I am thrilled to welcome you to Houston and the 2019 NCDA Global Career Development Conference! This year we focus on creating career interventions to break barriers, empower lives and achieve equity. This focus for our conference theme captures the essence of your work. You each empower others to break through the barriers they encounter in their careers - whether they are systemically based or internally generated. As career development professionals you realize that helping others clarify and achieve their goals requires creative interventions that keep pace with the challenges people experience today. I promise you that the keynote speakers for this conference (David Whyte, Freeman Hrabowski, and Jane Goodman) will set the stage for creativity and empowerment! They are inspiring and creative. They each are thought leaders who put their ideas into empowering action. I am honored that they are sharing their time, expertise, and ideas with us.

No doubt you will also be inspired by the many outstanding presentations many of you will share with us this week. The conference proposals were amazing and the work of our selection committee was made incredibly difficult by the excellent proposals we received. Your biggest challenge will be narrowing down the sessions you will attend in each time slot. I know I wish I could attend them all!

Finally, the setting for our conference is equally fantastic and located in one of the most multicultural and international cities in the United States. So, the table is set for an incredible buffet of learning and sharing of expertise, new ideas, and effective interventions. I’m so pleased you chose to join us and contribute to the richness of this world-class career development conference. I guarantee that you will be happy you did!

Dr. Spencer G. Niles
NCDA President 2018-2019
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**  
Spencer G. Niles, College of William and Mary

**PROGRAM CHAIR**  
Debra Osborn, Florida State University

**COMMITTEE MEMBERS**

- Patrick Akos, University of North Carolina – Chapel Hill  
- Gavan Ambrosini, Ambrosini-Consulting Group  
- Bret Anderson, h2 Communication  
- Nicole Anderson, Tufts University  
- Kristina Armstrong, Covenant Community Inc.  
- Jessica Ayub, Dakota County Technical College  
- Shannon Baker, KB Consulting Group LLC  
- Marsha Boettger, Angela Bourassa  
- Stephanie Burrows, Grinnell College  
- Amanda Chenkin, Choice Career Counseling, LLC  
- Jonique R. Childs, University of Massachusetts Amherst  
- Alease Copelin, Center High School  
- David Dietrich, The University of Tennessee at Martin  
- Amanda Dumsch, Georgetown Public Policy Institute  
- Pamela Fillmon, Fillmon & Associates  
- Emily Fiore, University of South Florida  
- Amanda Flower, University of Virginia  
- Amanda Friday, George Washington University  
- Melinda Gibbons, University of Tennessee - Knoxville  
- Sharon Givens, Training Visions  
- Celeste Hall, Virginia Community Colleges  
- H. L. Harris, University of North Carolina – Charlotte  
- Lynette Hepburn-Richardson, Valdosta State University  
- Carolyn D. Jones, CDJ Consulting, LLC  
- Melanie Kiel, Washington State University  
- Mandy LaCerte, University View Academy  
- Natalya Linda, University of North Texas  
- Yangyang Liu, The Pennsylvania State University  
- Cheryl Love, Cal Poly Pomona  
- Lorna Manglona-Alexander, True Heart Counseling Center LLC  
- Lakeisha Mathews, University of Baltimore  
- Maggi McCormick  
- Crystal McDowell, Department of Veterans Affairs  
- Kimberly Meredith, Mercer University  
- Leann Morgan, University of Colorado  
- Un Yeong Park, University of Illinois - Champaign  
- Ginger Reijners, WIN Learning  
- Amber Ridgeway, University of Delaware  
- Lourdes Rivera, Queen College CUNY  
- Michael Robinson  
- Denise Saunders  
- Suzanne Savickas, Avenues of Counseling & Mediation  
- Amy Schroeder, North Carolina Department of Public Instruction  
- Rob Seemann, Career Livelihood LLC  
- Marie Smith, National Professional Development Initiatives LLC  
- Kelsey Smith-Keller, Mount Marty College  
- Robert Snipes, South Carolina Department of Juvenile Justice  
- Kevin Stoltz, University of North Alabama  
- Karol Taylor, Taylor Your Career  
- Tincia Turner, Franciscan Missionaries of Our Lady University  
- Courtney Warnsman, Austin Career Connections  
- Jennifer Wells, Virginia Community College System  
- James Westhoff, Husson University  
- Jessica Wood, KeyBank  
- Hyung Joon Yoon, The Pennsylvania State University

**GENERAL INFORMATION**

**INFORMATION**
- Program Committee  
- NCDA Staff Members

**FREQUENTLY ASKED QUESTIONS**

**NCDA BOARD OF DIRECTORS**

**HIGHLIGHTS AND SPECIAL EVENTS**

- Membership Meeting  
- Conference Tickets for Special Activities and Sessions  
- Constituency Group Meetings  
- First Timer’s Meeting  
- Receptions  
- NCDA Showcase

**CONFERENCE APP**

**NCDA COMMITTEES**

**KEYNOTE SPEAKERS**

**LEADERSHIP ACADEMY**

**AWARDS**

- 2019 Awards  
- Past Eminent Career Award Recipients

**CONFERENCE EXHIBITORS**

**AGENDA**

- Hotel Maps  
- Conference-at-a-Glance  
- Monday/Tuesday Agenda  
- Wednesday Agenda  
- International Symposium  
- Thursday Agenda  
- Friday Agenda  
- Saturday Agenda

**ANNUAL MEMBERSHIP MEETING**

**CONTINUING ED INFORMATION**

**CONVENTION MANAGEMENT TEAM**

- Ali Breen  
- Alicia Cheek  
- Aaron Leson  
- Deneen Pennington  
- Mary Ann Powell  
- Melanie Reinersman  
- Natalie Scrimsher

**COMMUNITY OUTREACH**

- Alberto Puertas, Brigham Young University  
- Ron Cathey, Louisiana Tech University

**LOCAL SUPPORT**

- Texas Career Development Association
How do I receive Continuing Education Clock Hours for this conference? Will I receive a certificate?
At the close of this event, you will need to complete the form on page 66 and return to info@ncda.org. Once received by NCDA, you will be sent an electronic link to complete the evaluation process and the contact hours/credit will be logged into your membership record. You can log into the NCDA members only section to retrieve your certificate/transcript at any time. This data will be stored and accessible for as long as you are an NCDA member.
NCDA is approved by NBCC as an Approved Continuing Education Provider, ACEP #1003. NCDA is solely responsible for all aspects of this program.

I keep hearing about the NCDA Conference App? Who can help me figure this out?
Stop by the conference registration desk. The volunteers and NCDA staff are familiar with the NCDA Conference App. They can give you a brief demonstration of some of the features of the App.

Why are there different colors of name badge lanyards?
The different colors represent the four main NCDA Constituency Groups. This is a great opportunity to connect with members working in similar settings from around the world.

BLUE: School Counselors – NCDA Trustee: Celeste Hall, Virginia Community College System
BLACK: Higher Education – NCDA Trustee: Lakeisha Mathews, University of Baltimore and Right Resumes & Career Coaching, LLC
WHITE: Private Practice, Business & Industry, and Agencies – NCDA Trustee: Sharon Givens, Training Visions
RED: Counselor Educators and Researchers – NCDA Trustee: Patrick Akos, University of North 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 registration bag at the end of the conference if I don’t want it?
Be a part of NCDA’s GO GREEN initiative. return your bag to Registration to be reused next year. NCDA – and the earth – thanks you.

I want to bring a guest to some of the functions. What can they attend?
Guests are welcome to attend the Welcome Reception on Thursday, June 27 and the NCDA Party on Friday evening, June 28 providing they purchase a ticket. Tickets are for sale during Conference Registration hours. Conference attendees do not need a ticket for the Welcome Reception or the NCDA Party – only their name badge.

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

What if I have a message for an attendee? What if someone has a message for me?
Log into the conference app. This is a great way to send messages to other attendees.

What if I have handouts that I want to share with attendees?
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 2019 workshops only.

I am a graduate student; how can I get involved and meet other graduate students?
We are glad you are here!! Please stop by and visit the Graduate Student Poster sessions on Friday morning in the Exhibit Hall. This will be a great opportunity to meet other students and view their work in the field. There are also plenty of other networking opportunities – First Timer’s Session, NCDA Constituency Group meetings and the Welcome Reception and NCDA Party.

I am currently nursing a child. Is there a private place I can go?
Yes, we have a lactation room located in the Brazoria meeting room. You may come and go at your convenience. The room has several chairs, tables, small refrigerator, and electrical outlets for your convenience. Please stop by the NCDA Registration Desk for a key to enter this room.

Will there be any gender-neutral bathrooms available?
Yes, you can find a gender-neutral bathroom located on the 3rd Level of the Marriott Marquis Hotel.
NCDA BOARD OF DIRECTORS

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PATRICK AKOS
University of North Carolina

Trustee for Private Practice, Business and Industry, and Agencies
SHARON GIVENS
Visions Counseling and Career Center

Constituency Groups
NCDA Trustees represent the four main membership constituency groups within NCDA. Constituency groups are easily identifiable by their different colored name badge lanyards. We hope you will connect with the Trustee from your primary workplace setting. Constituency groups will be meeting separately on Thursday, June 27, 9:45 – 11:15 am.

BLUE:
School Career Counselors and Specialists
(Celeste Hall)

BLACK:
Higher Education Career Counselors and Specialists
(Lakeisha Mathews)

WHITE:
Private Practice, Business & Industry, and Agencies
Career Counselors and Specialists
(Sharon Givens)

RED:
Counselor Educators and Researchers
(Patrick Akos)

NATIONAL CAREER DEVELOPMENT ASSOCIATION
Managed by: Creative Management Alliance
305 North Beech Circle, Broken Arrow, OK 74012
Phone: (866) FOR-NCDA or (918) 663-7060
Fax: (918) 663-7058
www.ncda.org


1910’s
1913-14 Frank Leavitt
1914-16 Jesse B. Davis
1916-18 Meyer Bloomfield
1918-20 Frank V. Thompson

1920’s
1920-21 ohn Marks Brewer
1921-22 Helen T. Woolley
1922 Anne S. Davis
1922-24 Harry K. Kitson
1924-25 Edward Rynearson
1925-26 Doretha 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. Dunsmaoor
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. Mc Daniels
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 Jepson

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

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

2010’s
2010-11 Cheri Butler
2011-12 Deb Osborn
2012-13 Rich Feller
2013-14 Lisa Severy
2014-15 Mark Danaher
2015-16 Cynthia Marco-Scanlon
2016-17 David Reile
2017-18 Paul Timmins

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.
Annual Membership Meeting
All NCDA members are encouraged to attend the Annual Membership Meeting, Friday, June 28 at 7:30 am. Members will vote on future leaders of the association, and receive information about new and exciting initiatives. 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.

Voting
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.

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 26
- Guest Tickets for the Welcome Reception and NCDA Party (conference participants need only a badge for admittance; guests will require a ticket).

Constituency Group Meetings
You will again have the opportunity to meet with the trustee for the constituency group that most closely represents your work setting or interest affiliation. These groupings are designed to help you in your networking, to facilitate greater connection with colleagues who may share similar interests and work settings, and to enhance communication between the membership and the NCDA Board.

Constituency groups are easily identifiable by their different colored name badge holders. Be sure to participate in these special meetings on Thursday, June 27 from 9:45 – 11:15 am.

School Career Counselors and Specialists (blue)
NCDA Trustee: Celeste Hall

Higher Education Career Counselors and Specialists (black)
NCDA Trustee: Lakeisha Mathews

Private Practice, Business & Industry, and Agencies (white)
NCDA Trustee: Sharon Givens

Counselor Educators and Researchers (red)
NCDA Trustee: Patrick Akos

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 Sharon Givens and Brian Hutchinson, 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.
This is your ONE-STOP SHOP for all things NCDA!

**NCDA Facilitating Career Development Training Program**
Stop by this table and visit with NCDA Training and Education Council members and NCDA trained instructors of this widely successful career development training program.

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

**NCDA Career Resource Store**
This is an excellent opportunity to shop all of NCDA's bookstore offerings! Don't forget to use your $5 off coupon in your registration bag.

**NCD Month**
Stop by to check out the winning entries from the 53rd Annual National Career Development Month Poetry and Poster contest! The winners range in age from kindergarten through adults. The theme for this year's contest was Leading the Way to a Future Full of Possibilities.

**Publications**
Whether you are looking to get published or have a question about an NCDA product, visit here to get answers. Representatives from Career Convergence, the new assessment book, and more, will assist you.

**Sharing Tables**
Stop by and browse the sharing tables which contain extra handouts from presentations at the conference.
Academy Certified Resume Writer (ACRW) | Profile Writer (ACPW) | Federal Resume Writer

- Each program includes in-depth instruction, 100+ pages of handouts with samples
- Transform your writing through personalized feedback on hands-on projects

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www.resumewritingacademy.com | www.careerthoughtleaders.com
Email: marie@careerthoughtleaders.com | Call/Text: +1 970.420.8413
Twitter: @CareerTL & @WorkWithPurpose | Instagram: CareerLeaders
Did you know...
That NCDA has our very own CONFERENCE APP?

The Conference App is available for the iPhone, iPad, and all Android phones and tablets.
The NCDA Conference App is available from the App Store and Google Play.

Search the stores for NCDA to download.

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 Conference Registration Desk to learn more about the NCDA Conference App.
NCDA COMMITTEES

Much of NCDA’s work is conducted through its committees. These committees provide an opportunity for members to serve the association in a leadership position. Simply choose the committee(s) that interest you and stop by those tables during the Committee meeting on Thursday, June 27, 11:30 am. Volunteers will be available to assist you in locating your preferred committee table.

All members are welcome to join committees at any time!

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

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

Career Convergence: The Website Magazine Editor, in coordination with Associate and Field editors, manages this online magazine. The magazine is posted monthly on the NCDA website and is available to the general public. All members are encouraged to apply for Associate and Field editor positions, as well as contribute articles. Submission Guidelines can be found in the online magazine.

Diversity/Cultural Inclusion: Raise awareness and promote equity and access within the membership and leadership of the NCDA. We seek to create an inclusive organization where diversity is viewed from an intersectional perspective, acknowledging the ways in which race, ethnicity, socio-economic status, age, gender identity and expression, mental and physical disability, sexual orientation, religion, and other identity categories exist along axes of power, privilege, and oppression.

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

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

Government Relations: 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/ACA members to persons outside the profession who are equally concerned with legislation affecting career development services.

National Career Development Month: Coordinates a national brochure reflecting the importance of career development as a practical resource for professionals in promoting the concept of career development. Each year the committee recommends a theme for NCD Month as part of the nationwide observance of career development. The committee assists with the publicity activities at professional association conferences.

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

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

Veterans Committee: Goals are: 1) To establish a means for NCDA members interested in veterans’ issues to communicate with each other; 2) To advise the association on projects related to veterans; 3) To encourage presentations on veterans’ issues at the annual conference and other professional development opportunities; 4) To encourage research and publication of articles on career development issues related to veterans; and 5) To provide resources on veterans’ issues for NCDA.
**THURSDAY**

**June 27, 2019**

1:30 – 3:15 pm

**David Whyte**

David Whyte grew up with a strong, imaginative influence from his Irish mother among the hills and valleys of his father’s Yorkshire. He now makes his home in the Pacific Northwest of the United States.

The author of nine books of poetry and four books of prose, David Whyte holds a degree in Marine Zoology and has traveled extensively, including living and working as a naturalist guide in Galapagos Islands and leading anthropological and natural history expeditions in the Andes, Amazon and Himalaya. He brings this wealth of experience to his poetry, lectures and workshops.

His life as a poet has created a readership and listenership in three normally mutually exclusive areas: the literate world of readings that most poets inhabit, the psychological and theological worlds of philosophical enquiry and the world of vocation, work and organizational leadership.

In organizational settings, using poetry and thoughtful commentary, he illustrates how we can foster qualities of courage and engagement; qualities needed if we are to respond to today’s call for increased creativity and adaptability in the workplace. He brings a unique and important contribution to our understanding of the nature of individual and organizational change, particularly through his unique perspectives on Conversational Leadership.

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**FRIDAY**

**June 28, 2019**

9:00 – 10:15 am

**Dr. Freeman A. Hrabowski**

Dr. Freeman A. Hrabowski, President of UMBC (University of Maryland, Baltimore County) since 1992, is a consultant on science and math education to national agencies, universities, and school systems. He was named by President Obama to chair the President’s Advisory Commission on Educational Excellence for African Americans. He also chaired the National Academies’ committee that produced the report, *Expanding Underrepresented Minority Participation: America’s Science and Technology Talent at the Crossroads* (2011). His 2013 TED talk highlights the “Four Pillars of College Success in Science.”

Named one of the 100 Most Influential People in the World by TIME (2012) and one of America’s Best Leaders by *U.S. News & World Report* (2008). He also received TIAA-CREF’s *Theodore M. Hesburgh Award for Leadership Excellence* (2011), the Carnegie Corporation’s *Academic Leadership Award* (2011), and the *Heinz Award* (2012) for contributions to improving the “Human Condition.” UMBC has been recognized as a model for inclusive excellence by such publications as *U.S. News*, which the past eight years has recognized UMBC as a national leader in academic innovation and undergraduate teaching. Dr. Hrabowski’s most recent book, *Holding Fast to Dreams: Empowering Youth from the Civil Rights Crusade to STEM Achievement*, describes the events and experiences that played a central role in his development as an educator and leader.

