom, Gold

Welcome

Dr. Cynthia Marco-Scanlon, NCDAPresident

Presentation of NCDAP Awards

• Board Service Awards



**DR. MARK
SAVICKAS**

**Northeast Ohio
Medical University**

Meaning at Work, Working at Meaning

Counselors help clients develop *meaning at work* by *working at meaning*. Before proclaiming and performing a meaningful work identity, clients must do identity work that explains the meaning of their life stories. Vocational guidance addresses meaning making by attending to work values, that is, the goals individuals evaluate as important. Practitioners then guide clients to occupations whose public meaning realizes their values. In comparison, career counseling concentrates on private meaning. It seeks to be transformative in encouraging clients to use work to make meaning, rather than just be used by work that provides meaning. Counseling helps clients turn private preoccupations into public occupations. We will explore these ideas in terms of counseling techniques that encourage clients to examine their life stories and actively master what they passively suffer. The objective is to help clients invest their work with public meaning that sustains their well-being as well as endow it with private meaning that transforms their life stories. As career development specialists, we must do the same for ourselves as we perform work that has the public meaning of social service and a private meaning that animates our life stories.

Conference Adjourns

10:30 am

**Have a safe and happy Fourth of July.
See you next year in Orlando, Florida!**

More than 35 million people have used the Self-Directed Search (SDS)

Now, the SDS is even better with the addition of a Web-based, easy-to-use, interactive report that helps clients to discover the careers and fields of study that are a good fit for their skills and interests. Volume discounts available!

SDS interactive

Available only at
www.self-directed-search.com

How do I take the next step in my career?



NCDA Annual Membership Meeting Report

June 30, 2016

PRESIDENT'S WELCOME MESSAGE



*Cynthia Marco-Scanlon, NCDA
President 2015-16*

Fostering Well-Being Through Meaningful Work

NCDA has had a wonderfully productive year! As President of your 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, 2016. By October 30, a full NCDA Annual Report will be posted to the website. Minutes of all Board of Directors Meetings are posted on the NCDA website at www.ncda.org for all members to review.

ANNUAL MEMBERSHIP MEETING AGENDA

June 30, 2016
Chicago, IL

Call to Order	Cynthia Marco-Scanlon, President
Introduction of the NCDA Board of Directors	Cynthia Marco-Scanlon, President
Introduction of Parliamentarian	Cynthia Marco-Scanlon, President
Parliamentarian Procedures	Mark Pope, Parliamentarian
Approval of Agenda	Cynthia Marco-Scanlon, President
Approval of 2015 Annual Meeting Minutes	Cynthia Marco-Scanlon, President
Membership Report	Cynthia Marco-Scanlon, President
Treasurer's Report	Marilyn Maze, Treasurer
Business Meeting	
• Nominations and Elections	Mark Danaher, Past President
• Presidential Overview of the Year	Cynthia Marco-Scanlon
• Second Century Report	Deneen Pennington, Executive Director
• Vermont/New Hampshire Career Development Association	Wendy LaBenne, Trustee: State Divisions
• NCDA's Newest Member Service	Marilyn Maze and David Reile
Announcements	Cynthia Marco-Scanlon, President
Adjourn	Cynthia Marco-Scanlon, President

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>
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<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>
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<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>
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MAIN MOTION

LEGEND

ALL CAPITALS = debatable motions

Small Letters = nondebatable 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)



MINUTES FROM 2015 ANNUAL MEMBERSHIP MEETING

July 1, 2015

Denver, CO

The meeting called to order by Mark Danaher, President at 4:05pm. Danaher made introductions of the NCDA Board of Directors and recognized Mark Pope as the Parliamentarian for the meeting.

Approval of the Agenda: MOTION to approve the 2015 Annual Meeting Agenda made by Marsha Boettger, MI, seconded by Janet Wall, VA
MOTION carries

Approval of the Minutes: MOTION to approve the minutes from last year's meeting made by Pat Schwallie-Gillis, UT seconded by Linda Kobylarz, CT
MOTION carries

Approval of the Treasurers Report: MOTION to approve the treasurer's Report made by Marsha Boettger, MI, seconded by Linda Kobylarz, CT
MOTION carries

MOTION to close nominations for election made by Rich Feller, CO, seconded by Karol Taylor, MD
MOTION carries

New Nominations and Elections Committee 2016-2017

Per NCDA Policy, next year's Nominations Committee will be chaired by the Past President, Mark Danaher and will include the most immediately two past presidents and two members at large. Danaher asked for volunteers to serve on the Nominations Committee. The two volunteers include Deeta Lonergan, AK and Meagan Kittrick, OH.

OLD BUSINESS:

1). Presentation on Second Century Fund by Rich Feller, NCDA President 2012-2013
The donations to the Second Century Fund total \$158,038.49. The goal is \$200,000.00. Members are encouraged to donate so we may reach our goal. All donations are tax deductible and will be used to support the Second Century Initiatives.

NEW BUSINESS:

1). New State Division Charter

Ron Cathey, Trustee for State Divisions, moves to accept the establishment of a state charter for the Washington Career Development Association (WCDA), seconded by Nena Davis, CO
MOTION carries. A plaque was presented to Chuck Zimchek, President of WCDA, in recognition of the state charter.

The results of a runoff election for the slate of officers to be announced at 2nd General Session. Those results included:

Brian Hutchison and Paul Timmons: President-Elect-Elect
Wendy LaBenne and James Peacock: Trustee for State Divisions
Jennifer Del Corso and Kathy Evans: Trustee for Counselor Educators and Researchers

MOTION to adjourn this meeting made at 4:42 pm by Carol Vecchio, WA, and seconded by Allison Angell, MA
MOTION carries

MEMBERSHIP REPORT

NCDA Membership Report May-16

Membership by Type

Professional Members	506	10%
Regular Members	2,561	51%
Student/New Professionals	1,245	24%
Retired/Emeritus	154	3%
Life	31	1%
Promotional	531	11%
Total	5,028	100%

Method of Joining (NCDA vs. ACA)

ACA Processed Members	905	17%
NCDA Processed Members	4,123	83%
Total	5,028	100%

By Constituency Groups

Counselor Ed/Researcher	367	10%
Higher Ed Career Services	1,908	48%
School Counselors	319	8%
Agency/B&I/Private Practice	548	14%
Other	768	20%
Total	3,910	100%

By Designations

Career Counselor	567	11%
Career Specialist	322	6%
Master Career Counselor (MCC)	830	17%
Master Career Specialist (MCS)	456	9%
Scholars	400	8%
Members not requesting designations	2,431	49%

By Ethnicity

African-American	518	13%
Asian	211	5%
Caucasian	2,969	74%
Hispanic/Latino	165	4%
Native American	36	1%
Other	106	3%
Total	4,005	100%

By Region

North Atlantic	994	19%
Southern	1,573	31%
Midwest	1,104	22%
Western	1,003	20%
International	354	7%
Total	5,028	100%

By Gender

Male	739	18%
Female	3,427	82%
Total	4,166	100%

By Degree

Associate/Certificate	293	8%
Bachelor's	182	5%
Master's	2,644	72%
Doctorate	499	13%
Ed Specialist	79	2%
Total	3,697	100%



TREASURER'S REPORT

<u>REVENUES</u>	FY 2014-15	FY 2013-14	FY 2012-13
Conferences/Institutes	612,323	616,955	601,829
Membership Dues	292,655	308,395	264,052
Publication Sales	85,504	66,312	77,597
Non-Member CDQ Subscriptions	46,483	69,411	51,100
Other Income	43,025	24,151	41,209
Career Development Facilitator	205,482	168,805	187,688
Investment/Interest Income	2,561	19,461	19,263
Net Assets Released from Second Century		5,348	
Non-Restricted Revenues	1,288,033	1,278,838	1,242,738
Restricted Revenues			
Second Century Donor Fund	632	5075	66,060
Second Century Net Assets Released		(5348)	
NIC Cooperative Agreement	132,136	276,531	313,373
TOTAL	1,420,801	1,555,096	1,622,171
<u>EXPENSES</u>			
Program Services			
Conference/Institutes	403,798	376,290	397,571
Journal	27,839	28,773	29,111
Marketing/Member Services	28,933	20,342	19,795
Magazine	33,288	49,736	61,030
Publications	55,235	51,468	63,012
Leadership Academy	9,078	8,476	75,00
Research Grants	500	618	1,233
Career Development Facilitator	47,069	35,269	44,516
Prof Development/Miscellaneous/Intl	14,068	8,764	24,016
Support Services			
General/Administrative	485,751	405,094	351,866
Governance	93,767	77,794	74,335
Non-Restricted Expenses	1,199,326	1,062,624	1,065,701
Restricted Expenses			
NIC Cooperative Agreement	148,719	276,732	312,414
TOTAL	1,348,045	1,339,356	1,378,115
Change in Net Assets	72,756	215,740	244,056

Treasurer's Report continued on page 68.



TREASURER'S REPORT *continued*

ASSETS AND LIABILITIES

ASSETS	FY 2014-15	FY 2013-14	FY 2012-13
Cash	802,853	684,257	591,718
Marketable Securities	69,941	148,683	130,699
Acct Receivable	23,160	20,341	24,480
Inventory	80,151	82,064	93,076
Cash Restricted	106,045	87,268	
TOTAL	1,082,150	1,022,613	839,973
LIABILITIES			
Payables and Accrued Expenses	9,190	10,998	13,460
Deferred Revenues	145,607	157,018	187,656
TOTAL	154,797	168,016	201,116
NET ASSETS			
Unrestricted Net Assets	821,308	767,329	551,316
Temporarily Restricted Net Assets	106,045	87,268	87,541
TOTAL	927,353	854,597	638,857
TOTAL LIABILITIES AND NET ASSETS	1,082,150	1,022,613	839,973

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, 2016.



SLATE OF OFFICERS

Candidates for President-Elect-Elect

Spencer Niles
Carol Vecchio
Ellen Weaver-Paquette

Candidates for Treasurer

Brian Hutchison
Charles Lehman
Ann Watts

Candidates for ACA Governing Representative

Cheri Butler
Lisa Severy

Candidates for Trustee-at-Large

Jennifer Del Corso
Virginia Gonzalez
Seth Hayden
Jennifer Long
Lakeisha Mathews
Hyung Joon Yoon

Candidates for Trustee: Agencies, Business/Industry, and Private Practice

Sharon Givens
Constance Jenkins Pritchard
Maggie McCormick

SPENCER NILES

Candidate for President-Elect-Elect



Spencer "Skip" Niles is Dean of the School of Education, The College of William & Mary. Previously, he was Distinguished Professor and Department Head at Penn State (where he also developed a CACREP-accredited career counseling program) and Professor at the University of Virginia. Additionally, Niles has directed a career counseling center

for adults, worked as a career counselor in higher education, maintained a private practice focusing on career counseling, and served as a career counselor for middle school and high school students. He is the current Past-President of Chi Sigma Iota. He has published more than 130 publications and delivered over 150 presentations focusing on career development theory and practice. He has been a Fulbright Scholar in Finland and taught in over 25 countries. Niles is an Honorary Member of the Japanese Career Development Association, the Italian Association for Educational and Vocational Guidance, the Board of Directors for the International Center for Career Development and Public Policy and a Lifetime Honorary Member of the Ohio Career Development Association.

Niles has served as a member of the Board for NCDA for over a decade, including serving in the roles of President and Governing Council Representative. He was also a two-term editor of *The Career Development Quarterly* and the *Journal of Counseling & Development*. He was a two-term President of the Virginia Career Development Association. He is a current member of the Organizing Committee for the NCDA Credentialing Initiative. Niles has served on multiple NCDA committees since 1989. Niles received his doctorate from Penn State University and has participated in leadership training at the Harvard Graduate School of Education. He is the recipient of NCDA's Eminent Career Award, ACA's Thomas Sweeney Visionary Leadership and Advocacy Award, ACA's President's Award, ACA's David Brooks Distinguished Mentor Award, the ACA Extended Research Award, and the University of British Columbia Noted Scholar Award. Niles is a Fellow of NCDA and ACA.

My goals start with listening to members' concerns and goals for our association and then focusing on ways to address these as we also strengthen our profession by advocating for important career practitioner credentials, and engaging in the important dialogue influencing federal legislation supporting career services. I have a longstanding commitment to working with our international colleagues in the area of career development and public policy. Although, many countries look to NCDA as they create their own ethical standards, career development facilitator and career counseling competency statements, etc., I think we can strengthen our engagement in the public policy arena. Simultaneously, we must continue providing cutting edge career intervention resources to our members as they inspire careers and empower lives.

CAROL VECCHIO

Candidate for President-Elect-Elect



Carol Vecchio has worked as a career development professional for over 35 years, first at New York University, then Fordham University School of Law, private practice, and founded the not-for-profit Centerpoint Institute for Life and Career Renewal in Seattle, Washington. She is the author of the book, *The Time Between Dreams: How to Navigate Uncertainty in Your Life*

and *Work*, and numerous articles and blogs. She keynotes, presents, and trains internationally for a wide variety of groups. Carol had her own radio show, has appeared on television and has been cited in print and on-air media as a specialist in life design, passion, careers, transition, and the legal profession. Her passion is to help others embrace and learn from the uncertainty that change brings, uncover what makes them unique, and create lives that they love.

Carol has been a member of NCDA since 1980, joining as a graduate student at NYU and is a professional member of both ACA and NCDA. She participated in the NCDA Leadership Academy Program in 2008-09 and was elected Trustee to the Board (2013-16) serving the Business & Industry, Private Practice and Agencies constituencies. She is the liaison to the Leadership Academy and the new Leadership Academy Development Committee, the Diversity Initiatives and Cultural Inclusion Committee, former liaison to the Awards Committee, and member of the NCDA/ACES Commission. Her many contributions to the field earned her the 2010 NCDA Outstanding Career Practitioner Award. She has presented at numerous NCDA Conferences and Career Practitioner Institutes and was honored to give the closing keynote at the June 2015 Conference.