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**SATURDAY**

**June 29, 2019**

11:30 am – 1:00 pm

**Dr. Jane Goodman**

Dr. Jane Goodman is Professor Emerita of Counseling at Oakland University in Rochester, Michigan. She is a past president of the American Counseling Association and the National Career Development Association as well as the Michigan Counseling Association and the Michigan Career Development Association and serves on the board of the International Association for Educational and Vocational Guidance. She is the author of several books and many articles and book chapters, primarily in the area of transitions and the career development of adults. She received the Eminent Career Award from NCDA and is a fellow of ACA and NCDA.
The Leadership Academy was created in 2006 with the ultimate goal of identifying and nurturing future generations of NCDA Leaders. NCDA members are selected each year to join this hands-on, highly experiential leadership development opportunity designed specifically for promising national and state career development association leaders. NCDA’s Leadership Academy will refine and strengthen the leadership skills of those selected for this dynamic program. The Leadership Academy classes will take part in a series of workshops and training sessions during the Global Conference. Participants will have the opportunity to meet with current and past NCDA leaders throughout the conference. The Leadership Academy will also learn more about future leadership opportunities within NCDA.

**LEADERSHIP ACADEMY 2019**

Amy Thul-Sigler  
State College, PA

Heather Maietta  
Westford, MA

Janine Rowe  
Rochester, NY

Carla Cheatham  
Homewood, IL

Debra Ruddell  
Atlanta, GA

Rae Brendecke  
Boulder, CO

David Ford  
Oceans Township, NJ

Heather Robertson  
Queens, NY

Suzette Fletcher  
Billings, MT
2019 NCDA Awards

OUTSTANDING STATE DIVISIONS
SOUTH CAROLINA – Emerging Division
RHODE ISLAND – Established Division

DIVERSITY INITIATIVE
SYLVIA NASSAR
Department of Counselor Education, North Carolina State University

EXEMPLARY CAREER CENTER: EDUCATION, GOVERNMENT OR BUSINESS
Hiatt Career Center, Brandeis University

EXEMPLARY CAREER CENTER: NON-PROFIT OR COMMUNITY
Career Center of the East Baton Rouge Parish Library

GRADUATE STUDENT RESEARCH AWARD
ARDEN SZEPE
Counselor Education, University of Tennessee

INTERNATIONAL PRACTITIONER OF THE YEAR
RAZA ABBAS
Pakistan

KENNETH B. HOYT CAREER EDUCATION PRACTITIONER
DEBORAH CRAPES
Spokane Public Schools

EMINENT CAREER AWARD
Y. BARRY CHUNG

PRESIDENTIAL RECOGNITION AWARDS
JOANN HARRIS BOWLSBEY
DEBRA OSBORN
ALBERTO PUERTAS
RAIMO VUORINEN

FELLOWS
SOONHOON AHN
JULIA MAKELA
ROBERTA NEAULT
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:

<table>
<thead>
<tr>
<th>Year</th>
<th>Name</th>
</tr>
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<tbody>
<tr>
<td>1966</td>
<td>Anne Roe</td>
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<tr>
<td>1967</td>
<td>Robert Hoppock</td>
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<td>Harry D. Kitson</td>
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<td>John L. Holland</td>
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<td>Kenneth B. Hoyt</td>
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<td>Russell Flanders</td>
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<td>Anita M. Mitchell</td>
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<td>John O. Crites</td>
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<td>John W. Rothney</td>
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<td>Edwin L. Herr</td>
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<td>Nancy Schlossberg</td>
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<td>Carl O. McDaniels</td>
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<td>Norman Gysbers</td>
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<td>William C. Bingham</td>
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<td>Sunny S. Hansen</td>
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<td>Mark L. Savickas</td>
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<td>Garry R. Walz</td>
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<td>Dale Prediger</td>
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<td>JoAnn Bowlsbey</td>
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<td>Spencer G. Niles</td>
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<td>Mark Pope</td>
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<td>Rich Feller</td>
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<td>Itamar Gati</td>
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<td>Dennis Engels</td>
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<td>Robert Chope</td>
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<td>Howard Splete</td>
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<td>Norman Amundson</td>
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<td>2015</td>
<td>Robert Lent</td>
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<td>2016</td>
<td>Janet Lenz</td>
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<tr>
<td>2017</td>
<td>Carole W. Minor</td>
</tr>
<tr>
<td>2018</td>
<td>David Blustein</td>
</tr>
</tbody>
</table>
“THIS JOB IS KILLING ME.”

Sound familiar?

Are your clients stuck in dead-end jobs? Does going to work every day still come as a shock?

Something better is out there—and you can help them find it.

Help breathe new life into your clients’ careers. Use the SDS.

Remember, all orders placed at the PAR booth during NCDA receive 15% off plus FREE ground shipping!*  
*Offer cannot be combined with any other promotion, discount, coupon, or special offer or applied to previously placed orders.

To learn more, call 1.800.331.8378 or visit self-directed-search.com.

Make sure to visit the PAR booth during NCDA and get your FREE SDS sample pack!
This document contains information about the Exhibit Hall Experience at the National Career Development Association event in Houston, Texas, from June 27-29, 2019. The exhibit hall is open from 7:30 am to 8:00 pm on Friday and from 7:30 am to 6:00 pm on Thursday. The floor plan includes details about Exhibit Hall Experience activities such as Morning Beverages, Strolling Lunch, and Welcome Reception on Thursday, and Morning Beverages, Exhibit Hall Experience, Exhibitor Teardown, and NCDA Party on Friday. The document also includes a section on exhibit booth details, with a table listing the total square footage of booths available on December 13, 2018. The drawing includes a legend and a disclaimer about the accuracy of the information provided.
Exhibit Hall Experience

Booth # 101
Self Directed Search
Contact: Teri Lyon
cs@parinc.com
(800) 331-8378
www.parinc.com

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

Booth # 103-105
U.S. Army Recruiting Education Division
Contact: Ina Jane Tyler
ina.j.tyler2.civ@mail.mil
(502) 626-1981
www.goarmy.com

The Army Continuing Education System (ACES) through its many programs promotes lifelong learning opportunities and sharpens the competitive edge of Army, 2010 and beyond. ACES is committed to excellence in service, innovation, and deploy ability. The ACES mission promotes lifelong learning, readiness and resilience through flexible and relevant education programs, services and systems in support of the Total Army family. Please visit our Army booth and visit with an Education Specialist and learn more about educational programs.

Booth # 107
Grand Canyon University
Contact: Greg Gasaway
greg.gasaway@gcu.edu
(469) 401-0689
www.gcu.edu/udc/greg.gasaway

Grand Canyon University is Arizona’s premier, nonprofit, private Christian university committed to delivering affordable, transformative higher education. GCU’s nine colleges offer more 200 academic programs, including 150 online academic programs, for traditional students and working professionals. Students may learn on GCU’s vibrant campus or as part of a dynamic online learning community. Find your purpose at gcu.edu

Booth # 111
TruPulse
Contact: Kim Webb
kim@trupulseusa.com
(346) 420-1085
www.medicpadusa.com

TruPulse is a retailer of portable, therapeutic massagers called TENS units. Our devices are a non-invasive and drug-free means of achieving pain relief, and are approved by the FDA as Class II Medical Devices.

Booth # 113
Type Focus Careers
Contact: Dave Wood
dave.wood@typefocus.com
(250) 477-6179
www.typefocus7.com

TypeFocus7 Careers is the most advanced Internet-based career program available - specifically designed for colleges and universities. You will love the NACE Career Readiness Competencies, transferable skills, advanced career path software, and validated assessments. As well, we offer a unique student retention feature that has proven itself with our clients.

Booth # 117
Graduway
Contact: Sarah Hillel
sarah.hillel@graduway.com
www.graduway.com

Graduway is the leading provider of Digital Career Community platforms. Graduway’s Digital Career Community empowers a valuable network of students, alumni, and supporters, resulting in long- and short-term mentoring that drive successful career outcomes. With the Graduway platform you can increase the reach and scale the impact of your Career Services offering.
The path to a career after college is a difficult one. Instill the importance of gaining experiences and obtaining recommendations from references that will highlight unique abilities and skills. Everyone has a story that identifies them as a unique individual. Careerandtalenthub works with students and alumni to tell that story.

EdITS is an industry leader in career assessments. Our COPSystem package is unique in that we include a measure of interests, abilities, and work values combined for a comprehensive self-profile. We have a long-proven history of accurate, reliable, and valid assessments to help in career exploration and occupational selection.

The Greenwood System is the perfect tool for engaging students and adults making important educational and life decisions. This online career counseling assessment and process is a state-of-the-art, research proven, instrument that creates a comprehensive and insightful personality profile and identifies best-fit careers based one's values, interests, personality and abilities.

The American Counseling Association (ACA) is the largest member organization of counseling professionals in the world. Our 54,000 plus members work in various practice settings and our mission is to promote the professional development of counselors, advocate for counselors, and to ensure that ethical, culturally-inclusive practices protect all people who seek counseling services. We work to raise awareness about the myriad benefits provided by counseling and counseling professionals.

The Career Liftoff Interest Inventory (CLII) and the Work Behavior Inventory (WBI) are assessments that help identify the fit between individuals and occupations. Based on the RIASEC model and O’NET work styles and skills, they provide reliable and valid measures of vocational interests and work personality. They are used by students, mid-career, and encore-career individuals to help optimize both work satisfaction and effectiveness.
Booth # 205
CERIC
Contact: Riz Ibrahim
riz@ceric.ca
(416) 929-2510
www.ceric.ca
CERIC is a charitable organization that advances education and research in career counselling and career development. It funds projects to develop innovative resources that build the knowledge and skills of diverse career professionals, including the new book, *Career Theories and Models at Work*. CERIC also annually hosts Cannexus, Canada’s largest bilingual career development conference, publishes the country’s only peer-reviewed journal, *Canadian Journal of Career Development*, and runs the CareerWise / OrientAction websites, providing the top career development news and views.

Booth # 206
CareerOneStop
Contact: Kelly Tenner
ekelly.tenner@state.mn.us
(651) 539-5681
www.careeronestop.org
CareerOneStop.org, sponsored by the U.S. Department of Labor, Employment and Training Administration, offers free electronic tools and resources to help users explore careers, education, training and jobs. Check out mySkillsmyfuture, Certification Finder, Skills Matcher, Interest Assessment, and more. Audiences served include job seekers, students, workforce development professionals, and businesses.

Booth # 207
Securities Training Corporation
Contact: Darryl Frierson
Darryl.frierson@stcus.org
(314) 529-8096
Founded in 1969, STC was created to meet the training needs of the securities industry. Now, 50 years later, our commitment to keeping abreast of the latest technology and hiring only quality people has made STC the most innovative and sought-after training company across the financial services industry.
Booth # 210
Center for Credentialing & Education
Contact: Winifert Lawson-Graves
Lawson-Graves@cce-global.org
(336) 482-2856
www.cce-global.org
The Center for Credentialing & Education™ (CCE)® is a global not-for-profit organization that offers assessments, credentialing, business support and licensure services. CCE’s products and services advance professional credibility of individuals and organizations worldwide. CCE’s portfolio of services are grounded in research, experience and in collaboration with its parent company the National Board for Certified Counselors (NBCC)®.

Booth # 211
Bureau of Labor Statistics
Contact: Stanislava Ilic-Godfrey
ilic-godfrey_s@bls.gov
(202) 691-5690
www.gls.gov/emp/
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 # 214
Jobs Connected
Contact: Michael Oelbaum
Michael.oelbaum@jobsconnected.com
(516) 603-9204
www.jobsconnected.com
Host more career fairs with ease. Jobs Connected hosts video chat career fairs and other online events for institutions. Students and job seekers can video chat with employers in real-time, giving them an experience just like an in-person event, but without the hassle. Also, ask us about our graduate school fairs and other events.

Booth # 215
NADA Foundation
Contact: Chuck Cyrill
ccyrill@nada.org
(703) 821-7102
www.nadafoundation.org
NADA Foundation — the retail auto industry’s philanthropic arm — promotes workforce development. Over 16,000 new-car and -truck dealerships nationwide employ more than 1.1 million people in good-paying jobs in sales, service and management. These are technology jobs with excellent wages, benefits and career paths with real opportunities for advancement.

Booth # 217
PAIRIN
Contact: Carli Franks
cfranks@pairin.com
(855) 724-7466
www.pairin.com
PAIRIN uses friendly science to personalize career exploration, job matching and professional development to break down barriers to employment, especially for at-risk and disadvantaged populations. By partnering with workforce development programs, states, educational institutions and businesses, PAIRIN works across the entire talent pipeline to facilitate equitable hiring for all citizens.

Booth # 300
Career Development Network
Contact: Dick Knowdell
rknowdell@mac.com
(408) 828-3858
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 Certification workshop. We publish a bi-monthly newsletter and a quarterly journal that are free to career practitioners.

Booth # 301-303
Kuder, Inc.
Contact: Bailey Rowell
rowelb@kuder.com
(800) 314-8972
www.kuder.com
Kuder is an online career guidance solutions provider that has helped more than 165 million people worldwide visualize what’s next in life and make the plans to get there. Kuder’s customizable and comprehensive tools and resources — including research-based assessments and real-world, actionable guidance to users of all ages — reflect a companywide commitment to encouraging lifelong learning, development, and achievement. From pre-kindergarten to postsecondary or tertiary education, from entering the workforce to mid-career transitions, Kuder helps people of all ages dream big and plan accordingly.

Booth # 302
AmeriCorps/America’s Service Commissions
Contact: Brent Kossick
brent.kossick@alignedimpactscs.com
(803) 470-2025
www.statecommissions.org
AmeriCorps, oftentimes referred to as the domestic Peace Corps, is an innovative public-private partnership that engages individuals of all backgrounds in evidence-based programming that enables participants to serve others while also developing marketable job-skills, earning a monthly stipend, and accessing scholarships to further their education or pay back student loans.
Booth # 304
Vocational Research Institute
Contact: Krista Biesecker
info@vri.org
(800) 874-5387
www.vri.org
CareerScope® is a valid, reliable, and objective interest and aptitude assessment that can also help you meet WIOA requirements. CareerScope results are valuable for developing transition, training, and employment retention plans. Now CareerScope results can be automatically integrated into OccuBrowse+ which provides real-time occupational information. Ask about a free demo!

Booth # 305
One Life Tools
Contact: Kat Klippenstein
service@onelifetools.com
(888) 990-7360
www.onelifetools.com
Do your clients tell you stories? Career practitioners Rich Feller and Mark Franklin co-created OneLifeTools to help you use narrative approaches in organized, time-saving and scalable ways. Our affordable tools and training are used in high schools, higher ed curriculum, career centers, private practice and workplaces. Applications range from self-exploration, peer feedback, career & retirement planning and reflection on experiential learning to team-building, feed-forward performance management and diversity & inclusion initiatives. At our #StoryListening booth, we’re offering live demos of our WhoYouAreMatters! boardgame and Online Storyteller web application. Come play and share your story!

Booth # 306
The International Advantage
Contact: Marcelo Barros
marcelobarrosmba@gmail.com
(443) 610-5558
www.theinternationaladvantage.com
The mission of The International Advantage is to help international students stand out, showcase their strengths, live in their authenticity, and secure jobs in the United States. One way we accomplish this is by partnering with universities to help foreign students capitalize on the unique value they bring to American employers. We empower international students to beat visa odds and ultimately get hired. Harvard, Stanford, NYU, Cornell, Texas A&M and TCU are examples of some of the schools we partner with.

Booth # 307
Interstride
Contact: Nitin Agrawal
nitin@interstride.com
(281) 928-8674
www.interstride.com
Interstride enhances the job-search experience for international students and domestic students exploring careers abroad. Through desktop and mobile apps, Interstride offers global job listings, real-time hiring trends, employer information, tailored assessment tests, and productivity tools. Along with content, news and networking tools, the platform helps students overcome cultural differences, become a better networker, and make the most out of their international experience.
Booth # 310
SparkPath
Contact: J.P. Michel
jp@mysparkpath.com
www.mysparkpath.com
Do you want to help your students look beyond job titles? Use the Challenge Cards and the new Skilled Trades Cards to energize students to identify work challenges they care about. Use this interactive, innovative activity to increase preparedness, reduce anxiety and inspire action!

Booth # 311
Business Model You, LLC
Contact: Tim Clark
tim@businessmodelyou.com
(971) 253-8890
www.businessmodelyou.com
Business Model You, LLC trains individuals and enterprises to dramatically improve the worker experience. Based on a global bestseller published in 20 languages, the Business Model You® method enables users to draw powerful, engaging “pictures” of work that reveal both hidden blocks to progress and surprising new career possibilities.

Booth # 312
FINRA
Contact: Bridget Fox
bridget.fox@finra.org
(240) 386-6472
www.finra.org/industry/sie-students
FINRA, a not-for-profit organization dedicated to investor protection and market integrity, recently introduced the new Securities Industry Essentials (SIE) Exam for prospective securities industry professionals. This introductory-level exam, which assesses knowledge of basic securities industry information, is the first required step for those interested in working in the securities industry, including students.

Booth # 313
Resume Writing Academy/Career Thought Leaders
Contact: Marie Zimenoff
marie@careerthoughtleaders.com
(970) 420-8413
www.careerthoughtleaders.com
Career Thought Leaders Consortium and Resume Writing Academy convene career service professionals to share best practices, deliver innovative educational and research programs, and promote the credibility, visibility, and professionalism of the careers industry. Access to trends, resources, and leading-edge training supports your professional development – from writing resumes and LinkedIn profiles, to starting or growing your business, staying on top of personal branding trends, and improving candidate success. Stop by Booth 313 to meet CEO Marie Zimenoff, NCDA leadership academy graduate, who is dedicated to serving career industry colleagues. For free resources and information on upcoming events, visit www.careerthoughtleaders.com and www.resumewritingacademy.com.