I feel ready and prepared to build upon all I have learned in the past three years as Board Trustee and am excited to contribute even more to the career development field about which I am so passionate. In running for President Elect-Elect, my future vision for NCDA includes:

- **Continuity** of and adherence to the long-term strategic plan put in place by some very wise people.
- **Collaboration** with the many other career development associations that exist, believing that there is strength in numbers and that this is the most effective way to communicate and advocate the benefits of our field to the public, the media and government. I envision a Global Career Development Summit, bringing together people from all of these groups to encourage cross-pollination and learning.
- **Inclusivity** by inspiring practitioners and educators from every ethnic, gender, work and educational background to join in NCDA's vital and inclusive mission.

If you feel that you'd like to elect someone who seeks to advance NCDA, our members, and our beloved profession for the benefit of others, then I humbly ask for your vote.

Thank you!

ELLEN WEAVER-PAQUETTE

Candidate for President-Elect-Elect



Ellen Weaver Paquette, MA, CAGS, NCC brings a wealth of professional career development experiences to NCDA.

As Director of Career Services at Rhode Island College, Ellen was responsible for all counseling and job outreach strategies from new student orientations to alumni. She was also an academic advisor to hundreds each year, using her career development skills and cooperative education background to help undeclared, transfer and non-traditional students find their way.

Her background in higher education includes both program administration and the teaching of graduate students. Ellen has instructed career counseling courses for hundreds of advanced degree counseling students pursuing licensure for over thirty years at three universities, while working full time as Director incorporating current theory and effective practice. Ellen received her Masters and CAGS degrees in counseling psychology from Rhode Island College.

She has been a certified teacher and school counselor, promoting career development K-12 via lesson plans and portfolio workshops for staff. She is a frequent presenter at local and national conferences in career development and student affairs and has authored numerous articles on career perceptions and decision-making, <https://www.linkedin.com/in/ellenweaverpaquette>.

Ellen owns her own consulting company, Developpe, Inc. (careerconsultingconcepts.com) and has consulted in the United States and in Middle East, earning her first NCDA President's award for her promotion of the CDF training/certification. She is known for her mediation skills, using humor and a no nonsense approach to her teaching and training.

She has been active with the NCDA Career Development Facilitator training/certification in the US and abroad. As a Master Trainer, Ellen has trained CDF Instructors throughout the United States. She served on the first CDF Advisory Board and maintains active interest in quality instruction and continued updates.

Ellen has been recognized as an NCDA Fellow for her distinct contributions to NCDA and was awarded her second Presidential award for her consistent support. Now serving as Secretary for the Board of Directors, Ellen has direct experience with current Board priorities, activities and long-range plans to place NCDA at the forefront recognizing the power of career development for all.

Ellen's special interests include employer development, higher education, international populations, incorporation of marginalized populations into quality career counseling, outreach services to NCDA members and collaborations with career development professionals in varied settings. If elected to the role of President, Ellen will make it her first and full time priority.

BRIAN HUTCHISON

Candidate for Treasurer



Brian Hutchison is a career counselor and counselor educator. He currently serves as an Associate Professor of Counselor Education (Career and School) at the University of Missouri – St. Louis. He maintains a private practice focused on career consultation and counseling. Through his private work he sees individual clients and conducts career focused consultations

and trainings with local organizations such as St. Louis Job Corps, Covenant House, St. Louis Public Schools, and St. Louis Graduates. NCDA is the first professional organization Brian joined and has been his professional home throughout his counseling career.

Brian currently serves NCDA as co-chair of the Global Connections Committee. He was selected to the third class of the NCDA Leadership Academy, has twice served on the Elections and Nominations Committee, was a founding member of the Asia Pacific Career Development Association (an NCDA international affiliate), and serves as a member of the *Career Development Quarterly* Editorial Board. Locally, Brian was the Founding President of the Missouri Career Development Association (MoCDA) where he was responsible for writing the organization's by-laws, articles of incorporation, and its financial processes.

Brian attended The Pennsylvania State University where he received his Ph.D. in Counselor Education and Supervision and M.Ed. in College Student Affairs/Counseling. He has been active in the Missouri counseling profession as a member of the American Counseling Association of Missouri (Executive Board Representative 2011-2013), Missouri School Counseling Association, and the St. Louis Suburban School Counseling Association. Past work experience as General Manager of a medical marketing research company (private sector), grant manager (academia), and executive board member of two state counseling organizations have also prepared him for this position.

The position of Treasurer is responsible for budgeting, financial processes, and advising the Board on the organization's finances. Stewardship of NCDA's money to ensure its financial viability over time is the most important responsibility of this position. My goal for NCDA is that it can grow in both membership and influence to collaborate and educate for the benefit of the global world-of-work. My contribution as Treasurer is to ensure that we are sound financially, in both our processes and decisions, so that the Board's vision can be enacted decisively. I thank you for your consideration of my candidacy for the position of Treasurer and the opportunity to serve NCDA.

CHARLES LEHMAN

Candidate for Treasurer



Charles Lehman is director of an economic research company in Albuquerque, NM, founding member of the New Mexico Career Development Association (NMCDA), and has served on the NCDA Board previously as Western States Trustee and as Treasurer. Charles has college degrees in economics and mathematics and a minor in accounting. I retired

from a state labor department economic research bureau and have run my own consulting company for the last 10 years. I served as an Air Force officer. Currently Charles participate in many NCDA activities including:

- Co-chair of the Veterans award winning committee with over 100 members
- Co-chair of the Government Relations Committee working actively in Washington DC
- Author of a quarterly economic trends column and occasional feature articles for *Career Development Magazine*
- Researches and summarizes labor market trends under Resources section on the NCDA website

Past NCDA Board services:

- Chaired the task force to reorganize Board governance into constituency groups
- Successful advocate for supporting state associations through funding and program
- Identified and obtained additional revenue sources and Converted association long term reserve investments to socially responsible mutual funds
- Directed a Leadership Academy class and oversaw the Research Committee as Board liaison

New Mexico Career Development Association

I have been the only treasurer and events coordinator of NMCDA since it was chartered 25 years ago. The association's exemplary financial status and innovative programs enables it to sponsor numerous workshops for counselors and the public and send members to regional and national conference as both presenters and attendees. The chapter and its members have received various awards including NCDA selection twice as a state chapter of the year.

Major Goals

- Manage association revenue, expenditures and reserves so that NCDA has all the financial resources necessary to fully support every current and planned program
- Advocate for each of the constituency groups to enable them to fully serve their members as well as providing financial and program support for state associations
- Fully support the development of a career literacy program
- Have NCDA provide comprehensive information and advice to career counselors on the accelerating occupational changes due to technology, globalization and economic events

ANN WATTS

Candidate for Treasurer



Ann Watts has been employed in the Florida K12 education system for 28 years as teacher and administrator, and served three years as part time adjunct professor in the Florida College System. She currently serves as Director of Career and Adult Education for the Baker County, Florida School District.

As an educator and workforce development practitioner, her role

includes facilitating the operation of 18 middle and high school career and technical education programs; overseeing adult general education and postsecondary training programs; managing federal and state budgets and related program reporting; evaluating personnel; facilitating professional development; establishing postsecondary articulation agreements; managing school accreditation processes; grant writing and grant management; and fostering effective business partnerships.