Booth # 314
JIST-Paradigm Education Solutions’ Career Development Brand
Contact: Jill Downs
salesops@ppij.com
(651) 215-7536
https://jist.com
JIST – Paradigm Education Solutions’ career development brand – is a leading provider of materials and technology that help hard-to-employ populations build essential skills for career, academic, and life success. Our solutions help individuals prepare for their futures and master techniques to achieve their goals as quickly as possible. Learn more at JIST.com

Booth # 315
Resume Place, Inc.
Contact: Kathryn Troutman
Kathryn@resume-place.com
(410) 744-4324
www.resume-place.com
JKathryn Troutman, Author-Ten Steps to a Federal Job, Federal Resume Guidebook. 6th Ed. The first 100 people to visit our booth will receive a FREE BOOK! See the New Federal Resume Formal for Military Spouses! CFJST/CFCC Ten Steps is going strong. Get the latest curriculum. Help your clients land federal jobs with the latest Federal Resume formats!

Booth # 317
Identimap, Inc.
Contact: Robert Sherwood
webtalkwithbob@gmail.com
(913) 269-6589
www.identimap.com
Identimap develops apps that help students select and sustain a career. From high school to college to a first job, Identimap is a resource partner. Works on a smartphone, takes less than 5 minutes to use - designed for frequent use to prepare for meetings, interviews and social interactions. The app uses a proprietary method that compares a student’s traits with an extensive library of occupation traits. The company offers counselors an annual subscription program, “CareerTrack”, to track a student’s progress. CareerTrack provides trait analytics, confidential messaging, intervention alerts and career clusters. Apple Store or Google Play.
Branches & Chances
Credentialing Opportunities for Career Development Professionals

For practitioners in coaching and advising
For career counselors
For supervisors of career practitioners
For career and workforce professionals
For faculty and counselor educators
For supervisors of career practitioners
For K-12 career educators

www.ncdacredentialing.org

Do you work in career development?

www.ncdacredentialing.org
DISCOVER A UNIVERSE OF POSSIBILITIES.

It's never too early to start connecting classrooms to careers — and that's exactly what Kuder Galaxy® helps young students do through a series of engaging career awareness activities. Kids will harness the power of play as they interact with our game-driven system, all while learning concepts about work.

Visit us to learn more.

Exhibit Hall: Booth #301-303
Thursday, June 27 - Friday, June 28

Keynote Sponsor: Dr. Freeman Hrabowski
Friday, June 28 at 9:00 a.m.
Marriott Marquis Houston
1777 Walker Street
Houston, Texas 77010
## Conference-At-A-Glance

### MONDAY, 6/24/19
- **9:00 am – 5:00 pm**: Career Practitioner Supervision Training  
  Location: Clear Lake A
- **3:00 – 6:00 pm**: NCDA Board Meeting  
  Location: Parker Board Room

### TUESDAY, 6/25/19
- **8:00 am – 5:00 pm**: NCDA Board Meeting  
  Location: Parker Board Room
- **8:00 am – 5:00 pm**: NCDA Credentialing Commission Meeting  
  Location: Galleria Board Room
- **8:00 am – 5:00 pm**: Career Practitioner Supervision Training  
  Location: Clear Lake A
- **1:00 – 6:00 pm**: Counselor Educator Academy  
  Location: Sugarland B
- **3:00 – 5:00 pm**: Registration Open  
  Location: Registration Desk, 2nd Level

### WEDNESDAY, 6/26/19
- **7:00 am – 6:00 pm**: Lactation Room  
  Location: Brazoria
- **7:30 am – 5:30 pm**: Registration Open  
  Location: Registration Level, 2nd Level
- **7:30 – 8:00 am**: Coffee Break  
  Location: 2nd Floor Foyer
- **8:00 am – 5:00 pm**: Career Practitioner Supervision Training  
  Location: Clear Lake A
- **8:00 am – 5:00 pm**: Counselor Educator Academy  
  Location: Sugarland B
- **8:00 am – 5:00 pm**: NCDA Credentialing Commission Meeting  
  Location: Galleria Board Room
- **8:00 am – 5:00 pm**: Training and Education Council Meeting  
  Location: Tanglewood
- **8:00 am – 12:00 pm**: Professional Development Institutes (morning sessions)  
  Location: Various Meeting Rooms, 2nd Floor
- **8:00 am – 5:00 pm**: International Symposium  
  Location: River Oaks
- **10:00 – 10:15 am**: Beverage Only Break  
  Location: 2nd and 3rd Floor Foyers
- **10:00 am – 3:00 pm**: International Symposium Breakouts  
  Location: Various Meeting Rooms, 3rd Floor
- **12:00 – 1:00 pm**: Lunch on Your Own
- **12:00 – 1:00 pm**: International Symposium Luncheon  
  Location: River Oaks
- **12:00 – 1:30 pm**: Leadership Academy Luncheon  
  Location: Harris
- **1:00 – 5:00 pm**: Exhibitor Setup  
  Location: Houston Ballroom
- **1:00 – 5:00 pm**: State Leadership Training  
  Location: Memorial
- **1:30 – 5:30 pm**: Professional Development Institutes (afternoon sessions)  
  Location: Various Meeting Rooms, 2nd Floor
- **1:30 – 5:00 pm**: Leadership Academy 2019  
  Location: Chambers A
- **2:30 – 2:45 pm**: Beverage Only Break  
  Location: 2nd and 3rd Floor Foyers
- **2:45 – 5:00 pm**: International Symposium General Session  
  Location: River Oaks
- **5:30 – 6:30 pm**: Committee Chair Meeting  
  Location: Memorial
- **6:30 – 8:30 pm**: PDC Meeting  
  Location: Galleria Board Room
- **7:00 – 8:30 pm**: International Reception  
  Location: Harris

### THURSDAY, 6/27/19
- **7:00 am – 6:00 pm**: Lactation Room  
  Location: Brazoria
- **7:30 am – 5:00 pm**: Registration Open  
  Location: Registration Desk, 2nd Level
- **7:30 am – 5:00 pm**: NCDA Showcase  
  Location: Houston Ballroom Foyer
- **7:30 am – 6:00 pm**: Exhibits  
  Location: Houston Ballroom
- **8:15 – 9:45 am**: Coffee in the Exhibit Hall  
  Location: Houston Ballroom
- **8:30 – 9:30 am**: First Timers Meeting  
  Location: River Oaks
- **9:45 – 11:15 am**: Constituency Meetings  
  Location: Kingwood
  - Higher Education
  - Counselor Educators: Tanglewood
  - School Counselors: Memorial
  - B/L Agencies, Private Practice: Clear Lake
- **9:45 – 11:15 am**: APCDA Meeting  
  Location: Sugarland
- **11:15 am – 12:15 pm**: Grab and Go Luncheon  
  Location: Houston Ballroom
- **11:30 am – 12:30 pm**: Committee Meetings  
  Location: Houston Ballroom
  - Global Connections: Galveston
  - Veterans Committee: Liberty
  - Diversity and Cultural Inclusion: Fort Bend
  - International Student Services: Montgomery
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<tr>
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<tbody>
<tr>
<td>11:30 am – 12:30 pm</td>
<td>FCD Master Trainers Meeting</td>
<td>Tanglewood</td>
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<tr>
<td>12:30 – 1:15 pm</td>
<td>FCD Instructors Meeting</td>
<td>Tanglewood</td>
</tr>
<tr>
<td>1:30 – 3:15 pm</td>
<td>Opening General Session (Whyte)</td>
<td>Texas Ballroom</td>
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<tr>
<td>3:15 – 3:30 pm</td>
<td>Beverage Only Break</td>
<td>Houston Ballroom and 3rd Floor Foyer</td>
</tr>
<tr>
<td>3:15 – 4:00 pm</td>
<td>David Whyte Author Signing</td>
<td>Texas Ballroom Foyer</td>
</tr>
<tr>
<td>3:30 – 4:45 pm</td>
<td>Presentation Series 1</td>
<td>2nd and 3rd Floor Meeting Rooms</td>
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<tr>
<td>3:30 – 4:45 pm</td>
<td>Roundtables</td>
<td>Houston Ballroom</td>
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<tr>
<td>5:00 – 6:00 pm</td>
<td>Welcome Reception</td>
<td>Houston Ballroom</td>
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<td><strong>FRIDAY, 6/28/19</strong></td>
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<tr>
<td>6:15 – 7:15 am</td>
<td>Morning Meditation</td>
<td>Chambers A</td>
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<tr>
<td>6:30 – 7:30 am</td>
<td>Leadership Academy Breakfast</td>
<td>Suite 2901</td>
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<tr>
<td>7:00 am – 6:00 pm</td>
<td>Lactation Room</td>
<td>Brazoria</td>
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<tr>
<td>7:30 am – 5:00 pm</td>
<td>Registration Open</td>
<td>Registration Desk, 2nd Level</td>
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<tr>
<td>7:30 – 8:30 am</td>
<td>Coffee in the Exhibit Hall</td>
<td>Houston Ballroom</td>
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<tr>
<td>7:30 am – 5:00 pm</td>
<td>NCDA Showcase</td>
<td>Houston Ballroom Foyer</td>
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<tr>
<td>7:30 am – 5:30 pm</td>
<td>Exhibits Open</td>
<td>Houston Ballroom</td>
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<tr>
<td>7:30 – 8:30 am</td>
<td>Poster Session Setup</td>
<td>Houston Ballroom</td>
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<tr>
<td>7:30 – 8:30 am</td>
<td>NCDA Annual Membership Meeting</td>
<td>River Oaks</td>
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<tr>
<td>9:00 – 10:15 am</td>
<td>General Session (Hrabowski)</td>
<td>Texas Ballroom</td>
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<tr>
<td>10:15 – 10:30 am</td>
<td>Beverage Only Break</td>
<td>Houston Ballroom and 3rd Floor Foyer</td>
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<tr>
<td>10:15 – 11:00 am</td>
<td>Dr. Freeman Hrabowski Book Signing</td>
<td>NCDA Showcase, 2nd Floor</td>
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<tr>
<td>10:30 – 11:30 am</td>
<td>Brain Trust Reception</td>
<td>Harris</td>
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<tr>
<td>10:30 – 11:45 am</td>
<td>Graduate Student Poster Sessions</td>
<td>Houston Ballroom</td>
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<tr>
<td>10:30 – 11:45 am</td>
<td>Presentation Series 2</td>
<td>2nd and 3rd Floor Meeting Rooms</td>
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<td>10:30 – 11:45 am</td>
<td>Roundtables</td>
<td>Houston Ballroom</td>
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<tr>
<td>11:45 am – 1:00 pm</td>
<td>Lunch on Your Own</td>
<td>2nd and 3rd Floor Meeting Rooms</td>
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<tr>
<td>1:15 – 2:30 pm</td>
<td>Presentation Series 3</td>
<td>2nd and 3rd Floor Meeting Rooms</td>
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<tr>
<td>1:15 – 2:30 pm</td>
<td>Roundtables</td>
<td>Houston Ballroom</td>
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<tr>
<td>2:30 – 5:45 pm</td>
<td>Credentialing Commission Jump Start Session</td>
<td>Harris</td>
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<tr>
<td>2:30 – 2:45 pm</td>
<td>Beverage Only Break</td>
<td>Houston Ballroom and 3rd Floor Foyer</td>
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<tr>
<td>2:45 – 4:00 pm</td>
<td>Presentation Series 4</td>
<td>2nd and 3rd Floor Meeting Rooms</td>
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<td>2:45 – 4:00 pm</td>
<td>Roundtables</td>
<td>Houston Ballroom</td>
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<td>4:00 – 4:15 pm</td>
<td>Beverage Only Break</td>
<td>Houston Ballroom and 3rd Floor Foyer</td>
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<td>4:15 – 5:30 pm</td>
<td>Presentation Series 5</td>
<td>2nd and 3rd Floor Meeting Rooms</td>
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<td>4:15 – 5:30 pm</td>
<td>Roundtables</td>
<td>Houston Ballroom</td>
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<tr>
<td>5:30 – 8:00 pm</td>
<td>Exhibitor Teardown</td>
<td>Houston Ballroom</td>
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<tr>
<td>8:00 – 10:00 pm</td>
<td>NCDA Party</td>
<td>Texas Ballroom Foyer</td>
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<tr>
<td><strong>SATURDAY, 6/29/19</strong></td>
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<tr>
<td>6:15 – 7:15 am</td>
<td>Morning Meditation</td>
<td>Chambers A</td>
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<tr>
<td>7:00 am – 1:00 pm</td>
<td>Lactation Room</td>
<td>Brazoria</td>
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<tr>
<td>7:15 – 8:30 am</td>
<td>Diversity and Cultural Inclusion Breakfast Meeting</td>
<td>Harris</td>
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<td>7:15 – 8:15 am</td>
<td>CCSP/GCDF Networking Session</td>
<td>Tanglewood</td>
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<td>8:00 am – 12:00 pm</td>
<td>Registration Open</td>
<td>Registration Desk, 2nd Level</td>
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<tr>
<td>8:00 – 8:30 am</td>
<td>Coffee Break</td>
<td>2nd and 3rd Floor Foyers</td>
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<tr>
<td>8:30 – 9:45 am</td>
<td>Presentation Series 6</td>
<td>2nd and 3rd Floor Meeting Rooms</td>
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<td>8:30 – 9:45 am</td>
<td>Roundtables</td>
<td>Houston Ballroom</td>
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<td>9:45 – 10:00 am</td>
<td>Beverage Only Break</td>
<td>2nd and 3rd Floor Foyers</td>
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<td>10:00 – 11:15 am</td>
<td>Presentation Series 7</td>
<td>2nd and 3rd Floor Meeting Rooms</td>
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<td>10:00 – 11:15 am</td>
<td>Roundtables</td>
<td>Houston Ballroom</td>
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<td>11:15 – 11:30 am</td>
<td>Beverage Only Break</td>
<td>Texas Ballroom Foyer</td>
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<tr>
<td>11:30 am – 1:00 pm</td>
<td>Closing General Session (Goodman)</td>
<td>Texas Ballroom</td>
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<td>1:00 pm</td>
<td>Conference Adjourns</td>
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MONDAY

Career Practitioner Supervision Training
9:00 am - 5:00 pm
Clear Lake A
This training is for those individuals interested in clinical supervision of career development practitioners. Participants must commit to attending the full training (23 hours over a 3-day period) plus complete 22 additional hours of practicum work submitting assignments and video-recordings via e-mail or other electronic methods. Individuals attending this training must receive prior approval to attend. For additional training dates and locations please visit www.ncda.org, Professional Development.
Judy Hoppin, Oakland University and Jane Goodman, Oakland University

NCDA Board of Directors Meeting
3:00 – 6:00 pm
Parker Board Room

TUESDAY

NCDA Board of Directors Meeting
8:00 am – 5:00 pm
Parker Board Room

NCDA Credentialing Commission Meeting
8:00 am – 5:00 pm
Galleria Board Room

Career Practitioner Supervision Training
8:00 am – 5:00 pm
Clear Lake A
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Judy Hoppin, Oakland University and Jane Goodman, Oakland University

Counselor Educator Academy
1:00 – 6:00 pm
Sugarland B
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 Education Academy offerings. This year’s academy will focus on the growth and development of the intersection of counselor education and career counseling. Individuals attending this training must receive prior approval to attend the Academy.
Rebecca Dedmond and Melinda Gibbons, Co-Chairs, Counselors Educator Academy

NCDA Conference Registration OPEN
3:00 – 5:00 pm
Registration Desk, 2nd Level
This is an excellent time to stop by and pick up your conference materials – beat the rush!!
WEDNESDAY

Lactation Room
7:00 am – 6:00 pm
Brazoria
This room is available for all nursing mothers. You may come and go at your convenience. The room has several chairs, tables, electrical outlets, and a small refrigerator for your convenience. Please stop by the Registration Desk for a key to access this room.

NCDA Conference Registration OPEN
7:30 am – 5:00 pm
Registration Desk, 2nd Level

Coffee Break
7:30 – 8:00 am
2nd Floor Foyer

Career Practitioner Supervision Training
8:00 am - 5:00 pm
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Rebecca Dedmond and Melinda Gibbons, Co-Chairs, Counselors Educator Academy

NCDA Credentialing Commission Meeting
8:00 am – 5:00 pm
Galleria Board Room
Aaron Leson, NCDA

NCDA Training and Education Council Meeting
8:00 am – 5:00 pm
Tanglewood
Bret Anderson, Chair, NCDA Training and Education Council

PROFESSIONAL DEVELOPMENT INSTITUTES
8:00 am – 12:00 pm
These special workshops require advance registration. If you are interested in attending one of these sessions, please see the NCDA Conference Registration Desk for pricing and availability.

For complete descriptions please download the conference app or visit www.ncdaconference.org and click on Agenda.

PDI #1
Design Your Private Practice to Support Your Life Goals: Practical Tools, Tips, and Reality Checks
Galveston
Sabira Vohra, Career Infusion; Ronda Ansted, Be the Change Career Consulting

PDI #2
Discovery: A Barrier Breaking Process for Career Success for People with Disabilities
Liberty
Lisa Kelley, Arkansas Rehabilitation Services

PDI #3
Using Chaos Theory of Careers to Empower Clients’ Careers
Fort Bend
Lauren Pasquarella Daley, Catalyst; Jon Schlesinger, Brandeis University

PDI #4
Building Skills for Career Construction Counseling
Montgomery
Paul J. Hartung, Northeast Ohio Medical University; Mark L. Savichas, Northeast Ohio Medical University; Susan R. Barclay, University of Central Arkansas; Jamie L. Brant, Kent State University; William C. Bridick, South Dakota State University; Evan Faidley, The University of Akron; Jackie Peila-Shuster, Colorado State University; Suzanne Savichas, Avenues of Counseling & Mediation, LLC; Logan Vess, Kent State University
PROFESSIONAL DEVELOPMENT INSTITUTES
1:30 pm – 5:30 pm
These special workshops require advance registration. If you are interested in attending one of these sessions, please see the NCDA Conference Registration Desk for pricing and availability.

For complete descriptions please download the conference app or visit www.ncdaconference.org and click on Agenda.

PDI #5
Career Practice Kickstart: Breakthrough Strategies to Stop Dreaming and Start Getting Clients
Galveston
Vera Chapman, Vera V. Chapman, LLC

PDI #6
Group Career Counseling: Principles and Practices
Liberty
Richard Pyle, Private Practice

PDI #7
Narrative Interventions and Story-listening Skills to Empower Lives - from Education to Workplaces
Fort Bend
Mark Franklin, University of Toronto & OneLifeTools; Rich Feller, Colorado State University; Penny Freno, Simon Fraser University

PDI #8
Coaching Skills and Techniques for Career Counselors: What They are and Why Counselors Should Use Them
Montgomery
Richard Knowdell, Career Development Network

NCDA Leadership Academy – 2019 Class
1:30 - 5:00 pm
Chambers A
This meeting is for all members of the NCDA Leadership Academy 2019 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. Visit www.ncda.org for information about future classes.
Tom Dodson, Chair and Mason Murphy, Co-Chair, Leadership Academy

Beverage Only Break
2:30 – 2:45 pm
2nd and 3rd Floor Foyers

NCDA Committee Chair Meeting
5:30 – 6:30 pm
Memorial
This meeting is for all NCDA Committee Chairs. This is your opportunity to meet with each other, meet with the NCDA President-Elect, and learn about your role and how it supports the mission of NCDA.
Kathy Evans, NCDA President-Elect, 2018-2019

NCDA Publications Development Council Meeting
6:30 – 8:30 pm
Galleria Board Room
Melanie Reinersman, NCDA Website Editor and Publications Development Director
**INTERNATIONAL SYMPOSIUM**

NCDA is pleased to co-host, along with the International Association for Educational and Vocational Guidance (IAEVG), the 2019 International Symposium. This event will focus on educational and vocational guidance and career development in an international perspective.

**Symposium organizers include:**

- **SPENCER NILES**
  NCDA President and Dean of the College of Education, College of William and Mary

- **RAIMO VUORINEN**
  Project Manager and Adjunct Associate Professor
  Finnish Institute of Educational Research,
  University of Jyvaskyla

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**NCDA and IAEVG are appreciative of those who will be serving as discussion group leaders for this event:**

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<thead>
<tr>
<th>Time</th>
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<th>Location</th>
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<tbody>
<tr>
<td>8:00 – 8:30 am</td>
<td>Continental Breakfast and Coffee</td>
<td>River Oaks Foyer</td>
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<td>8:30 – 10:30 am</td>
<td>International Symposium General Session</td>
<td>River Oaks A</td>
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<td>10:45 am – 12:00 noon</td>
<td>Small Group Discussion</td>
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<td>Technology and Social Media:</td>
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<td>Social Justice and Advocacy:</td>
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<td>Jaana Kettunen, Finland</td>
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<td>Career Development and Public Policy:</td>
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<td>John McCarthy, France</td>
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<tr>
<td>12:00 – 1:00 pm</td>
<td>International Symposium Luncheon</td>
<td>River Oaks B</td>
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<td>1:00 – 2:30 pm</td>
<td>Small Group Discussion</td>
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<td>International Symposium General Session</td>
<td>River Oaks A</td>
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CREATING CAREER INTERVENTIONS TO BREAK BARRIERS: Empowering Lives and Achieving Equity
THURSDAY
June 27, 2019

NCDA Master Trainer Meeting
11:30 am - 12:30 pm
Tanglewood
This special session is for all NCDA Master Trainers of the NCDA Facilitating Career Development training program. We will be discussing current projects and planning for future activities.
Training and Education Council Members

NCDA Facilitating Career Development Instructor Meeting
12:30 - 1:15 pm
Tanglewood
This special session is for all NCDA Instructors of the NCDA Facilitating Career Development training program. We will be discussing current projects and planning for future activities.
Training and Education Council Members

Beverage Only Break
3:15 – 3:30 pm
Houston Ballroom and 3rd Floor Foyer

For complete presentation and roundtable descriptions please download the NCDA Conference App or visit www.ncdaconference.org.

OPENING GENERAL SESSION
1:30 – 3:15 pm Texas Ballroom
Join us for the opening session of the 2019 NCDA Global Career Development Conference!

Welcome:
Dr. Spencer G. Niles, NCDA President

Entertainment provided by Children’s Choir of the Church of Jesus Christ
Directed by: Patti Rascon and Jennie Larsen

PRESENTATION OF AWARDS
The Imagination as Compass: Setting Direction for a Future Life

Poet, author, and internationally-acclaimed speaker David Whyte explores the role of the imagination as an inner compass as we move through life, a fertile ground and reliable foundation for where we direct our energies and talents in the world.

Using poetry, humor and deep insight, he will look at the great questions of human life through the eyes the imagination, something we usually define as the ability to think up new things, but understood in our great literate and contemplative traditions as the artful discipline of following inner and outer horizons simultaneously. The vocational journey of the imagination is the journey of adventure and most importantly, good company; looking for the biggest context you can find or imagine; depending on friendship, hospitality, and help from friends and strangers alike. The nature of the destination changes, step by step, subject to the vagaries of wind and weather along the way. David Whyte will look at the need for internal resilience and the ability to follow a star not seen or perceived by anyone else; to follow an internal path that runs parallel to the outer road, while keeping your journey in the world relevant and true. Most especially, he’ll look at the need to recognize when help is being offered, and the humor, humility and open hands necessary to receive it.

Join David Whyte immediately following the general session in the Texas Ballroom for a book signing. His book will be available today only.

Poet and Author
David Whyte

#101
The Impact of a Corporate Career Development Program Based on Workshop and Coaching
Montrose A
Hyung Joon Yoon, The Pennsylvania State University; Pamela Fillmon, Fillmon and Associates, LLC

#102
Going Global with Career Development and Public Policy
Memorial
Brian Hutchison, New Jersey City University; Spencer Niles, College of William & Mary; Kathy Evans, University of South Carolina; Seth Hayden, Wake Forest University; Rebecca Dedmond, George Washington University; Roberta Neault, Life Strategies Ltd.

#103
Metaphor Making in Action
River Oak
Norman Amundson, University of British Columbia

#104
Purpose First: The Missing Link between Aligning Career and Guided Pathways
Sugarland
Dhanfu Elston, Complete College America; Nicholas Huot, Complete College America; Paul Timmins, University of Minnesota

For complete presentation and roundtable descriptions please download the NCDA Conference App or visit www.ncdaconference.org.
AGENDA • THURSDAY

#105 Four-Step Career Development Model for Working with Clients with Disabilities
Montrose B
Tina Anctil, Portland State University; Aaron Leson, TAD Grants

#106 Using Positive Psychology to Beat Burnout among Working Mothers
Kingwood
Lizette Ojeda, Miranda Walichowski, Luis Ponte Rodriguez, Kaylee Jackson, Texas A&M University

#107 Demystifying the Barriers of the Older Veteran Worker
Tanglewood
Jan Noz, Janet Alvarez, Department of Veterans Affairs / VHA

#108 Adapting to Transition: Methods and Application of Career Construction Theory for Emerging Adults with Disabilities
Montgomery
Suzanne Savickas, Avenues of Counseling & Mediation, LLC

#109 Bridging the Gap from Career Counseling Theory to Practice
Liberty
Yas Hardaway, Pepperdine University; Tiffany Brooks, Lindsey Wilson College; Carrie Sanders, Radford University; Angela Weingartner, University of Northern Colorado; Kelley Holladay, University of New Mexico

#110 Contemporary Discrimination against Black Professionals in the Hiring Process
Clear Lake
Melanie Hamon, CareerCoach Pro; Heather Mattisson, Intel Corporation

#111 Salary Negotiation - Empower Women to Close the Pay Gap
Briargrove
Jane McKeen, Boulder Career Services

#112 Share and Share Alike: Peer-Recommended Tech Tools that Bridge the Distance in Career Development
Meyerland
Melissa Venable, HigherEducation.com; Debra Osborn, Florida State University

#113 AmeriCorps: Advancing Careers, Enhancing Lives, and Serving Others
Galveston
Brent Kossick, America’s Service Commissions

#114 Develop Your Students’ Passion for Career Exploration: The Student Self-Directed Search
Fort Bend
Jennifer Greene, Melissa Messer, Psychological Assessment Resources

ROUND TABLES
3:30 – 4:45 pm
Houston Ballroom

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.

For complete presentation and roundtable descriptions please download the NCDA Conference App or visit www.ncdaconference.org.
NCDA has identified its organizational values by listening to our members’ voices through the following two questions:

1. What values were evident through NCDA members’ positive experiences with NCDA?
2. What values do NCDA members aspire to see from NCDA?

Much as we determine that assessing values is one of the important tasks as we facilitate career development with our clients, gaining a better understanding regarding what values of NCDA are essential to guiding NCDA’s day-to-day and long-term decision making is equally critical. The NCDA Values Study Team is excited to announce their preliminary findings. There is one last opportunity for NCDA members to contribute to the study as the Values Study Survey will be open until the close of the NCDA Global Conference. If you have not responded to this survey yet, please take a moment to complete it here: https://tinyurl.com/y5qs4bkb.

Please also visit the Values Study Team in the NCDA Showcase area to discuss the preliminary results and celebrate the next steps!
Morning Meditation and Mindfulness
6:15 – 7:15 am
Chambers A
As helping professionals, we routinely communicate the value of self-care to our students and clients. As you prepare for each day’s learning and networking activities at NCDA Houston, you’re invited to embrace the day with Morning Meditation and Mindfulness - a simple, yet powerful act of self-care. Please wear comfortable attire for ease of breathing, stretching and sitting. Your host, Marshall Tucker, Atlanta, GA based career and life coach and practicing Zen Buddhist, invites you to join in these peaceful, reflective morning sessions. All are welcome, experience in meditative practice is not needed.

Leadership Academy 2019 Breakfast
6:30 – 7:30 am
Suite 2901
This meeting is for all members of the 2019 NCDA Leadership Academy class. Tom Dodson, Chair and Mason Murphy, Co-Chair, Leadership Academy

Lactation Room
7:00 am – 6:00 pm
Brazoria
This room is available for all nursing mothers. You may come and go at your convenience. The room has several chairs, tables, electrical outlets, and a small refrigerator for your convenience. Please stop by the Registration Desk for a key to access this room.

NCDA Conference Registration OPEN
7:30 am - 5:00 pm
Registration Desk, 2nd Level

Coffee in the Exhibit Hall
7:30 – 8:30 am
Houston Ballroom
Looking for a cuppa Joe to get you going? Need some OJ to boost your energy level? Grab your morning beverage, visit with premier vendors of career-related products and services or take part in one of the many early morning meetings.

Exhibit Hall Open
7:30 am - 5:30 pm
Houston Ballroom
Visit the exhibit hall and benefit from the premier vendors of career-related products and services.

NCDA Membership Meeting
7:30 – 8:30 am
River Oaks
NCDA Members will receive information about new and exciting initiatives and will hear reports from various association officers about the State of the Association. All NCDA 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.

SECOND GENERAL SESSION
9:00 – 10:15 am    Texas Ballroom

Welcome:
Dr. Spencer G. Niles, NCDA President

PRESENTATION OF AWARDS

Creative Career Development Interventions: Empowering Lives and Achieving Equity

Dramatic demographic, technological, and economic changes present our nation’s career development professionals with significant challenges for preparing student—particularly those from diverse backgrounds—for careers in a rapidly changing world. Dr. Hrabowski discusses the interplay of social change, technology, education, and inclusion over the past 50 years, and what this means for our future work. Emphasizing themes from his TED talk on student success, he focuses attention on the importance of high expectations and hard work, building community among students, engaging faculty and staff with students, and conducting rigorous evaluations of what works. He assesses the way innovative approaches in and out of the classroom—including how UMBC has implemented course re-design, active and experiential learning, research opportunities, and internships with companies and agencies—promote student success, inclusive excellence, and achievement for students in all fields as they prepare for future careers.

Join Dr. Hrabowski immediately following the general session in the NCDA Showcase for a book signing. Please visit the NCDA Showcase to purchase a copy of his book. Limited quantities available.
NCDA Showcase
7:30 am - 5:00 pm
Houston Foyer
Back by popular demand! Stop by and visit the NCDA Showcase. The showcase will feature the NCDA bookstore, the NCDA Credentialing Commission, the NCDA Facilitating Career Development training program, and much, much more. If you have a question for NCDA, we’ll have an answer for you here!

Beverage Only Break
10:15 – 10:30 am
Houston Ballroom and 3rd Floor Foyer

Brain Trust Reception
10:30 – 11:30 am
Harris
This meeting is for all previous NCDA Eminent Career Award Winners, past NCDA Executive Directors, NCDA Past-Presidents, and NCDA Fellows.

GRADUATE STUDENT POSTER SESSIONS
10:30 – 11:45 am
Houston Ballroom
Graduate Students 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
The Impact of Meaningful Work on Helping Professionals
Felicia Mirghassemi, Sam Houston State University

#P2
Best Practices for Effective Supervision of Counselor-Trainees and Potential Barriers
Ashley Abraham, Sam Houston State University

#P3
So We Know Burnout is a Problem: Now What Do We Do About It?
Kirsti Reese, Sam Houston State University

#P4
Facilitating Post Traumatic Growth by Career Construction Group Counseling
Jiwon Kim, The University of Iowa

#P5
Value of Digital Badging: Helping Individuals with Barriers Obtain Competitive Employment
Brady Riedel, Goodwill of Southwestern Pennsylvania; Jamaal Davis, Goodwill of Southwestern Pennsylvania; Sarah Atwood, University of Pittsburgh

#P6
Let’s Talk About Debt: Addressing the Student Loan Crisis in Career Counseling
Megan Pritchett, California State University, Sacramento

#P7
Utilizing Career Theories to Address Extended School Non-Attendance
Alexander Huang, University of British Columbia

#P8
The Impact of Negative Career Thoughts on Negative Emotional States in a Career Counseling Group
Adrianna Jackson, Jessica Schultz, Emily Yowell, Melanie Leuty, The University of Southern Mississippi

#P9
A Focus on Existential Meaning for the Mid-Career Change Population
Thomson Ivins, Sam Houston State University

#P10
Career Counseling and the Pursuit of Equity: Serving Student Veterans through Individualized Career Counseling
Mary Fisk, Jon Niles, Terri Cummings, The Pennsylvania State University

#P11
The Impact of Negative Career Thoughts on Negative Emotional States in a Career Counseling Group
Adrianna Jackson, Jessica Schultz, Emily Yowell, Melanie Leuty, The University of Southern Mississippi

#P12
Built to Measure?
John McCarthy, International Centre for Career Guidance and Public Policy

#P13
Cultivating Initiatives for Equity and Social Justice in Career Services: A Panel Presentation
Montgomery
Christian Chan, Idaho State University; Melissa Fichtling, Northern Illinois University; Cheryl Love, Cal Poly Pomona; Mary Parker, Central Carolina Community College; Kyle Inselman, University of Denver; David Julius Ford, Jr., Monmouth University; Ruben Britt, Jr., Rowan University

For complete presentation and roundtable descriptions please download the NCDA Conference App or visit www.ncdaconference.org.
#205 Helping Clients Counteract Age Discrimination in the Job Search  
**Montrose B**  
Pamela Karr, Wake Forest University

#206 Discovery: A Barrier Breaking Process for Career Success for People with Disabilities  
**Memorial**  
Lisa Kelley, Arkansas Rehabilitation Services

#207 mPower: A Trauma-Based Approach for Discovering Your Superpower and Designing Your Path to Success  
**Briargrove**  
Amanda Friday, Georgetown University; Thommi Lawson, Webster University; Angie Smith, North Carolina State University

#208 Career Counseling is Not Real Counseling: Counselor Educators’ Attitudes toward Career Counseling Training  
**Kingwood**  
Darrin Carr, IUPUI; Yanhong Liu, Syracuse University; Fay Roseman, Barry University; Janine Rowe, Rochester Institute of Technology; Grace Wambu, New Jersey City University

#209 Helping First-Generation Students of Color Navigate Knowledge-Based and Psychosocial Barriers  
**Meyerland**  
Jonique Childs, University of Massachusetts Amherst

#210 Career Counseling and Grief: Providing Career Support for Parents of a Child with a Chronic or Terminal Illness  
**Tanglewood**  
Mary Rose Tichar, InsideOut Career Direction, LLC

#211 Breaking Barriers in Career Courses for First and Second-year Undecided Students  
**Galveston**  
Alison Devlin, Veronica Heiskell, Emily Swanson, The University of Texas at Austin

#212 Grounding the Helicopter: Career Development Advocacy with Students’ Family and Friends  
**Liberty**  
Melissa Cooper, Keely Floyd, Indiana University Purdue University Indianapolis (IUPUI)

#213 Designing and Evaluating K-12 Career Interventions that Impact Practice  
**Sugarland**  
Brian Callhoun, Wake Forest University; Melissa Wheeler, University of Phoenix; Lia Falco, University of Arizona

#214 Empowering K-12 Students with Interventions for the Future of Work  
**Clear Lake**  
Celeste Hall, Jennifer Wells, The Virginia Community College System

#2-1 Becoming an Ally for Inclusion in the Workplace: Leading the Way  
**Lisa Moon. Dynamic Diversity**

#2-2 Dysfunctional Career Thoughts and Relationships across Contexts among Young Adults with ADHD  
Abiola Dipeolu, Texas A & M University-Kingsville; Stephen Leierer, East Carolina University

#2-3 Home Field Advantage: Emphasizing Cultural Strengths in Student Athletes  
Ryan Sides, Carley Peace, Florida State University

#2-4 Deconstructing Career Decision Making: Empowering Clients by Improving Critical Thinking Skills  
Ann Nakaska, Constructive Career and Life Designs

#2-5 Breaking Barriers to Balance: How a Work-Life Benchmarking Project Led to Changes at One University  
Jenny Ward, University of Tennessee, Knoxville

#2-6 Empowering Women and Minorities through the Art of Negotiation  
Dianne Donovan-Colin, Weigh Anchor Coaching, LLC

#2-7 Using Improv to Improve Interview and Communication Skills  
Floyd Welsh, Saint Louis University

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**ROUNDTABLES**  
**10:30 – 11:45 am**  
**Houston Ballroom**

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.