As a member of the National Career Development Association (NCDA), Ann fosters the NCDA mission through newly developed comprehensive career development programs in local middle, high, and adult education programs including providing grant funding for school district counselors and career specialists to pursue the NCDA's Career Development Facilitator Training. Additionally, Ann has authored and received nearly \$4 million in competitive grant funding to support school initiatives related to career development and career training.

Ann received a Masters of Education in Educational Leadership and a Bachelor of Arts degree in English from the University of North Florida. She is currently a doctoral student in Curriculum and Instruction with emphasis in Career and Workforce Education at the University of South Florida (USF). Her completed coursework at USF includes a focus on career development including a proposed dissertation topic related to implementing the NCDA's National Career Development Guidelines and the impact on postsecondary entry rates. Ann currently serves as appointee to the Florida Department of Education's State Career and Technical Education Advisory Committee, and as appointee to the Florida Department of Education's State Adult Education Professional Development Advisory Committee. She additionally serves as Executive Board Member of the Florida Adult & Technical Distance Education Consortium and as District Representative of the Northeast Florida Educational Consortium Regional STEM Advisory Council. Ann is a member of the Florida International Trade & Logistics and Advanced Manufacturing Statewide Advisory Council and she formerly served as the Chairperson of the Northeast Florida Career Academy Council (2010-11).

My belief in comprehensive career development is that it has an influential capacity to minimize the number of people, young and seasoned, who enter and remain in poverty. As a member of NCDA and a long time practitioner of workforce development, my interest in serving on the NCDA Board is to continue the mission of advocacy for career development professionals, career development policy, and effective practice.

CHERI BUTLER

Candidate for ACA Governing Council Representative



Cheri Butler, NCCC, MCC has been a career counselor for over 25 years. She currently is in private practice in her home state of Texas where she is a Licensed Professional Counselor Supervisor. Previously she served as the Associate Director of the Career Center at the University of Texas at Arlington.

Cheri has also worked in a government setting as a career counselor as well as doing career work for outplacement organizations and businesses. She has traveled and spoken internationally including Lima, Peru; Beijing, China; Sharjah, UAE; Tokyo, Japan; Seoul, South Korea; and Taipei, Taiwan.

Cheri served as President of NCDA (2010-2011) and is currently President of the Asia Pacific Career Development Association. She also served on the Board of Directors of NCDA as Secretary and chaired both the Credentials and Standards Committees. She has been active in the Career Development Facilitator program since 1999 and is an Instructor and Master Trainer for the NCDA CDF program having trained hundreds of students in the program. She served on the CDF Advisory Council for two years.

Cheri received her Master of Arts in Career Development from the John F Kennedy University and served as President of the Texas Career Development Association. She was honored by TCDA as the Outstanding Career Practitioner in 2008 and by NCDA as the Outstanding Career Practitioner in 2009. She was named an NCDA Fellow in 2013.

My focus has always been career counseling – emphasis on the career. Having been on the NCDA board for 5 years, I am very conversant with the issues and challenges of the career field and I believe that I would serve the profession well as the representative for NCDA on the ACA board. I feel very strongly about changing the perception that career counseling isn't "real" counseling, and I have been a strong proponent of keeping career counseling front and center in counseling training programs and licensure both in Texas and nationally. I would work diligently to promote the issues important to NCDA and would work closely with the NCDA Board of Directors to take their message to the ACA Board.

LISA SEVERY

Candidate for ACA Governing Council
Representative



Dr. Lisa Severy, PhD, MCC is a past-president of NCDA and serves as a national leader in the fields of career development and counseling, the new collegiate job market, experiential education, international student employment, student affairs, and the intersection of education and employment.

Lisa currently works at the University of Colorado Boulder as the Director of Career Services and Assistant Vice Chancellor of Student Affairs. Before joining the team in Colorado, she worked at the University of Florida's Career Resource Center for seven years. Lisa earned her bachelor's degree from Indiana University and three graduate degrees, including a PhD in Counselor Education, from the University of Florida. She is a Fulbright Scholar and a Licensed Professional Counselor in Colorado.

Lisa has co-authored two books, *Making Career Decisions that Count* and *Turning Points* and has made contributions to the *Encyclopedia of Counseling*, the *Counselor's Guide to Career Assessment Instruments*, *Rentz's Student Affairs Practice in Higher Education*, the *Career Development Quarterly*, the *Journal of College Student Development* and the *Journal of College Counseling*.

NCDA Involvement:

- NCDA Credentialing Initiative Organizing Committee, 2016
- President, 2013-2014 (President-Elect 2012-2013; Past-President 2014-2015)
- Secretary, 2011-2012
- Conference Program Chair, 2008, 2013, 2015, and 2016
- Designated NCDA Fellow, 2010
- Leadership Academy, 2005-2007
- Member since 1996

Having been a member of the American Counseling Association (ACA) since 1993 and a member of the National Career Development Association (NCDA) since 1996, this position holds a unique attraction for me. As ACA continues to discuss the role of divisions within the national association, strong divisional representation will be incredibly important. At the same time, as NCDA explores the possibility of providing credentialing and accreditation for our members, engaging national and international leaders in the field can make the difference between success and failure. I believe my strengths in collaboration, communication, and strategic planning will be an asset to both associations and I look forward to continuing my engagement in the field.

JENNIFER DEL CORSO

Candidate for Trustee-at-Large



Jennifer Del Corso, PhD, LPC, MCC is a Licensed Professional Counselor in private practice and Lecturer at Old Dominion University where she teaches career counseling and development graduate students. In addition, Jennifer consults with professional and collegiate football players working through career transition and has developed a

dynamic career program at ODU for national and international athletes transitioning to Division I college athletics. She has published and presented extensively nationally and internationally in the area of career adaptability, work traumas and narrative career counseling. Her most recent book chapter was published in APA's Handbook on Career Interventions. She currently serves on the Editorial Board for *Global Journal of Counselling and Guidance* and is guest reviewer for the *Journal of Vocational Behavior*. She received the CSI Most Outstanding Practitioner Award, International Division in 2014, the NCDA Mentor's Grant Award in 2010, and the NECA Career Proposal Award in 2010. She has served on numerous committees at NCDA (research, program, international, ACES-NCDA Commission) and has been a part of the NCDA Leadership Academy since becoming a member of NCDA in 2010.

As an active member of NCDA for the past 6 years, I am passionate about representing the needs and interests of all constituents on the NCDA Board. Having worked in a college career counseling center, consulted and counseled in private practice, and taught career counseling at the university level, I feel I can work to ensure that NCDA works to meet the needs of all its members. These are some of my specific goals:

- 1) To advance the professional development opportunities for NCDA members so that they have the most up to date research, interventions, theories, and assessments in the field of career counseling
- 2) To promote and support the efforts of NCDA members to conduct career research
- 3) To empower NCDA members with the tools and means on how to provide ethical and sound consultation and expertise to the public and private sector
- 4) To advocate at a national level to Congress for workplace policy and legislation that is informed by research and best practices
- 5) To expand teaching methods and resources so that NCDA members can affordably access webinars, resources, and assessments to enhance their professional identity
- 6) To promote a positive working relationship with ACA and advocate for career counseling education to be deemed essential as part of mental health counseling.