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For complete presentation and roundtable descriptions please download the NCDA Conference App or visit www.ncdaconference.org.
#2-8
Building Connections on a Global Scale: Networking Interventions for International Students
Terah Davis, Cincinnati Christian University; Kwan Segal, International Career Advisory, Inc.; Un Yeong Park, University of Illinois at Urbana-Champaign; Leigh Mason, Carnegie Mellon University, Silicon Valley

#2-9
Understanding the Impact of Displacement on Refugee Youth Career Self-Efficacy: What School Counselors Can Do to Help!
Leann Morgan, University of Colorado Colorado Springs; Cailen Birtles, Liberty University

#2-10
How to Help when They’re Hopeless: Career Counseling for Suicidal Clients
Michael Morgan, Mariah Seybold, Florida State University

#2-11
Addressing Barriers and Building Success: Trauma-Informed Career Counseling
Latoya Haynes-Thoby, Diandra Prescod, Pennsylvania State University

#2-12
Leveraging the Leadership Drive of Generation Z: An Innovative Approach to Overcoming Career Centre Capacity
Jayne Hayden, University of Waterloo

#2-13
The Future of College Career Services and Education: A Delphi Study
Kevin Tate, State University of New York, College at Brockport; Jennifer Pollard, Wellesley College

#2-14
The Salary Puzzle: A Multi-Institutional Study of Salary Reporting Gaps on First Destination Surveys
Julia Makela, Joohong Ahn, University of Illinois at Urbana-Champaign

#2-15
My Different Names: A Career Facilitating Group with Constructive Perspective for Inmate Drug Users
Chun-Cheng Su, National Taipei University of Education; Yuh-Yin Wu, National Taipei University of Education; Pao-Wen Shih, Mackay Memorial Hospital Suicide Prevention Center; Ming-Chun LIN, Taipei Detention Center; Shu-Fang Liu, National Taipei University of Education; Chih Hsuan Lin, National Taipei University of Education

#2-16
NCDA Training Program in Greater China
Ivy Liao, People Achievement Consulting (PAC), Shanghai, China

Lunch on Your Own
11:45 am – 1:00 pm

Presentation Series 3
1:15 – 2:30 pm

#301
Your Certified Brand: Supporting your Professional Brand with an NCDA Credential!
Clear Lake
Aaron Leson, NCDA; John Long, Two Roads Resources, Inc.; Constance Pritchard, The Pritchard Group; James Westhoff, Husson University; Jessica Worny Janicki, JWJ Consulting, LLC; Tina Anctil, Portland State University

#302
River Oaks
Kevin B. Stoltz, University of North Alabama; Susan R. Barclay, University of Central Arkansas

#303
Breaking Barriers: Impacting Individuals and Local Communities through 2019 International Symposium Outcomes
Briargrove
Roberta Neault, Life Strategies Ltd./Canadian Career Development Foundation; Rebecca Edmond, The George Washington University; Brian Hutchison, New Jersey City University; Spencer Niles, College of William & Mary; Kathy Evans, University of South Carolina; Seth Hayden, Wake Forest University

#304
Building a Private Career Counseling Practice: What We Didn’t Learn in Graduate School
Sugarland
Richard Knowdell, Career Development Network

#305
Too Sharp to Fail: Career Independence for Persons with Disabilities
Memorial
Kiana L. Wilson, A Sharper U, LLC

#306
Expanding Partnerships to Create Enhanced Opportunities for Career and College Readiness
Liberty
Ed Ducey, Collierville Schools

#307
Career Development and Rural Schools: Implications for Practice
Tanglewood
Diandra Prescod, The Pennsylvania State University
#308 Engaging Undeclared Students with Gamification: Results of a Pilot for Career Pathways  
Montrose A  
Carla Johnson, College of DuPage; Ronda Ansted, Be the Change Career Consulting

#309 Career Education for All: Making Career Courses Required  
Montrose B  
Joanna Kroll, Katie Dunn, Emma Frazier, University of Michigan

#310 Constructing a Life with Meaningful Work: Using Life Design from Adulthood through Later Life  
Fort Bend  
Suzanne Savickas, Avenues of Counseling & Mediation, LLC; William Bridick, South Dakota State University; Hande Sensoy Bridick, South Dakota State University

#311 The 11th Competency: Integrating Technology into the Career Development Process  
Kingwood  
Dirk Matthews, Columbia College Chicago; Katherine Batte-Freeman, University of Illinois at Chicago

#312 8 Success Stories Embedding Narrative Tools into Curriculum and Programs  
Montgomery  
Mark Franklin, University of Toronto & OneLifeTools; Michael Stebleton, University of Minnesota-Twin Cities; Penny Frenu, Simon Fraser University; Jen Henderson, Career Allies

#313 New Approaches to Career Development: Overcoming Barriers to Maximizing the Fit between Individuals and Careers  
Meyerland  
Ronald Page, Assessment Associates International; Don Schutt, University of Wisconsin-Madison

#314 Exposing Visible and Invisible Career Barriers for International Students in Higher Education  
Galveston  
Roni K. White, Johns Hopkins University; Lynette Hepburn-Richardson, Valdosta State University; Yang Ai, University of Missouri - St. Louis

#3-1 Who You Are Matters! Game for Alums, Retreats, Consulting and Leadership Training  
Rich Feller, CSU; Jen Henderson, Career Allies

#3-2 Connecting Young Mothers to Careers through the American Job Center (AJC)  
Linda Woodard, LDW Group LLC; Marsha Davis, Healthy Families Jacksonville; Terry Lorraine, Northeast Florida Healthy Start Coalition

#3-3 Breaking Barriers for Undecided Students by Integrating Career Counseling and Academic Advising  
Alison Devlin, Veronica Heiskell, Emily Swanson, The University of Texas at Austin

#3-4 Succeeding Against Odds: Career and Leadership Development of First-Generation College Students  
Douglas S. Gardner, Utah Valley University

#3-5 Employability Skills 101  
Valerie Clark, Fort Myers Technical College

#3-6 The Power of Rapport and the Future of Collaboration  
Kristina Wright, University of Illinois at Urbana-Champaign

#3-7 Connecting Career Development Curriculum and Workplace-Learning: Case Studies of CLAP for Youth @ JC  
Seung-ming (Alvin) Leung, Sau-ha LUK, Lee Kwan Lau, Yu Hong Male, The Chinese University of Hong Kong

#3-8 Becoming a Career Ally for International Students  
Terah Davis, Cincinnati Christian University; Kwan Segal, International Career Advisory, Inc.; Tekeia Howard, Miami University

#3-9 Career Confidence Groups: A Brief Intervention for College Students  
Jessamyn Perius, Nicholas Debernardi, Brian Bossich, Grand Valley State University

#3-10 Build a Life of Purpose: Create Steps toward Meaningful Work and a Resilient Life using Odyssey Planning  
Abigail Crine, Brandeis University
#3-11
Behavioral Interviewing: Barrier or Bridge to Employment for College Students?
Linda Kobylarz, Post University

#3-12
Toward Equity in the Search for Purposeful Work
Amy Jaffe, Marianne Cowan, Bates College

#3-13
Navigating the “Murky” Waters of Career Development: Strategies for Intervening with African-Immigrant College Students
Grace Wambu, New Jersey City University; Jonique Childs, University of Massachusetts, Amherst

#3-14
Students on Academic Probation: The University’s Dirty Little Secret
Whitney Wells, Southern Methodist University

#3-15
Extended Learning for Immigrant Student Success
Angeliki Bourassa, Manchester School District

#3-16
The Juggling Act: Career Coaching Strategies for Adult and Non-Traditional Learners in Higher Education
Kelley Wong, Amber Burroughs, Truckee Meadows Community College

Beverage Only Break
2:30 – 2:45 pm
Houston Ballroom and 3rd Floor Foyer

NCDA Credentialing Commission Help Desk
2:30 – 5:45 pm
Harris

#403
Hope-Action in Education
Briargrove
Norman Amundson, University of British Columbia; Spencer Niles, College of William & Mary; Roberta Neault, Life Strategies Ltd; Hyung Joon Yoon, The Pennsylvania State University

#404
Governmental Relations: Moving the Mission of NCDA Forward
Montrose B
Diana Bailey, Consultant; Jason Ortega, LobbyIT; Niel Carey, Consultant; Rahsaan Bartet, Western Maricopa Education Center

#405
Military Culture 101 for Effective Veteran Client Services
Tanglewood
Priscilla Mondt, Veterans Healthcare System of the Ozarks

#406
Career Counseling for the Baby Boomer Generation: Breaking the Stereotype of the Older Worker
Meyerland
Pamela E. Brott. University of Tennessee, Knoxville

#407
Using the Possible Selves Escalator as a Tool for Effective Career Counseling Supervision: Supporting their Future Selves
Sugarland
Leann Morgan, University of Colorado Colorado Springs; Arden Szepe, University of Tennessee; Vera Chapman, Colgate University; Katie Maguire, University of Colorado Colorado Springs

#408
Tomorrow’s Jobs: Employment Projections from the U.S. Bureau of Labor Statistics
River Oaks
Teri Morisi, U.S. Bureau of Labor Statistics

#401
Kingwood
Bruce Hazen, Three Questions Consulting

#402
Career Counseling with Individuals Experiencing Homelessness
Memorial
Rebecca Michel, Joseph T. Nixon, DePaul University

For complete presentation and roundtable descriptions please download the NCDA Conference App or visit www.ncdaconference.org.
FRIDAY June 28, 2019

#409 Empowering Women to Break Barriers through Strengths-Focused Career Development
Galveston
Katie Peterssen, Meredith College

#410 Celebrate Success in Diversity, Equity and Inclusion with NCDA Award Recipients
Montrose A
Sandra Sylvestre, Brandeis University; Natalie Kauffman, Kauffman-Ncareers, LLC; Alberto Puertas, Brigham Young University; Michael J. Stebleton, University of Minnesota - Twin Cities; Mary Ellen Earnhardt, Montana Department of Labor and Industry; Ahmed Mostafa Kamal, Career Development Network

#411 Disrupting the Norm: Integrating Career Development and Academic Advising
Fort Bend
Suzanne Jasmine, University of North Carolina - Charlotte

#412 Spurring Success by Bridging the Career Readiness Gap
Montgomery
Geralyn Hoystek, Danielle Field, Western Michigan University

#413 Advisory Board, Business Connections and Career Development in Middle and High Schools to Build Strong Programs
Liberty
Mark Danaher, High School and Beyond

#414 Child and Adolescent Career Construction: An Expressive Arts Group Intervention
Clear Lake
Natalya Linda, Peggy Ceballos, Nicole Allen, University of North Texas

#4-1 Integrating Emotions and Thoughts in Career Services via Cognitive Information Processing Theory
Seth Hayden, Wake Forest University; Debra Osborn, Florida State University

#4-2 Overcoming Obstacles: Best Practices for Engaging Graduate Students in their Career Development
Leah Sibbitt, Florida State University; Rachel Coleman, Duke University

#4-3 Strategic Directions of Career Services in Chile: A Case of Search for Equity through Career Interventions in Curricula
Maria Soledad Cruz, Fernanda Costa, Sol Salas, Pontificia Universidad Católica de Chile

#4-4 Creating a Vision for the Future: Vision Boards as a Creative Career Intervention for At-Risk Students
Elisabeth Claytor, University of North Alabama

#4-5 Increasing Commuter and Non-traditional Students Engagement in Career Counseling through Virtual Chat
Priyantha Raut, Tiffany Bitting, University of Houston

#4-7 Sifting through the Sand: Utilizing Sandtray Therapy in Career Development
Marie Gurany, Counseling Center of Expressive Arts

#4-8 An Evidence-based Successful Internship Program for Schools
Mauli Mahajan, GEMS Modern Academy

#4-9 Confucianism and Trumpism: Job-hunting Challenges and Strategies for Working with Asian International Students in the U.S.
Yang Ai, University of Missouri - St. Louis

#4-10 Career Counseling and Mental Health: How They Intersect and How We Intervene
Tristen Hyatt, Erica Stallings, Erin Connelly, Lorna Shepherd, Florida State University

#4-11 Breaking Barriers through a Social Justice Discussion Group
Kyle Inselman, University of Denver

#4-12 Career Mentoring Programs for International Students: Insights from Korea and Japan
Sungsit Ahn, Korea University; Rei Shimmen Miura, Meiji University Yokohama Campus

#4-13 Narrative Assessment: Practice, Game and Online Storyteller Help Clients Navigate Disruption Everywhere
Penny Freno, Simon Fraser University; Mark Franklin, University of Toronto & OneLifeTools

For complete presentation and roundtable descriptions please download the NCDA Conference App or visit www.ncdaconference.org.
#4-14
Stacking the Deck: First-Generation Friendly Major and Career Exploration through Gamified Learning
Kerry Lay, Karley Clayton, IUPUI

#4-15
Differentiating Career Paths: TAMUC College of Business Distinction in Professional Development Program
Dawn Gomez, Texas A&M University - Commerce

#4-16
School Counselors and STEM Career Work: Preliminary Findings
Christopher Belser, University of New Orleans; Diandra Prescod, Pennsylvania State University

#4-17
Mindful Marketing to Engage International Students in Career Services
Sonia Liang, Brandeis University; Rose Xu, Purdue University

Beverage Only Break
4:00 – 4:15 pm
Houston Ballroom and 3rd Floor Foyer

For complete presentation and roundtable descriptions please download the NCDA Conference App or visit www.ncdaconference.org.

#506
Value of Digital Badging: Helping Individuals with Barriers to Obtain Competitive Employment
Montrose A
Brady Riedel, Jamaal Davis, Goodwill of Southwestern Pennsylvania

#507
Teaching Career Counseling Courses in Counselor Education Programs
Montrose B
Na Mi Bang, University of Central Arkansas; Seth Hayden, Wake Forest University; Yang Ai, University of Missouri - St. Louis

#508
Empowering Women Clients to Success: Addressing Barriers and Encouraging Hope
Briargrove
Lauren Pasquarella Daley, Catalyst; Valinda Lee, Scripps College

#509
Utilizing Solution Focused and Cognitive Behavioral Techniques to Encourage Career Development for Students
Montgomery
Emily Hawarney, Texas State University; Nadirah Pippen, University of North Carolina Wilmington

#510
Careers in the Classroom: Encouraging Faculty to Collaborate on Professional Development with Career Services
Fort Bend
Aileen Keown Vaux, Althea Harris, Eastern Washington University

#511
Breaking Barriers with Undeclared Students
Sugarland
Amy Huff, University of Colorado Denver
#512
Strategic Organizational Change toward a More Diversity-Friendly Career Service Office
Galveston
Amanda Cox, Un Yeong Park, Hollie Heintz, Emma Andruzych, The University of Illinois

#513
Life After High School: 5 Ways to Help Alleviate Student Anxiety Over What Comes Next?
Liberty
Eric Kelliher, Krista Harmon, Kent ISD

#514
Leadership Academy Presentations
Memorial
Tom Dodson, NCDA; Leadership Academy Participants

ROUND TABLES
4:15 – 5:30 pm
Houston Ballroom

#5-1
Grief Informed Career Counseling Interventions for Private Practitioners
Markell Morris, Futures in Motion, Inc.

#5-2
Debra Osborn, Caitlyn Brown, Michael Morgan, Florida State University

#5-3
Supervision Strategies for Career Professionals
Azra Karagic Siwiec, Walsh University; Sarah Patterson-Mills, Lindenwood University

#5-4
Transformative Coaching Appointments: Using the Stages of Change to Empower Clients and Students
Kali DeWald, University of Georgia

#5-5
What International Students Face When They Return Home to Asia
Marilyn Maze, Asia Pacific Career Development Association; Raza Abbas, Pathway Global Career Institute (Karachi); Midori Nonogaki, Asia University (Tokyo); Emily Lizada, Ateneo de Manila University

#5-6
Meeting Their Needs: Career Advising for International Students Studying in the US
Benny Belvin, Brandeis University

#5-7
Holland Interest Resources and Activities in Action: It’s More Than the Party Game
Janet Wall, CEUonestop.com

#5-8
Social Class and Career Counseling: Best Practice and Next Steps for Two Research Studies
Benjamin Wright, Emily Bulloch-Yowell, The University of Southern Mississippi

#5-9
The Diversity and Inclusion Project: A Professional Development Competition at UVA’s Career Center
Anna Sullivan, Hunter Finch, University of Virginia

#5-10
It’s Who You Know: Creating Inclusive Networking Events for Students
Rebecca Dordel, University of Minnesota Twin Cities

#5-11
How YouScience is Used with College Students to Overcome Exposure Bias
Vera Chapman, Vera Chapman, LLC; Jen Henderson, Career Allies

#5-12
Career Competencies of Vocational Teachers in Taiwan
Shu Chen Wu, National Taiwan Normal University

#5-13
Breaking Barriers, Building Bosses (Bold, Outgoing, Smart, Strategic, Educated SISTERS): The Power of Women Mentoring Women
Darcie Campos, Governors State University; Abiodun Durojaye, Ivy Tech Community College, Valparaiso

#5-14
Online Work Readiness: A Move in the Right Direction to Serve 40,000 Overwhelmed Students with Limited University Resources
Belinda Janeke, University of the Free State

#5-15
The Relationships among Personality Factors, Negative Career Thoughts, and Profile Elevation
Christine Edralin, Florida State University

#5-16
Understanding and Enhancing Career and College Readiness Self-Efficacy of Children and Adolescents
Stan Baker, North Carolina State University

For complete presentation and roundtable descriptions please download the NCDA Conference App or visit www.ncdaconference.org.
The reimagined, renamed 7th edition is NCDA’s influential guide to career assessment.

A Comprehensive Guide to Career Assessment contains important information career counselors and practitioners will find invaluable in learning about career assessment and selecting assessments specific to client needs. This edition connects to multiple service sectors and embraces global perspectives of career assessment.

Introducing NCDA’s brand new online companion to the print Guide.

- Offers an evolving database of assessment reviews, with new reviews being added regularly
- Includes perspectives of career assessment from diverse cultures and settings

SEE THE BOOK and ONLINE COMPANION! MEET THE EDITORS!
FRIDAY • JUNE 28, 2019 • 1:15 – 2:30 PM
Kevin B. Stoltz, University of North Alabama; Susan R. Barclay, University of Central Arkansas

The Comprehensive Guide and the online companion can be purchased together or as stand-alone resources, separate from one another.

SHOP THE NCDA CAREER RESOURCE STORE AT WWW.NCDA.ORG
Morning Meditation and Mindfulness
6:15 – 7:15 am
Chambers A
As helping professionals, we routinely communicate the value of self-care to our students and clients. As you prepare for each day’s learning and networking activities at NCDA Houston, you’re invited to embrace the day with Morning Meditation and Mindfulness - a simple, yet powerful act of self-care. Please wear comfortable attire for ease of breathing, stretching and sitting. Your host, Marshall Tucker, Atlanta, GA based career and life coach and practicing Zen Buddhist, invites you to join in these peaceful, reflective morning sessions. All are welcome, experience in meditative practice is not needed.

Lactation Room
7:00 am – 1:00 pm
Brazoria
This room is available for all nursing mothers. You may come and go at your convenience. The room has several chairs, tables, electrical outlets, and a small refrigerator for your convenience. Please stop by the Registration Desk for a key to access this room.

CCSP/GCDF Networking Session
7:15 – 8:15 am
Tanglewood
Stop by the informal networking session for a cup of coffee and to discuss topics important to those who have completed the NCDA Facilitating Career Development Training Program. This is a great opportunity to learn more about the new NCDA Credentialing Commission’s – Certified Career Services Provider (CCSP) credential. NCDA Training and Education Council

NCDA Conference Registration Open
8:00 am - 12:00 noon
Registration Desk, 2nd Level

Coffee Break
8:00 – 8:30 am
2nd and 3rd Floor Foyers
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.

#604
Cultivating Purpose with Disengaged Employees: Using Spirituality to Foster Purpose and Meaning in Work
Fort Bend
Tavonda Hudson, Clayton State University; Chris Pisanik, University of North Georgia

#605
Serviceman to Civilian: The Experiential Group Work to Prepare Veterans with PTSD for Workforce Success
Memorial
Cheryl Richardson, C. Richardson Counseling and Couseling, PLLC; Travis Andrews, Andrews Counseling and Consulting, PLLC/NC A&T State University

#606
You Deserve to Be Here: Empowering Women to Conquer the Feeling of Being an Impostor
Briargrove
Jessamyn Perlus, Kathy Wierzchowski, Grand Valley State University

#607
Addressing Career Needs of High School and College Students with Intellectual and Developmental Disabilities
Sugarland
Arden Szep, Melinda Gibbons, University of Tennessee, Knoxville

#608
Connect with Your Public Library to Break down Career Barriers
Tanglewood
Sylvie Golod, Richland Library; Summer Greenwood, Arapahoe Libraries; Anne Nowalt, East Baton Rouge Parish Library

#609
Born Global and Working Local: Partnering to Serve International Clients/Students/Customers
Montrose A
Deanna Knighton, Made in Durham

For complete presentation and roundtable descriptions please download the NCDA Conference App or visit www.ncdaconference.org.
#610 The Few: Preparing College Black Males for Career Readiness
Meyerland
Cheryl Hicks, Wake Forest University

#611 Advocating for International Students’ Career Success through Strategic Campus Partnerships
Montrose B
Sonia Liang, Brandeis University; Un Yeong Park, University of Illinois at Urbana-Champaign; Kendra Northington, George Washington University; Arame Mbojdj, Columbia University; Kwan Segal, International Career Advisory, Inc

#612 Breaking Barriers in Career Services: Integrating Career and Mental Health Assessment and Treatment
Montgomery
Brian Calhoun, Seth Hayden, Wake Forest University

#613 Digital Tools Empower Students to Empower Counselors
Liberty
Robert Sherwood, Dylene Cymraes, Identimap, Inc.

#614 Inspiration to Aspirations: Innovative Strategies for Working with Youth in Low-Income Communities
Galveston
Natasha Barnes, Delta State University

#615 ROUNDTABLES 8:30 – 9:45 am
Houston Ballroom
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.

#6-1 Moral Distress in the Workplace
Priscilla Mondt, Veterans Healthcare System of the Ozarks

#6-2 Policy, Advocacy, and Social Justice in Career Development
Azra Karagic Siwiec, Walsh University; Sharon K. Anderson, Colorado State University

#6-3 Promising Practices in Employee Career Development Programs
Don Schutt, University of Wisconsin-Madison

#6-4 Career Readiness IQ: The Journey to Learning Transfer
Diane Spizzirro, Columbia University

#6-5 Build Your Brand: A Creative Career Intervention Empowering Students to Identify and Communicate their Unique Value
Robert Stewart, Geralyn Heystelk, Danielle Field, Western Michigan University

#6-6 Look Beyond Job Titles: A New Approach
JP Michel, SparkPath

#6-7 Counselor Educators Empowering First-Generation College Students in Their Career Development
Jennifer Mani, Kent State University

#6-8 Breaking Down Barriers and Assumptions of the College Career Center One FCD Class at a Time
Kristi Barrowclough, University of Colorado Boulder

#6-9 Making Sense of Career Concerns through Integration of Cognitive Information Processing and Other Career Theories
Caitlyn Brown, Maritza Miller, Florida State University

#6-10 NCDA’s Organizational Values: Where Are We and Where Are We Going with These?
Hyung Joon Yoon, The Pennsylvania State University

#6-11 Consensus among Practice, Policy, and Research Experts: Career Counseling in Global Workforce Development
Sylvia Nassar, 2000

#6-12 Assessing and Addressing Implicit Bias
Shay Carper, Discovery & PEACE, PLLC

#6-13 What Does Career Competencies Mean to You? Redefining Them via Your Own Voice
Gaeun Seo, Weill Cornell Medicine; Heather Fortenberry, Cornell Career Services

#6-14 Partnering with Student Success Offices to Implement Theory, Research, and Practice Career Initiatives
Emily Bullock-Yowell, Kendall Klumpp, Benjamin Wright, University of Southern Mississippi

For complete presentation and roundtable descriptions please download the NCDA Conference App or visit www.ncdaconference.org.
AGENDA - SATURDAY

Beverage Only Break
9:45 – 10:00 am
2nd and 3rd Floor Foyers

PRESENTATION SERIES 7
10:00 – 11:15 am

#701 Why Personality Type Matters in Career Transition
Briargrove
Kim Neubauer, Lee Hecht Harrison

#702 The Ethics in a Culturally Diverse World: Developing Ethical Insights
Liberty
Azra Karajic Siwiec, Walsh University; Sharon K. Anderson, Colorado State University; Sarah Patterson-Mills, Lindenwood University

#703 Innovative Career Education Activity: Results of Impact Analysis
Galveston
Roberta Neault, Life Strategies, Ltd.; Lee Taal

#704 Youtube, Instagram and 21st Century Career Practitioner
Montgomery
Jaana Kettunen, University of Jyvaskyla, Finland; Brian Hutchison, New Jersey City University

#705 Older Workers: Achieving Economic Stability Following Job Loss through Back to Work Initiatives
Meyerland
Donna Thrash, Donna Thrash Kurpiers, LLC / CareerSource Brevard

#706 Sexual Identity Management in the Job Search Process: A Career Counseling Activity for Lesbian and Gay Clients
Montrose A
Suzanne Dugger, Augusta University

#707 Balancing Theory and Application: Constructing CACREP Career Counseling Syllabus
Montrose B
Thommi Lawson, Webster University; Angie Smith, North Carolina State University

#708 What Do You Really Value? Learn What Motivates Self and Others
River Oaks
Ken Kéis, Consulting Resource Group International Inc.

#709 University-School-Community-Funder Partnerships for Sustainable Career Development Practice
Kingwood
Seung-ming, Alvin Leung, Sau-ha LUK, Iris Hoi-Ying Kung, Lee Kwan LAU, Yu Hong Mak, The Chinese University of Hong Kong

#710 Creating a Culture of Career Collaboration
Sugarland
Ashley Byrd-White, University of South Carolina

ROUNDTABLES
10:00 – 11:15 am

Houston Ballroom
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.

#711 College and Career Readiness: Empower Students and Address Regional Needs through Community Collaboration
Clear Lake
Cheryl Wolf, Western Kentucky University; Destiny O’Rourke, Bowling Green High School

#712 Young, Black and Gifted: Empowering African American Students to Explore College and Career Opportunities
Fort Bend
Tashawn Nichols, The Urban Academy of Greater Pittsburgh Charter School; Michelle Mitchell, Wake Forest University

For complete presentation and roundtable descriptions please download the NCDA Conference App or visit www.ncdaconference.org.
#7-3  
College to Career Boot Camp: A Model for Empowering First-Generation, Low-Income College Students and Recent Graduates to Achieve Professional Employment  
Nadia Whiteside, Career Transitions Center of Chicago

#7-4  
Demonstrating Career Readiness: Building Skills Awareness through Portfolio Development  
Dirk Matthews, Columbia College Chicago

#7-5  
Adulting 101: Guiding Students from Hallowed Halls to the World of Work  
Whitney Wells, Kristin Smart, Southern Methodist University

#7-6  
Strategic Play for Powerful Results in Career Development  
Mike Callahan, The University of Michigan - Dearborn

#7-7  
Identifying and Using Emotional Intelligence Success Competencies for a Profession  
Joanna Hagan, Southwest College of Naturopathic Medicine

#7-8  
May the Course Be with You: Utilizing Career Education to Guide Undergraduates through Obstacles  
Ryan Sides, Caitlyn Brown, Florida State University

#7-9  
The Internship Investment: Increasing the Accessibility of Unpaid Internships  
Valinda Lee, Scripps College; Li Pon, Florida State University; Jacqueline Blesso, Brandeis University; Kimberley Cornwell, Northwestern University

#7-10  
Crossing the Thin Lines: Bridging Theory and Practice in School-based Work with Students Suffering from Addiction  
Jason Baker, Millersville University

#7-11  
An Empowering Approach to Career Development Based on Strengths and Appreciative Inquiry  
Don Schutt, University of Wisconsin-Madison

#7-13  
Coaching Students on Law School Essay Topics  
Lauren Dropkin, Brandeis University

#7-14  
The Power of Stories: Applying Narrative Therapy Strategies to Enlighten, Encourage, and Empower Clients  
Ann Martin, University of Maryland University College

Beverage Only Break  
11:15 – 11:30 am  
Texas Ballroom Foyer

CLOSING GENERAL SESSION  
11:30 am – 1:00 pm  
Texas Ballroom

Welcome: Dr. Spencer G. Niles, NCDA President

PRESENTATION OF AWARDS

Hope and Optimism Amid Transitions and Change

Dr. Jane Goodman

Hope is the belief in the possible, without certainty but with optimism. Transitions are events and non-events resulting in change. Virtually all career assistance involves transitions, internal or external. Some come from within a person, some from change in the world, for example, graduation and finding a first job, losing a job due to economic crises or technological change, changing jobs due to dissatisfaction, or retirement. In this presentation we will discuss how career counselors and other career practitioners can engender optimism and hope as they help students and clients navigate transitions.

Conference Adjourns 1:00 pm

See you next year in Minneapolis, Minnesota!  
Hilton Minneapolis Hotel  
June 30 – July 2, 2020

NCDA 2020  
MINNEAPOLIS, MN  
GLOBAL CAREER DEVELOPMENT CONFERENCE  
JUNE 30 – JULY 2, 2020
NCDA has had a wonderfully productive year! As President of our great organization, I have been overwhelmed by the hundreds of thousands of hours that members of NCDA’s Board of Directors, committees, councils, task forces, and commissions have devoted to making our association even better. It is with sincere gratitude to all who have contributed to NCDA’s success that we share with you this Annual Membership Meeting report.
### From “Notes on Parliamentary Procedures”
Prepared by Mark Pope, Ed.D. MCC
For the NCDA Annual Membership Meeting

#### Parliamentary Motions in Order of Precedence

<table>
<thead>
<tr>
<th>Privileged</th>
<th>MOTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fix Time to Adjourn</td>
<td></td>
</tr>
<tr>
<td>Adjourn</td>
<td></td>
</tr>
<tr>
<td>Call for Orders of the Day // I</td>
<td></td>
</tr>
<tr>
<td>Take Recess</td>
<td></td>
</tr>
<tr>
<td>Question of Privilege // I</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Appeal</th>
<th>MOTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appeal the Decision of the Chair // I</td>
<td></td>
</tr>
<tr>
<td>Division of the Assembly // N2, I</td>
<td></td>
</tr>
<tr>
<td>Division of the Question</td>
<td></td>
</tr>
<tr>
<td>Filling Blanks // N2</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Incidental</th>
<th>MOTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Objection to Consideration // 2/3, I</td>
<td></td>
</tr>
<tr>
<td>Make Nominations // N2</td>
<td></td>
</tr>
<tr>
<td>Close Nominations // 2/3</td>
<td></td>
</tr>
<tr>
<td>Parliamentary Inquiry // N2, I</td>
<td></td>
</tr>
<tr>
<td>Point of Information // N2, I</td>
<td></td>
</tr>
<tr>
<td>Point of Order // N2, I</td>
<td></td>
</tr>
<tr>
<td>Suspend the Rules // 2/3</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Subsidiary</th>
<th>MOTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lay on the Table</td>
<td></td>
</tr>
<tr>
<td>Previous Question // 2/3</td>
<td></td>
</tr>
<tr>
<td>Limit or Extend Debate // 2/3</td>
<td></td>
</tr>
<tr>
<td>Postpone to a Definite Time</td>
<td></td>
</tr>
<tr>
<td>Refer to a Committee</td>
<td></td>
</tr>
<tr>
<td>Amend the Amendment</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Main Motion</th>
<th></th>
</tr>
</thead>
</table>

**Legend**
- ALL CAPITALS = debatable motions
- Small Letters = non-debatable motions
- 2/3 = Motions requiring a 2/3rds vote (all other motions require a simple majority)
- N2 = Motions not requiring a second (all other motions require a second)
- I = May interrupt a member who has the floor (no other motions may interrupt the person who has the floor)
ANNUAL MEMBERSHIP MEETING AGENDA
June 28, 2019
Houston, TX

Call to Order: Spencer Niles, President

Introduction of the NCDA Board of Directors: Spencer Niles, President

Introduction of Parliamentarian: Spencer Niles, President

Parliamentarian Procedures: Mark Pope, Parliamentarian

Approval of Agenda: Spencer Niles, President

Approval of 2018 Annual Meeting Minutes: Spencer Niles, President

Membership Report: Spencer Niles, President

Treasurer’s Report: Brian Hutchison, Treasurer

Business Meeting:
  • Nominations and Elections: Paul Timmins, Past President
  • NCDA’s Credentialing Commission: Aaron Leson, Director
  • Shared Values Study Update: Hyung Joon Yoon, Chair
  • Pennsylvania CDA Charter Approval: Spencer Niles, President

Adjourn: Spencer Niles, President
MINUTES FROM 2018 ANNUAL MEMBERSHIP MEETING
June 22, 2018
Phoenix, Arizona

Meeting called to order by Paul Timmins, President, at 8:07am. Introductions and recognitions were announced:
• Introduction of the Parliamentarian, Jane Goodman

We have 126 members present, 64 is a simple majority needed to pass any motion.