VIRGINIA GONZALEZ

Candidate for Trustee-at-Large



Virginia Gonzalez, EdM, NCC, LPC, MCC, has been an active and passionate career development practitioner since earning her master's degree. She founded the Career Development Center at Northampton Community College in Bethlehem, Pennsylvania and has been its steward ever since. Her duties include providing direct career planning and

counseling services to prospective and enrolled students, maintaining the career library, teaching Career Planning courses, and providing up to date assessment resources to assist students in choosing a career path. NCDA has always been a source of inspiration for Virginia and she has found NCDA publications to be essential to her ability to stay current in the field.

Virginia has been a member of NCDA for over 35 years. While budgetary issues have limited national conference participation to mostly east coast locations, she has presented at a national conference and has attended pre-conference training especially in the area of career assessments. Virginia faithfully attends the Mid-Atlantic Career Counselors Association conferences and has presented there on the topic of outcomes assessment of career service programs and counseling.

Virginia received her Master in Education in Adult and College Counseling specialty at Boston University. She earned a Master of Arts and Doctorate in Education in Adult Education and another Master of Arts in Developmental Psychology, Adulthood and the Lifespan, from Teachers College, Columbia University. She is an NCC and a Pennsylvania LPC. Virginia is very active in Hispanic/Latino issues and chaired the Hispanic Caucus of the American Association of Higher Education and also was the founding Board member and officer of the American Association of Hispanics in Higher Education. She is the recipient of several awards including a Hispanic Business Council Leadership Award, Leadership in Teaching Award from AAHE Hispanic Caucus, Club Advisor of the Year from Northampton Community College and an Athena Award.

In many Eastern cultures, it is evolving your skills rather than upward advancement that drives individual development. Being the best career counselor possible has always been my life's ambition. I feel that to become a better career counselor, membership in NCDA is essential to that goal. Our US population is changing and shifting. Soon very diverse and multi-ethnic individuals will dominate our national landscape. I feel that multicultural sensitivity is needed to provide services and information that will help underrepresented groups to further their career and educational ambitions. Community colleges enroll over 50% of Hispanics who pursue higher education. Most do not end up transferring even though that is their goal. Community college career counselors need to become part of NCDA and all career counselors need NCDA to help them expand their multicultural knowledge and abilities—these are my two goals.

SETH HAYDEN

Candidate for Trustee-at-Large



Seth Hayden PhD, LPC, NCC, CCMHC, ACS, has been nominated as a candidate for the Trustee at Large position in the National Career Development Association. He currently serves as an Assistant Professor of Counseling at Wake Forest University in Winston-Salem, NC. His professional identity has involved working in several areas

of career development such as providing career services in various settings, researching aspects of career development and counseling, supervising career practitioners, and teaching career development courses to undergraduate and graduate students. He has worked with counselors, community members, students, and specific populations such as veterans in these roles.

Seth currently serves NCDA as the co-chair of the Research Committee. He has been selected to the 2016 class of the NCDA Counselor Educator Academy. Seth has served NDCA on the Veterans Committee since 2012 and the NCDA/ACES Commission since 2013. He has collaborated with the North Carolina Office of Public Instruction in conducting career development facilitator training on the use of career development theories in practice. He has also been a keynote speaker at the Maryland and North Carolina Career Development Association conferences. He is still involved in practice as he recently facilitated a career development group for veterans who are homeless.

Seth received his Master of Science in Counseling from the University of Memphis and his Doctoral degree in Counselor Education from the University of Virginia. He has been active in the counseling profession. He served as the president of the Military and Government Counseling Association from 2013 – 14 and as Director from 2011 – 2013. Seth has been honored with the Outstanding Scholar Award from *The Professional Counselor*, the peer-reviewed journal of the National Board for Certified Counselors, in 2015 along with the Award of Excellence in 2013 and Professional of the Year award in 2012 from the Military and Government Counseling Association.

As a member of the NCDA these past several years, I have appreciated the opportunity to be involved in what I consider to be my professional home. One of the strengths of NCDA is the diverse richness of experiences and talents of our members. From academics who provide enlightening research on aspects of career development and counseling to those engaged in practice working with a wide array of concerns and populations, the greatest asset of the organization is its members. One of my goals as the Trustee at Large would be to continue to leverage these strengths to the benefit of the membership. Whether through credentialing, enhancing access to additional professional resources, or advocating for recognition of career development as a central feature of the profession of counseling, I will strive to be a strong voice for NCDA to enhance awareness of our work to those in and out of the organization.

JENNIFER LONG

Candidate for Trustee-at-Large



As the Trustee-At-Large working on board designated initiatives across the Association and partnering with a diverse group of audiences, Jenn believes her breadth of experience and relationships align with NCDAs mission and focus-areas. Her ability to address and further support relevant issues that NCDAs currently faces around higher education career

development, field designations and continuing education, career pathways, STEM careers, international career development, and beyond 50 careers (to name a few) comes from her diverse experiences.

As Trustee at Large, Jenn's goals are: to own problems identified by the NCDAs Board and thoroughly uncover collaborative and informed solutions; carry-out ad-hoc responsibilities of the Trustee at Large; synthesize and scout new initiatives to help NCDAs remain a cutting-edge association and leader within the field; pro-actively assess trends, partnerships and opportunities to enhance the NCDAs footprint.

As Manager of Career Counseling with the Colorado State University College of Business, Director of Career Development programs with Rich Feller & Associates, past Team Lead at Corporate Executive Board in Washington, DC, and past-editor of *Career Developments Magazine*, she brings a strong passion for and commitment to both the field of career development and the continued advancement of NCDAs, and very much considers NCDAs to be her professional home.

An LPC in Colorado, NCC, JCTC/JCDC, certified in Strengths Education and CareerCycles Methodology, Jenn utilizes a hybrid counseling and coaching framework to help clients navigate career development and life transitions, and supervise a team of five career counselors. She received her MEd in Counseling and Career Development from Colorado State University, preceded by a BA in Communication and Literature from University of Maryland. An NCDAs member for over five years, she's served in a leadership role and enhanced the member experience as the editor of *Career Developments* magazine, co-led a group within the NCDAs International Student Work Group (resulting in an online resource), published in all three NCDAs publications, and presented during national conferences ten times. Continuing as a columnist with *Career Developments*, she interviews key thought leaders to bring insights to NCDAs members on current topics within the field.

As the editor, she partnered and built relationships with the NCDAs Board, representatives from each constituency group, Leadership Academy participants, committee chairs, international partners, State Associations, and the Career Development Facilitator team. Jenn was awarded the *NCDAs Presidential Recognition Award* in 2015 for her role as Editor. As a five year member of the Colorado Career Development Association and frequent presenter, Jenn can advocate for state association issues. With a clear identity as a career development leader and a passion to represent membership, she runs for Trustee at Large.