Approval of the Agenda:
Paul Timmins asked for approval of the agenda and indicated this was located in the conference program (p. 68). MOTION to approve the agenda made by Doug Cullen, NH, seconded by Mark Danaher, CT. MOTION carries.

Approval of 2017 Annual Meeting Minutes:
MOTION to approve the minutes from last year’s meeting made by Natalie Kauffman, MD, seconded by Mason Murphy, TX. MOTION carries.

Membership Report:
Paul Timmins reviewed the Membership Report (p. 71 in the conference program) noting the steady membership history of the organization, and how it has met its long-term goal to exceed 5,000 members.

Treasurer’s Report:
Brian Hutchinson, Treasurer, outlined revenues and expenses for NCDA along with an explanation of projected revenues and expenses for the year. Brian also shared that this is a dynamic time of investments and changes for the organization, focused on the start of the new credentialing program and end of the offender workforce development program. Brian stated that a yearly independent audit for non-profit status was conducted, resulting in no exceptions cited. The full report was provided in the program book (p. 72). MOTION to approve the Treasurer’s Report made by Linda Kobylarz, CT, seconded by Roberta Neault, Canada.

BUSINESS MEETING

Nominations and Elections:
Past-President David Reile thanked the Nominations and Elections Committee for their work. The slate of candidates was announced, and their biographies were provided in the program book (p. 75). Here are the candidates:

Candidates for President-Elect-Elect
• Seth Hayden
• Brian Hutchison

Candidates for Trustee – State Divisions
• Carolyn Jones
• Wendy LaBenne
• Heather Robertson

Candidates for Trustee – Counselor Educators and Researchers
• Patrick Akos
• Tom Dodson

David Reile asked for additional nominations from the floor. Hearing none, a MOTION to close the nominations for election was made by Debra Osborn, FL, and seconded by Windie Wilson, TN. MOTION carries.

The two candidates for President-Elect-Elect gave 3-minute speeches outlining their candidacy.

Paul Timmins explained that a runoff election for Trustee – State Divisions would narrow the field to two candidates each. Voting occurred at the meeting by ballots. The results of the election will be announced at the second general session.
MINUTES FROM 2018 MEETING CONTINUED

New Nominations and Elections Committee for 2018-2019:
Two volunteer, NCDA members are needed to serve on the 2018-2019 committee, which is also comprised of the three most recent Past-Presidents. The immediate Past-President, Paul Timmins, will serve as Chair. The volunteers are: Rae Brendecke, CO, and Karol Taylor, MD.

NCDA Credentialing Commission:

Paul Timmins introduced Cynthia Marco-Scanlon, Director of Credentialing and Special Programs, and Constance Pritchard, Chair, thanking them for all of their hard work and dedication. Cynthia and Constance introduced commission members and provided an update on the credentialing initiative. The program has exceeded its first-year goal of 500 credential holders. The newly revised website was presented including a guide to choosing a credential, which was also available in the program (p. 12), study guides, and resources for International applicants available July 15, 2018. A CEU Manual is in progress. A reminder was provided that the current two fast-track options for CCSP and CCC will end December 31, 2018.

Bylaws Amendments
Paul Timmins shared the Board’s work on amendments to NCDA’s bylaws, which were available in the conference program (p. 79-89). Additions were marked in red reflecting the establishment of working protocols for the NCDA Credentialing Commission, an update to the Committee/Council’s section, and the new organizational membership category.

Since NCDA has launched the NCDA Credentialing Commission last August, the commission and board have been working hard to establish guidelines and bylaws for their operation. In addition, policy and procedures were established for this new NCDA entity. The suggested bylaws provide that structure for the Commission to operate.

The Organizational Membership Category, which has been a frequent request, will allow organizations and companies seeking membership to consolidate their billing and pay by their members, (i.e., 1-5, 6-10, 11-20). The Board will monitor this new program and propose further tiers if needed.

The Board also recommended changes to the Committee Section of the Bylaws, Section IX, which also enables the board to annually decide which committees continue, which remain constant, and which need updated according to the needs of the association. These changes appeared as strikeouts in the program, identifying inaccurate terminology due to the titling of the former Career Service Provider Advisory Council, which will become the Training and Education Council in October.

Questions from the floor included the following: including more details of tiered organizational membership in the bylaws, instead of the Policy and Procedures Manual; the process to determine tiers and discounts; and who votes on changes to the Policy and Procedures Manual. Paul shared that the NCDA Board made decisions about the current proposed changes after research and discussion that included close coordination with headquarters staff. He also explained that changes to the Policy and Procedures Manual is voted on annually by the Board and require less time to implement than changes to the bylaws. A MOTION to strike the last sentence of the proposed Article II, Section 2, Item G: Organizational Members was made by Marilyn Maze, MD, seconded by Doug Cullen, NH.

Discussion continued with questions about the following: adding a description of an organizational membership be included in Item G as mentioned above; clarification of intent and qualification for organizational membership, to include or exclude an individual person joining as an organization. Paul Timmins indicated that the Board would need to further discuss and make decisions about membership rates and organizational membership and these decisions will be included in NCDA’s Policy and Procedures Manual.

Paul Timmins called for a vote on the MOTION to strike the last sentence in proposed Article II, Section 2, Item G: Organizational Members. MOTION carries.

Paul Timmins called for a motion to approve the bylaws amendments. MOTION to approve the bylaws amendments made by Ebony Scurry, MD, seconded by Gigi Johnson, CA. MOTION carries.

Approval of Kentucky Charter
Paul Timmins introduced a new charter from the state of Kentucky acknowledging their tireless work to reorganize the state division this past year. MOTION to approve the new charter for Kentucky made by Mindy Wilson, KY, seconded by Wendy LaBenne, MO. MOTION carries.

MOTION to adjourn the meeting was made at 9:11 am by Autumn Collins, NM, seconded by Dalila Byrd, OH. MOTION carries.
## NCDA MEMBERSHIP REPORT

### Membership by Type
<table>
<thead>
<tr>
<th>Category</th>
<th>Members</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACA/NCDA Regular Members</td>
<td>313</td>
<td>6%</td>
</tr>
<tr>
<td>NCDA Only Regular Members</td>
<td>2,461</td>
<td>53%</td>
</tr>
<tr>
<td>Student/New Professionals</td>
<td>1,205</td>
<td>25%</td>
</tr>
<tr>
<td>Retired/Emeritus</td>
<td>150</td>
<td>3%</td>
</tr>
<tr>
<td>Life</td>
<td>28</td>
<td>1%</td>
</tr>
<tr>
<td>Promotional</td>
<td>522</td>
<td>12%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>4,679</td>
<td>100%</td>
</tr>
</tbody>
</table>

### By Ethnicity
<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Members</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>African-American</td>
<td>617</td>
<td>16%</td>
</tr>
<tr>
<td>Asian</td>
<td>247</td>
<td>6%</td>
</tr>
<tr>
<td>Caucasian</td>
<td>2,585</td>
<td>67%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>177</td>
<td>5%</td>
</tr>
<tr>
<td>Native American</td>
<td>42</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>177</td>
<td>5%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>3,845</td>
<td>100%</td>
</tr>
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</table>

### Method of Joining
<table>
<thead>
<tr>
<th>Region</th>
<th>Members</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACA Processed</td>
<td>756</td>
<td>16%</td>
</tr>
<tr>
<td>NCDA Processed</td>
<td>3,923</td>
<td>84%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>4,679</td>
<td>100%</td>
</tr>
</tbody>
</table>

### By Constituency Groups
<table>
<thead>
<tr>
<th>Group</th>
<th>Members</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counselor Ed/Researcher</td>
<td>380</td>
<td>9%</td>
</tr>
<tr>
<td>Higher Ed Career Services</td>
<td>1,945</td>
<td>47%</td>
</tr>
<tr>
<td>School Counselors &amp; Specialists</td>
<td>378</td>
<td>9%</td>
</tr>
<tr>
<td>Other</td>
<td>507</td>
<td>13%</td>
</tr>
<tr>
<td>Agencies</td>
<td>236</td>
<td>6%</td>
</tr>
<tr>
<td>Business and Industry</td>
<td>230</td>
<td>6%</td>
</tr>
<tr>
<td>Private Practice</td>
<td>454</td>
<td>10%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>4,130</td>
<td>100%</td>
</tr>
</tbody>
</table>

### By Region
<table>
<thead>
<tr>
<th>Region</th>
<th>Members</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Atlantic</td>
<td>828</td>
<td>18%</td>
</tr>
<tr>
<td>Southern</td>
<td>1,711</td>
<td>37%</td>
</tr>
<tr>
<td>Midwest</td>
<td>861</td>
<td>18%</td>
</tr>
<tr>
<td>Western</td>
<td>981</td>
<td>21%</td>
</tr>
<tr>
<td>International</td>
<td>290</td>
<td>6%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>4,679</td>
<td>100%</td>
</tr>
</tbody>
</table>

### By Gender
<table>
<thead>
<tr>
<th>Gender</th>
<th>Members</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>860</td>
<td>22%</td>
</tr>
<tr>
<td>Female</td>
<td>3,054</td>
<td>78%</td>
</tr>
<tr>
<td>Non-binary</td>
<td>2</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>3,916</td>
<td>100%</td>
</tr>
</tbody>
</table>

### By Degree
<table>
<thead>
<tr>
<th>Credentials</th>
<th>Members</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>CCC</td>
<td>174</td>
<td>14%</td>
</tr>
<tr>
<td>CCCE</td>
<td>11</td>
<td>1%</td>
</tr>
<tr>
<td>CCSCC</td>
<td>18</td>
<td>1%</td>
</tr>
<tr>
<td>CCSP</td>
<td>962</td>
<td>75%</td>
</tr>
<tr>
<td>CMCS</td>
<td>78</td>
<td>6%</td>
</tr>
<tr>
<td>CSCDA</td>
<td>35</td>
<td>3%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,278</td>
<td>100%</td>
</tr>
<tr>
<td>% of membership with credentials</td>
<td>17.5%</td>
<td></td>
</tr>
</tbody>
</table>
# Treasurer's Report

## Revenues

<table>
<thead>
<tr>
<th></th>
<th>FY 2017-18</th>
<th>FY 2016-17</th>
<th>FY 2015-16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conferences/Institutes</td>
<td>471,869</td>
<td>538,016</td>
<td>625,305</td>
</tr>
<tr>
<td>Membership Dues</td>
<td>280,283</td>
<td>321,251</td>
<td>321,651</td>
</tr>
<tr>
<td>Facilitating Career Development (FCD)</td>
<td>324,980</td>
<td>268,570</td>
<td>227,085</td>
</tr>
<tr>
<td>Publication Sales</td>
<td>57,984</td>
<td>65,686</td>
<td>89,035</td>
</tr>
<tr>
<td>Non-Member CDQ Subscriptions</td>
<td>31,775</td>
<td>46,652</td>
<td>41,518</td>
</tr>
<tr>
<td>Other Income</td>
<td>42,458</td>
<td>41,243</td>
<td>23,350</td>
</tr>
<tr>
<td>Investment/Interest Income</td>
<td>26,054</td>
<td>25,622</td>
<td>17,868</td>
</tr>
<tr>
<td>Credentialing Commission</td>
<td>78,030</td>
<td>16,220</td>
<td>0</td>
</tr>
<tr>
<td>Second Century</td>
<td>13,135</td>
<td>876</td>
<td>2250</td>
</tr>
<tr>
<td>Other Training (SCDA and CSP)</td>
<td>51,670</td>
<td></td>
<td>193,927</td>
</tr>
<tr>
<td>Total</td>
<td><strong>1,378,238</strong></td>
<td><strong>1,324,136</strong></td>
<td><strong>1,541,989</strong></td>
</tr>
</tbody>
</table>

## Expenses

### Program Services

<table>
<thead>
<tr>
<th></th>
<th>FY 2017-18</th>
<th>FY 2016-17</th>
<th>FY 2015-16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conference/Institutes</td>
<td>482,575</td>
<td>485,699</td>
<td>512,841</td>
</tr>
<tr>
<td>Publications</td>
<td>75,172</td>
<td>71,217</td>
<td>88,227</td>
</tr>
<tr>
<td>Magazine</td>
<td>61,779</td>
<td>60,705</td>
<td>60,418</td>
</tr>
<tr>
<td>Facilitating Career Development (FCD)</td>
<td>31,527</td>
<td>57,390</td>
<td>58,192</td>
</tr>
<tr>
<td>Credentialing Commission</td>
<td>92,795</td>
<td>56,297</td>
<td>35,071</td>
</tr>
<tr>
<td>Marketing/Member Services</td>
<td>30,455</td>
<td>42,320</td>
<td>33,463</td>
</tr>
<tr>
<td>Second Century</td>
<td>77,809</td>
<td>42,700</td>
<td>23,815</td>
</tr>
<tr>
<td>Journal</td>
<td>31,723</td>
<td>30,762</td>
<td>31,113</td>
</tr>
<tr>
<td>Offender Workforce Development</td>
<td>54,545</td>
<td></td>
<td></td>
</tr>
<tr>
<td>International Collaborations</td>
<td>16,700</td>
<td>7,820</td>
<td>1,820</td>
</tr>
<tr>
<td>Prof Development/Miscellaneous</td>
<td>1,603</td>
<td>2,080</td>
<td>4,517</td>
</tr>
<tr>
<td>Research Grants</td>
<td>2,270</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>Training Curricula Deve (SCDA and CPS)</td>
<td>54,545</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Technology</td>
<td>27,460</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,542,769</strong></td>
<td><strong>1,440,468</strong></td>
<td><strong>1,545,369</strong></td>
</tr>
</tbody>
</table>

### Support Services

<table>
<thead>
<tr>
<th></th>
<th>FY 2017-18</th>
<th>FY 2016-17</th>
<th>FY 2015-16</th>
</tr>
</thead>
<tbody>
<tr>
<td>General/Administrative</td>
<td>424,092</td>
<td>451,147</td>
<td>415,412</td>
</tr>
<tr>
<td>Governance</td>
<td>132,264</td>
<td>119,427</td>
<td>115,297</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,542,769</strong></td>
<td><strong>1,440,468</strong></td>
<td><strong>1,545,369</strong></td>
</tr>
</tbody>
</table>

## Change in Net Assets

<table>
<thead>
<tr>
<th></th>
<th>FY 2017-18</th>
<th>FY 2016-17</th>
<th>FY 2015-16</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Change in Net Assets</strong></td>
<td><strong>-164,531</strong></td>
<td><strong>-116,332</strong></td>
<td><strong>-3,380</strong></td>
</tr>
<tr>
<td>Net Assets, beginning of the year</td>
<td>807,641</td>
<td>923,973</td>
<td>927,353</td>
</tr>
<tr>
<td>Net Assets, end of the year</td>
<td>643,110</td>
<td>807,641</td>
<td>923,973</td>
</tr>
</tbody>
</table>
# ASSETS AND LIABILITIES

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

Treasurer's Report is based on the final audit report provided by Morse & Company Consultants and Certified Public Accounts, based in Tulsa, OK.
**SLATE OF OFFICERS**

**President-Elect-Elect**  
Ron Cathey  
Sharon Givens  
Carolyn Jones

**ACA Governing Council Rep**  
Lisa Severy

**Trustee for Private Practice, Business/Industry & Agencies**  
Courtney Warnsman

**Treasurer**  
Charles Lehman

**Trustee At Large**  
Marty Apodaca  
Julia Makela  
Lakeisha Mathews

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**Ron Cathey, MA, LPC-S, LMFT-S**  
Candidate for President-Elect-Elect

Ron Cathey is Director of Counseling & Career Services, Louisiana Tech University. He guides the student mental health and career services. He has taught a career development course for 15 years and teaches a professional career development course. Ron is a Career Development Facilitator Instructor. Currently, Ron is co-chair of the NCDA Career Development Month. He served six years as a NCDA Trustee, first, as the Southern Region Trustee and later as State Divisions Trustee. Ron was selected to the inaugural class of the NCDA Leadership Academy, served as the coordinator of the program, and helped to establish the Leadership Academy Development Committee. He has served NCDA on the Government Relations, Awards, and Mentoring committees. Ron received the NCDA Outstanding Career Practitioner Award in 2017.

Ron received his Master’s degree in Marriage & Family Therapy from Northeast Louisiana University. He is a Licensed Professional Counselor, supervisor and a Licensed Marriage & Family Therapist, supervisor. He currently serves in his second term on the Louisiana LPC Board of Examiners. Ron is affiliated with the American Association for Marriage & Family Therapy, Clinical Fellow and the American Counseling Association. He is a past president of the Louisiana Counseling Association, Louisiana Career Development Association, and Louisiana College Counseling Association.

**Goal Statement**

As President of NCDA, I would seek to pursue four fundamental themes:

1. To recognize the history of NCDA. NCDA has provided career development resources through professional development, publications, standards, and advocacy to practitioners and educators who inspire and empower individuals to achieve their career and life goals. We need to focus on past success and the current strategic plan. How can we adapt what has been successful to our generation?