Fostering Well-Being Through Meaningful Work

LAKEISHA MATHEWS

Candidate for Trustee-at-Large



Lakeisha Mathews is director of the Career and Professional Development Center at the University of Baltimore. She formally served as Associate Director of Career Services at the University of Maryland University College in Largo, MD and as Assistant Director for Alumni & Graduate students at the Loyola University Maryland Career Center. In addition

to her career development background she also has experience in academic advising, new student orientation and residence life. Lakeisha likes to say she has helped students get admitted into college, remain in college and exit out of college – with a career related job!

Lakeisha currently serves as the NCDAs National Career Development Month committee chair. Under her leadership the annual Poetry and Poster contest continues to receive upwards of 200 entries from youth and adults across the United States. Moreover, Lakeisha has successfully recruited NCDAs members to get involved with the contest developing a pipeline of future committee leaders. In 2012, she was selected to participate in the NCDAs Leadership Academy. From 2011 through 2012, Lakeisha also served as the elected president of the Maryland Career Development Association (MCDA). And, prior to her presidency, she served as the MCDA National Career Development Month coordinator. Lakeisha has also contributed three articles to the NCDAs Career Convergence Web Magazine.

Lakeisha received her M.S. in Human Resource Development from Towson University and a B.A. in Communication from the University of Maryland College Park. Mrs. Mathews also holds several industry certifications as a Certified Professional Career Coach, Certified Professional Resume Writer and Global Career Development Facilitator. In addition, Lakeisha is trained and certified to administer the MBTI and Strong Interest Inventory. Most recently, Mrs. Mathews became certified to teach Etiquette to Business Professionals. Under her leadership, MCDA received the NCDAs 2012 Southern Region Award and in 2010 she received the MCDA President's Award for providing exemplary support and assistance for her work with launching the first Poetry & Poster contest in MD.

I view myself as a servant leader and through my past involvement, with NCDAs, MCDA and other career focused organizations, I have demonstrated my commitment to the industry of career development. If elected to the position of Trustee-at-Large, I aim to continue supporting NCDAs programs, initiatives and services with a focus on encouraging all members to get involved. I would also continue to support NCDAs by using my administrative acumen and strategic planning skills to help support NCDAs headquarters and the President. Finally, I would seek to uphold the longstanding tradition and commitment NCDAs has to serving educators who inspire and empower individuals to achieve their career and life goals.

HYUNG JOON YOON

Candidate for Trustee-at-Large



Hyung "Joon" Yoon is Assistant Professor of Human and Organizational Learning at the George Washington University (as of July 1, 2016). He worked for Al Akhawayn University in Ifrane (AUI) for the last three and a half years as full time faculty and for Penn State as part time Graduate Faculty. He has taught the Career Development Facilitator

program and other career development programs including the Career Leadership Camp and hope-centered career workshops in the United States, Canada, South Korea, and Morocco. He is also active in the field of Organization Development (OD) that emphasizes on a whole-systems change of organizations through a participatory approach. He has trained current and future OD and management consultants through his courses in Organizational Assessment and Feedback internationally.

Joon has been serving NCDA as Trustee-at-Large of the Board of Directors since 2013, and has served as the Business and Industry (B&I) Representative of the Career Development Facilitator (CDF) Advisory Council (AC) between 2010 and 2013. He brings a unique perspective of cross-fertilizing individual and organizational career development through his industry experience as an HR professional at Global Fortune 500 companies such as LG and Samsung. As a Board member, he assisted the Board to be more strategic by facilitating the revision of the NCDA mission statement and the development of NCDA's vision and goals.

Joon has co-developed the Hope-Centered Model of Career Development (HCMCD) and Hope-Centered Career Inventory (HCCI) with Drs. Spencer Niles and Norman Amundson. Recently, their partner organization, Saskatoon Health Region received the International Innovation in Diversity Awards for the effectiveness of the hope-centered career interventions. Joon earned his Ph.D. in Workforce Education and Development from the Pennsylvania State University. He is certified as a Senior Professional in Human Resource (SPHR), Global Career Development Facilitator (GCDF), Career Development Facilitator Instructor (CDFI), and CDF Master Trainer.

NCDA is dreaming big. We are dreaming of strengthening the competencies of career professionals and the capacity of career centers throughout the country. Besides our credential and accreditation related initiatives, NCDA has gone through restructuring the Board and membership compositions to represent the needs from diverse constituency groups. NCDA aims to become the premier professional organization when it comes to career development regardless the setting. First, if elected, I would like to continue facilitating change initiatives within the Board and membership to fulfill the vision of NCDA. Second, I would like to connect relevant professional organizations to NCDA and nurture win-win relationships, utilizing my geographic advantage of being in Washington D.C. Third, I would like to reach out to the global community to strengthen collaborations between NCDA and our current and future International Affiliates.

SHARON GIVENS

Candidate for Trustee: Agencies, Business & Industry, and Private Practice



Dr. Sharon Givens is a researcher, a licensed psychotherapist, career counselor, professional trainer and academician. She is the CEO and Director of Visions Counseling and Career Center LLC., (VCCC). VCCC is a premier private practice offering career counseling and coaching, mental health counseling and psychological testing with locations

in Columbia SC, and Fort Mill, SC. Sharon is also the sole proprietor of Training Visions, an international training firm, dedicated to providing customized training in the areas of career development, diversity and mentoring.

Sharon has been involved with NCDA since 2008. She has earned a certification as a Career Development Facilitator, Career Development Facilitator Instructor and a master trainer. Sharon has served on the Career Development Facilitator Instructor Task Force, and currently serves on the Master Trainer Committee. Sharon is currently a member of the NCDA Advisory Council where she serves as the co-chairperson. Since her tenure on the council, she has lead, participated in and developed various ingenuities to promote the success of the Career Development Facilitator program as well as the National Career Development Association. More specifically, she has played a major role in the revision process of the career development facilitator curriculum and is leading the Career Development Facilitator program assessment task force.

Sharon has an undergraduate degree in social work with a minor in psychology. She has a graduate certificate in Psychiatric Rehabilitation. She has a Master of Science in Counseling and a Master of Education in Adult Education. Sharon also has a doctorate in curriculum and instruction with a cognate in counseling. Sharon was the recipient of the Lorin Anderson Award for Doctoral Research. She has over fifteen years of experience in the career development field with roles including a career counselor, college and career readiness project director, mentor, career coach and director of career development training. As a career and college readiness project director in her home state of South Carolina, she developed two major career development infrastructures that has enabled over 20,000 students across the state to attend college and or obtain successful employment.

My conceptualization of this role as a Trustee calls for taking responsibility, being accountable for all actions, staying abreast of the most current trends in the field, adhering to a uniform and a universal standard of practice, but most importantly acting with integrity. As a Trustee, I desire to further create a collective platform to promote the Career Development Facilitator Program and other NCDA initiatives, particularly with private practitioners and an array of businesses while generating a new member base. Therefore I would uphold the mission and vision of the NCDA via advocacy and leveraging human and financial capital.

CONSTANCE JENKINS PRITCHARD

Candidate for Trustee: Agencies, Business & Industry, and Private Practice



Dr. Constance J. Pritchard, EdD, MCC brings experience in leadership, business consulting, and career development. As President of *The Pritchard Group*, founded in 1993, Dr. Pritchard presents workshops and training nationally and internationally on career and organization development topics. Clients and

experience include workforce development, secondary and postsecondary education, business development and consulting, private practice management and development, corporate delivery of career services, and agency involvement.

In the career development area, Connie currently serves as chair of the NCDA Master Training Workshop Revision Committee, a contributing editor for NCDA's *Career Development Magazine*, and a member of NCDA Career Development Credential Organizing Committee. She is also a board member of a regional career development association, Middle Atlantic Career Counseling Association, where she is currently conference co-chair. She was chosen as one of the Life Reimagined/AARP's original coaches.

Previously, Connie served for 6 years on NCDA's Career Development Facilitator Advisory Council including co-chair and chair. She is an NCDA Fellow, NCDA Career Development Facilitator, NCDA Career Development Facilitation Instructor, NCDA Master Trainer, and Master Career Counselor. She has previously taught graduate and undergraduate courses in career management, and also served as manager of academic advising and career services units at a university. During her tenure, these programs were recognized nationally for excellence.

Connie has frequently worked with workforce development organizations at the local, state, and regional levels in consulting and career training. She also served for 12 years on her local Workforce Investment Board, including being Board chair and other officer roles. Through *The Pritchard Group*, Connie has worked with for profit and nonprofit businesses (large and small), workforce organizations, educational institutions, private practices in the US and internationally. She has delivered NCDA's career development facilitator training to clients in these countries: US (education, workforce, private practice, business, and agency sectors) and Israel, Hong Kong, China, Taiwan, Uganda, United Kingdom, Singapore, Japan, United Arab Emirates, Malaysia, Russia, Peru, Colombia, Vietnam, and Egypt.

I believe it is important for NCDA to continue to partner and engage with business and industry, private practice coaches, and workforce practitioners in government and agency settings, both in the US and internationally. NCDA is the premiere career development association, and I would work tirelessly to strengthen the brand and serve this constituency.

Fostering Well-Being Through Meaningful Work

MAGGIE McCORMICK

Candidate for Trustee: Agencies, Business & Industry, and Private Practice



Maggie McCormick, MA, LPC, MCC is uniquely qualified to serve as Trustee in this area as she has worked in all three settings of this constituency group. The social services nature of her job working in a state agency impacted her decision to pursue a Master's degree in Counseling. Later it informed her work as supervisor in a welfare-to-work program for a major corporation. Currently she is working in private practice.

Maggie's resume includes extensive experience in employee and leadership development for a Fortune 50 company. While there, she led projects to develop career resources, including individual development plan templates for employees and leaders which have been used for over 10 years by the entire organization across the U.S. and Canada. She also served as coordinator for the company's mentoring program, and established an employee resource group, representing that group to the company's top executives.

Active in NCDA since 2003, Maggie served on the Membership Committee, delivered presentations, and reviewed conference proposals for multiple years. She was selected for the Leadership Academy, Class of 2008, and in 2014, she was appointed to the Leadership Academy Development Committee as co-chair, coordinating activities for the Leadership Academy. She has been published in *Career Convergence* several times, and in 2012, won the Career Convergence Award. Maggie earned a Master's in Counseling from Louisiana Tech University, maintains her LPC, and is a CDF Instructor.

I possess a passionate belief that career development is a lifelong process and career management is an essential life skill needed at every stage of one's career. My interest in the three groups represented by this constituency is reflected in my work experience and in my participation with this constituency since its inception in 2014: participation in every annual constituency meeting, regular communication with my Trustee about relevant issues, and in 2012, establishment and management of an NCDA B&I group in LinkedIn. Should I be elected, I plan to pursue goals and expand on previous work to:

- Increase membership from these three groups
- Deepen the relevance to them of conference content sessions and member benefits
- Explore partnerships with related organizations, such as SHRM (Society for Human Resource Management), ATD (Association for Talent Development,) and the U.S. Chamber of Commerce
- Revise the membership brochure to be more inclusive of this group
- Expand the role and participation of employers in NCDA

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.
4. An additional focus was added in FY 15-16 when NCDA received generous donations from the family and friends of Richard Gonzalez, after his passing last August. With that funding, NCDA was able to support 3 student members, of Latino descent, with their conference registration fees.

Over the past two years, the fundraising goal was set at \$200,000. As of May 4, 2016, the following chart outlines NCDA's efforts:

Private Donations from Members	\$ 94,292
Interest from the Super Fund	\$ 64,269
Second Century Fund to date	\$158,561

Project expenditures include the following, as of May 4, 2016

FY 13 and 14 Donor Events	\$5,361
Leadership Academy Expenses	\$9,078
Research and Government Relations	\$25,870
NCDA Website Redesign	\$20,640
Student Membership Conference Waivers	\$950
Second Century Expenditures to date	\$61,899

Second Century Fund Balance as of May 4, 2016: \$96,662.00

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

VERMONT/NEW HAMPSHIRE CAREER DEVELOPMENT ASSOCIATION

The VT/NH CDA is career development partnership of Vermont & New Hampshire whose purpose is to create a community and shared resources to maintain the quality of knowledge and skills in ever changing local, national, and global markets. Our practitioners include K-12, higher education, public and private agencies, private practices, and business and industry.

In addition, VT/NH CDA will endeavor to:

- Establish and improve the standards for professional service in the field of career development in Vermont and New Hampshire
- Encourage and foster career development assistance across the life span
- Provide a diverse network of support, resources, and information for members through professional development, networking, and training opportunities
- Inform, practice and promote high standards and principles of career development/career counseling
- Endorse the incorporation of theory and effective practice models into career development services



PROPOSED BYLAWS AMENDMENTS

The NCDA Board of Directors completed a comprehensive review of the Association's Bylaws, and is proposing several amendments to the Bylaws to ensure that they are in alignment with current practice and as clear as possible.

The proposed changes have been approved by the NCDA Bylaws Committee and the NCDA Board of Directors. Next, they need to be approved by a majority of members in attendance at the Annual Meeting and, finally, by a majority of members in an electronic vote.

We ask NCDA members to review the changes in preparation for the upcoming votes. Here are articles of the current Bylaws and to the proposed new Bylaws. Key changes in the newly-proposed Bylaws include:

- Article I – Name, Affiliation, and Mission: Updated the NCDA Mission Statement.
- Article II – Membership: No notable changes.
- Article III – Finances: No notable changes.
- Article IV – State Divisions: Made small changes to clarify process for establishment of a state division of NCDA, and to allow for combinations of states to apply under the same charter.
- Article V – Nominations and Elections: Reorganized the section to enhance clarity, but not proposing any changes to our current election procedures.
- Article VI – NCDA Board of Directors: Streamlined and organized content, but not proposing any changes to the current Board structure.
- Article VII – Administrative Staff: This is a new article that explains the responsibilities of NCDA's Executive Director.
- Article VIII – Annual Meeting: Made small updates for clarity, but not proposing any changes to the current Annual Meeting.
- Article IX – Committees, Councils, and Other Working Groups: While no changes are being proposed to NCDA's current committees, some changes are being made to the list of Standing Committees in the Bylaws. Keep in mind that not all committees are listed in the Bylaws as Standing Committees. The committees listed are connected to the ongoing operations or core values of the Association; other committees are considered to be Regular Committees. The list of Standing Committees now includes the Executive Committee and the Diversity Initiatives and Cultural Inclusion Committee. Other committees that were previously listed as Standing Committees are now grouped with Regular Committees.
- Also in Article IX, the name of the CDF Advisory Council has been changed to Career Services Provider Advisory Council in anticipation of the new training program being launched by NCDA.
- Article X – Publications: Minor changes to clarify the duties of the Career Development Quarterly editor.
- Article XI – Annual Audit: No notable changes.
- Article XII – Amendments: No notable changes.
- Article XIII - Rules of Order: Updated the Language recommendations in Section 2 to recommend use of current APA guidelines for use of non-biased language.

PROPOSED BYLAWS

May 2016

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 general categories of membership in NCDA: professional, regular, life, retired, student, new professional 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. *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.



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

Proposed Bylaws continued on page 82.

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.
- 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-

Proposed Bylaws continued on page 84.

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.
- 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.
- 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.

Proposed Bylaws continued on page 86.

- (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.
- X. Act on reports of the Board, state divisions, standing committees, and such special and continuing committees.
- Δ. 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.
- Φ. 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:

- 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

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- 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.
 - 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.

- 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. 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.

Proposed Bylaws continued on page 90.

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*.

These bylaws were amended by a vote of the NCDA Board of Directors on May 3, 2016, approved by members attending the NCDA Annual Membership meeting on _____, and approved by a majority vote of the NCDA membership on _____.

**NCDA Headquarters:
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We hope to see you in Orlando next year!



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NCDA has a new process for recording continuing education. At the close of the conference, you will be sent a link to complete individual session evaluations. Once completed, the system will direct you to login, where you can see your continuing education transcript and print out your certificate. The evaluation is required in order to get your Continuing Education Certificate. NCDA will track your individual Continuing Education for all NCDA functions in our membership database, starting with the 2015 Conference. You may access this information at any time by logging in and clicking on View My CE History. NCDA has been approved by NBCC as an Approved Continuing Education Provider, ACEP #1003. Programs that do not qualify for NBCC credit are clearly identified below. NCDA is solely responsible for all aspects of this program.

Below is a list of sessions and their corresponding Continuing Education Categories.

FS = Featured Session

PDI = Professional Development Institute

CT = Career Talk R = Roundtable Sessions

(Please see www.nbcc.org for Category I, II, III explanations.)

#101	I	#501	III	CT 113A	III	#R4-1	I
#102	II	#502	III	CT 113B	III	#R4-2	I
#103	I	FS #503	III	CT 113C	III	#R4-3	II
#104	I	#504	I	CT 513A	III	#R4-4	I
#105	I	#505	I	CT 513B	III	#R4-5	I
#106	II	#506	III	CT 513C	I	#R4-6	I
#107	II	#507	I	CT 413A	I	#R4-7	I
#108	I	#508	I	CT 413B	I	#R4-8	III
#109	II	#509	I	CT 613A	I	#R4-9	I
#110	I	#510	I	CT 613B	II	#R4-10	II
#111	I	#511	III	CT 613C	II	#R4-11	I
FS #112	I	#512	II			#R4-12	II
				#R1-1	I	#R4-13	II
#201	I	#601	I	#R1-2	I	#R4-14	I
#202	II	FS #602	I	#R1-3	I		
#203	I	#603	I	#R1-4	I	#R5-1	I
#204	I	#604	II	#R1-5	III	#R5-2	II
#205	I	#605	II	#R1-6	II	#R5-3	I
#206	II	#606	I	#R1-7	II	#R5-4	II
#207	III	#607	II	#R1-8	I	#R5-5	I
FS #208	I	#608	III	#R1-9	II	#R5-6	I
#209	III	#609	II	#R1-10	I	#R5-7	I
#210	I	#610	I	#R1-11	II	#R5-8	I
#211	I	#611	I	#R1-12	I	#R5-9	II
#212	I	#612	I	#R1-13	I	#R5-10	I
#213	I			#R1-14	I	#R5-11	I
		#701	III			#R5-12	I
#301	III	FS #702	I	#R2-1	II	#R5-13	I
FS #302	I	#703	I	#R2-2	III	#R5-14	I
#303	I	#704	I	#R2-3	III		
#304	I	#705	I	#R2-4	I	#R6-1	III
#305	II	#706	I	#R2-5	I	#R6-2	III
#306	I	#707	I	#R2-6	I	#R6-3	I
#307	II	#708	I	#R2-7	III	#R6-4	I
#308	I	#709	III	#R2-8	I	#R6-5	I
#309	I	#710	I	#R2-9	I	#R6-6	I
#310	III	#711	I	#R2-10	I	#R6-7	I
#311	I	#712	I	#R2-11	II	#R6-8	III
#312	I	#713	III	#R2-12	I	#R6-9	III
#313	I			#R2-13	III	#R6-10	II
		PDI #1	II	#R2-14	I	#R6-11	I
FS #401	I	PDI #2	I			#R6-12	I
#402	III	PDI #3	I	#R3-1	II	#R6-13	I
#403	I	PDI #4	II	#R3-2	I	#R6-14	I
#404	I	PDI #5	I	#R3-3	III		
#405	I	PDI #6	II	#R3-4	I		
#406	I	PDI #7	I	#R3-5	I		
#407	III	PDI #8	I	#R3-6	III		
#408	I	PDI #9	I	#R3-7	I		
#409	II	PDI #10	I	#R3-8	III		
#410	I	PDI #11	I	#R3-9	III		
#411	I			#R3-10	III		
#412	I			#R3-11	III		
				#R3-12	II		
				#R3-13	I		
				#R3-14	I		

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This form is for your records only. To receive a Continuing Education Certificate, please follow the instructions in the post-conference email.

Name: _____

Sessions I attended at the 2016 NCDA Global Career Development Conference:

JUNE 29, 2016

AM PDI # _____ (4)

PM PDI # _____ (4)

JUNE 30, 2016

Opening General Session (1)

Presentation Series 1 OR Roundtables Series I (1.25)

Presentation # _____

OR

Roundtable # _____

Roundtable # _____

Presentation Series 2 OR Roundtable Series 2 (1.25)

Presentation # _____

OR

Roundtable # _____

Roundtable # _____

JULY 1, 2016

Second General Session (1)

Presentation Series 3 OR Roundtables Series 3 (1.25)

Presentation # _____

OR

Roundtable # _____

Roundtable # _____

Presentation Series 4 OR Roundtables Series 4 (1.25)

Presentation Session # _____

OR

Roundtable # _____

Roundtable # _____

Presentation Series 5 OR Roundtables Series 5 (1.25)

Presentation # _____

OR

Roundtable # _____

Roundtable # _____

Presentation Series 6 OR Roundtables Series 6 (1.25)

Presentation # _____

OR

Roundtable # _____

Roundtable # _____

JULY 2, 2016

Presentation Series 7 (1)

Presentation # _____

Closing General Session (1)

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