2. To consider the essentials of the practitioners, educators today who are inspiring, empowering individuals to achieve career/life goals. Where will we find them working? What do these practitioners need to do their work? How can we encourage them?

3. To deliver a vision to inspire and empower individuals to achieve their career and life goals today... for our generation, culture and communities, and for our policy makers. Who needs to be empowered and given hope through career development?

4. To guide a message to others about the NCDA mission and to tell stories of changed lives through career development. What can we tell? What is being done that is changing lives? How do we let others know what NCDA members are doing?
Sharon Givens, EdD, LPC/S, NCC, BC-TMH, CCC, BCC, ACS, GCDF, CCSP
Candidate for President-Elect-Elect

Sharon Givens is a researcher, a licensed psychotherapist, career counselor and professional trainer. Sharon is also a former counselor educator. Sharon is currently serving her third year as Trustee for Private Practice, Business/Industry & Agencies. Sharon is the former co-chair of the NCDA Facilitating Career Development Advisory Council. Sharon is a member of the South Carolina Career Development Association.

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/Counseling. Sharon was the recipient of the Lorin Anderson Award for Doctoral Research. As a career and college readiness project director in 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.

GOAL STATEMENT:
I am honored to be considered for the NCDA presidency. My goals would focus on expanding our strong successes while growing membership, leading the development of a global learning hub and collaborating with other entities. Specifically, I would like to focus on three primary areas: People, Professional Development and Partnerships. People are NCDA’s key resource. My goal is to expand NCDA’s membership by increasing the visibility of our vibrant community, providing practical and compelling resources and essential tools that empower and inspire. I envision using additional digital marketing tools to reach a wider audience of professionals who can add new phenomena and ensure a body of rich diversity.

Learning should never stop. My vision is to expand our current professional development platform by creating a global learning hub that offers consistent opportunities for our members to stay current, master new skills, aim for excellence and continue to become transformational leaders in our field. This effort would entail seeking scholars and practitioners to collaboratively utilize their expertise to develop resources and facilitate webinars and podcasts. Ultimately, I would work to ensure that this component cultivates a pipeline for professionals to brainstorm and network via interactive regional, national and international outlets. Finally, my focus on partnerships includes developing at least two long term corporate partners to serve as experts regarding current and future trends for the 21st century workforce. I will also develop multiple public and private industry partnerships in various locales to leverage resources and access the expertise of their staff through hosting site visits, virtual tours and mentoring programs.

Carolyn Jones, MEd, CMCS, GCDF
Candidate for President-Elect-Elect

Carolyn D. Jones has an extensive professional background as a Career Center Executive Director and was responsible for career development and experiential education programs and services. Her duties included providing career counseling, strategic and operational planning, developing team building strategies, fiscal management, building university partnerships, curriculum development, marketing and fundraising. As the President/CEO of CDJ Consulting, LLC she provides career development as an expert in executive coaching and leadership and resource development. She has a Master’s degree in Educational Psychology.

Carolyn currently serves as the Trustee for State Divisions. She has also served as chair and co-chair of the NCDA Ethics Committee and as a member of the Awards Committee for several years. Carolyn was co-chair of the Ethics Committee in 2015 during the revision of the Code of Ethics. She has also served as the 2016-2017 and 2017-2018 President of the Florida Career Development Association (FCDA). She has authored and co-authored several articles in the Career Development Magazine.

In addition to NCDA, her trustee board experiences include serving as Vice Chair of the Northern New Jersey United Way, Trustee for the Montclair American Red Cross, and as a Trustee and the Secretary of the State University of New York Maritime College Foundation Board, among others.

GOAL STATEMENT:
To serve as President-Elect-Elect would give me the opportunity to be more closely aligned with the implementation of the overarching goals and actions of the President. My goals would focus on strategically strengthening the inclusion of the knowledge and expertise of the members who serve as leaders of NCDA. My work as a trustee and committee chairs has given me the opportunity to fully understand the depth of knowledge, the commitment to the profession and the diversity of the expertise of those who serve in these roles. Establishing a structured path of communication is key as well as creating a broad channel of communication by incorporating the many resources offered by NCDA would also be a priority.

Being a good team player means working collaboratively with other members who are also accountable to achieve a common goal and/or to complete a specific task. As a result, the level of creativity of the team is higher because the valued contributions of the individual members lead to better work performance and thereby a more successful organization. My commitment is to provide the most effective and efficient leadership possible as President-elect-elect to sustain the profession and to support the mission and goals of the association.
Lisa Severy, PhD, CCC
candidate for ACA
governing representative

Dr. Lisa Severy 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. She has served as ACA Governing Representative for NCDA since 2017.

Lisa currently works at the University of Colorado Boulder as the Director of Career Services. 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:
- ACA Governing Council, since 2017
- NCDA Credentialing Initiative Organizing Committee, 2016
- President, 2013-2014 (President-Elect 2012-2013; Past-President 2014-2015)
- Secretary, 2011-2012.
- Designated NCDA Fellow, 2010.
- Member since 1996.

Goal statement:
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 grows our credentialing and accreditation projects, 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 serve as an asset to both associations and I look forward to continuing my engagement in the field.

Courtney Warnsman, PhD, CCSP
candidate for trustee
– Agencies, Business/Industry, and Private Practice

Courtney Warnsman has been a career development facilitator for nearly 20 years. Since entering the profession as an Academic and Career Advisor at the University of Texas at Austin in 2000, she has moved into Private Practice at Austin Career Connections in Austin, TX, delivering career services to individual clients across functional roles and industries. In addition to her full-time work, Courtney serves as Executive Development Program Consultant for the Baylor University Executive MBA Program, is the resident resume “tweaker” for the Launch Pad Job Club, and has participated as a member of the Graduate Dean’s Advisory Group at the University of Texas, a group dedicated to developing career services programs for Doctoral Candidates who do not want to work in the academy.

Courtney joined NCDA and received the GCDF credential in 2004. She is currently a Career Development Facilitator Instructor and CCSP. For the past few years, Courtney has served as an Ambassador for the Private Practice, Business, Industry & Agencies Constituency. This year, she helped launch and currently facilitates monthly “Tuesday Talks,” an opportunity for constituency members to network online, ask questions, and share best practices in community with other practitioners.

Courtney combines knowledge, humor, and tough love when helping people reach their career goals. She says, “Career transition can be a stressful time; I strive to lighten the load a little, providing advice and direction (of course) but, more importantly, giving a laugh, a hug, or a kick in the pants when warranted.” Courtney received her Bachelor’s, Master’s and Doctoral degrees in Education at the University of Texas at Austin.

Goal statement:
My goals are two-fold. Goals for the Private Practice, Business, Industry & Agencies Constituency would be to continue to grow and develop the community of practitioners as well as to provide ongoing educational opportunities and exchange of information. For NCDA overall, the goal would be to “stay ahead of the game.” The rapid pace at which technology, business and the job market change require us to be able to adapt more quickly every year. NCDA needs to lead the way in helping practitioners move beyond “We’ve always done it this way” mentalities and provide members with research-based, innovative methodologies to be able to provide current and relevant career services to the diverse group of people who entrust their career development to us.
Charles Lehman
Candidate for Treasurer

Charles Lehman is currently Director of the Employment and Economic and Information Center of New Mexico, a consulting company in Albuquerque, New Mexico. His company provides workforce and economic development data and analysis to educational, government, nonprofit, business and individual clients.

Charles is a long-time member of NCDA and has previously served on the NCDA Board as Treasurer for two terms, as Western Region Trustee, and as Veterans Committee co-chair for six years. He is a founding member of the New Mexico Career Development Association and has served as its treasurer and program manager for over 25 years.

His previous experience includes longtime employment at the NM Department of Labor where he was Program Manager for the Economic Research Bureau and State Coordinator for the Workforce Investment Act. Subsequently, he administered a regional workforce board with eight one stop centers. He has degrees in economics and mathematics from the University of New Mexico and an accounting major from the University of Albuquerque.

GOAL STATEMENT:
I believe that career counseling and development is a critical part of individual fulfillment and workforce organizational success. My goal as NCDA Treasurer would be to ensure the association’s many excellent programs supporting this objective continue to be fully funded while maintaining adequate financial reserves to meet emerging and future needs. To accomplish this, I would work closely with the NCDA Board, its exemplary contract management contractor, association committees, and general membership by utilizing my treasurer and financial experience at both state and national levels.

My general non-financial goals would include increasing membership, promoting increased career counseling in high schools and to the general public, improving the Leadership Academy, and providing more frequent career development information to the membership.

Marty Apodaca, MA, LMHC, CCC, NCC
Candidate for Trustee-at-Large

This is a story that begins in the fields of rural southeastern New Mexico. As a second generation American, my family sowed in the soil of my experience the seeds of relationships, community, and education. These beginning values took root and grew throughout the chapters of my life. The University of New Mexico nourished my passions and encouraged me to grow as a person and professional. My love of stories and interest in people came to fruition as a career counselor, a role where I could assist people in authoring the next stage of their career journey.

What keeps you connected to NCDA? The 2013 NCDA conference in Boston ignited my passion for NCDA. For the first time in my career, I found a home filled with likeminded individuals that willingly shared their expertise and insight with me. The people of NCDA provided a safe and nurturing community that pushed me to grow in practice to clients and service to my community. Career practitioners are a family with our narratives united under the umbrella of NCDA. Here, our integrated voices stand to the service of clients, students, and communities. At its core, NCDA grows through the relationships kindled among members.

GOAL STATEMENT:
What direction would you like to see NCDA’s story grow?

NCDA’s origin is rich, reflected in its membership that housed great career visionaries and forward thinkers. I believe I can contribute to this story by actively strengthening the community of NCDA. I will do this by engaging with our membership at all levels, building bridges between members from different generations and diverse backgrounds. Inspired members go on to inspire others. Inspiration leads to innovation, an element that helps fuel NCDA. I will also give the board and membership my unique perspective on NCDA initiatives, a perspective shaped by being a career-driven millennial with a non-traditional background. In addition, I want to be an advocate for the future generation of emerging leaders by actively collaborating with our current leadership to ensure all voices are represented. Thank you for allowing me to share my passion for NCDA with you and for taking the time to read a part of my story.

Selected Service and Certifications

- Career Convergence Co-Associate Editor, Features
- Former Leadership Academy Graduate
- Current New Mexico Career Development Association Board Member
- Former New Mexico Career Development Association President
- Licensed Mental Health Counselor, NM
- Certified Career Counselor
- National Certified Counselor
- Site Supervisor for Masters Level Mental Health Interns
Julia Makela, PhD
Candidate for Trustee-at-Large

Julia Makela is the Associate Director for Assessment and Research of The Career Center at the University of Illinois at Urbana-Champaign. With 19 years of experience in career development, Julia's work focuses on helping career practitioners bring out the best in their programs and services. Julia specializes in facilitating practitioner-engaged program assessments that gather evidence to inform and continually enhance career development practice. She shares resources and builds communities to communicate the value of career services. Julia is the lead author of NCDA's program assessment monograph. Learning outcomes assessment step-by-step: Enhancing evidence-based practice in career services, as well as various assessment-related journal and professional association publications. She also established and maintains the Assessment and Research in Career Services (ARCS) Network, which facilitates conversation and collaboration among career services professionals nationwide who are engaged in assessment and research within practice environments.

For NCDA, Julia serves as a member of the Ethics Committee (2005-present; Chair 2009–2012). She assisted with two revisions of the NCDA Code of Ethics (2007, 2015), led the development of the Ethics in a Nutshell column in the Career Developments Magazine (contributing 11 articles in 10 years), wrote two NCDA ethics case study monographs (2009, 2017), and more. Julia is also a member of NCDA's Publications Development Council (2012–present), helping to identify, review, and share resources to enhance practice across our field.

Julia earned a Ph.D. in higher education from University of Illinois, a M.S. in counseling from Florida State University, and a B.S. in computer science from Cornell University. She was a member of the inaugural 2006-2007 NCDA Leadership Academy class and received a 2018 NCDA Merit Award for significant contributions to the career development field.

GOAL STATEMENT:

As Trustee-at-Large (with a focus on the Leadership Academy), I would be excited to support leadership education, mentoring, and networking within NCDA. I aim to do so both within formal leadership programs, and by engaging members in existing committees, constituency groups, and other networking structures. NCDA has been my professional home for 19 years. My career and professional contributions are heavily influenced by NCDA's community and support. I have been fortunate to observe—and experience—the career-changing impact of involvement in the Leadership Academy, NCDA committees, and other roles. My goal is to enhance spaces for NCDA members to build relationships, seek new opportunities, and nurture their professional passions. I am committed to cultivating leadership among our members as this is key to the future and vitality of NCDA and the career development field.

Lakeisha Mathews, MS, CCSP, CPRW, GCDF, CPCC
Candidate for Trustee-at-Large

Lakeisha Mathews is Director of the Career and Internship Center at the University of Baltimore and has fifteen years of experience in career services. She formally served as Associate Director of Career Services at the University of Maryland University College and as Assistant Director for Alumni & Graduate students at the Loyola University Maryland Career Center.

Lakeisha has been a member of NCDA since 2008 and currently serves as the Trustee for Higher Education Career Counselors and Specialists. She previously served as Chair of National Career Development Month, is a Past-President of the Maryland Career Development Association and graduated from the NCDA Leadership Academy. Known for a positive and collaborative approach to leading, Lakeisha recently established an Advisory Board for Higher Education Constituents, and during her tenure as MCDA President the association received the NCDA 2012 Southern Region Award.

Lakeisha holds several industry certifications including the CCSP, CPRW, GCDF, CPCC. Lakeisha is also certified to administer the MBTI and Strong Interest Inventory and is currently pursuing an Ed.D in Higher Education Leadership & Innovation from Wilmington University. Lakeisha holds a M.S. in Human Resource Development from Towson University and a B.A. in Communication from the University of Maryland College Park. She wrote a chapter for Find Your Fit: A Practical Guide to Landing a Job You’ll Love which was published by the ATD in 2016.

GOAL STATEMENT:

My goals for serving as Trustee at Large is to help support, develop, and engage the next generation of leaders for NCDA and the career development industry. With a proven record of accomplishment at building coalitions and mentoring new professionals, I would work closely with the Leadership Academy Development Committee to support the mission of identifying future generations of NCDA leaders. I believe my experience as a leader, skill at coaching new professionals, and strategic planning acumen can help the LADC build the Leadership Academy into a top tier program, pipelining talent onto the NCDA Board and volunteer committees. In addition, I will be an advocate for diversity and inclusion working to ensure that all voices are invited to the table. Lastly, I will encourage innovation and creativity to help bridge the past with the future, ushering in a new wave of leaders who can continue to advocate for the field of career development and represent NCDA as the premier organization inspiring and empowering individuals to achieve their career life goals.
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*Offer cannot be combined with any other promotion, discount, coupon, or special offer or applied to previously placed orders.

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Learn more in our new SDS White Paper! Visit parinc.com/SDS_white_paper.
At the close of this event, you will need to complete this form and return to info@ncda.org. Once received by NCDA, you will be sent an electronic link to complete the evaluation process and the contact hours/credit will be logged into your membership record. You can log into the NCDA members only section to retrieve your certificate/transcript at any time. This data will be stored and accessible for as long as you are an NCDA member.

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

NAME: ___________________________________________          EMAIL: ___________________________________________

WEDNESDAY, JUNE 26, 2019

Professional Development Institutes
8:00 am – 12:00 pm
If you attended, please enter appropriate PDI #
_____ (4 hours)

Professional Development Institutes
1:30 – 5:30 pm
If you attended, please enter appropriate PDI #
_____ (4 hours)

Leadership Academy
_____ (4 hours)

THURSDAY, JUNE 27, 2019

Opening General Session
1:30 – 3:15 pm
_____ (1 hour)

Presentation Series 1
3:30 – 4:45 pm
Please enter session # attended
_____ (1.25 hours)

OR

Roundtable Series 1
3:30 – 4:45 pm
Please enter roundtable #s attended
_____ (5 hours)
_____ (5 hours)

FRIDAY, JUNE 28, 2019

General Session
9:00 – 10:15 am
_____ (1 hour)

Presentation Series 2
10:30 – 11:45 am
Please enter session # attended
_____ (1.25 hours)

OR

Presentation Series 3
1:15 – 2:30 pm
Please enter session # attended
_____ (1.25 hours)

OR

Roundtable Series 2
10:30 – 11:45 am
Please enter roundtable #s attended
_____ (5 hours)
_____ (5 hours)

Roundtable Series 3
1:15 – 2:30 pm
Please enter roundtable #s attended
_____ (5 hours)
_____ (5 hours)

Presentation Series 4
2:45 – 4:00 pm
Please enter session # attended
_____ (1.25 hours)

OR

Roundtable Series 4
2:45 – 4:00 pm
Please enter roundtable #s attended
_____ (5 hours)
_____ (5 hours)

Presentation Series 5
4:15 – 5:30 pm
Please enter session # attended
_____ (1.25 hours)

SATURDAY, JUNE 29, 2019

Presentation Series 6
8:30 – 9:45 am
Please enter session # attended
_____ (1.25 hours)

OR

Presentation Series 7
10:00 – 11:15 am
Please enter session # attended
_____ (1.25 hours)

OR

Closing General Session
11:30 am – 1:00 pm
_____ (1 hour)

TOTAL HOURS
__________________________

QUESTIONS: Alicia Cheek • acheek@ncda.org • (918) 663-7060 • Fax (918) 663-7058
NCDA APPROVED SESSIONS

Below is a list of sessions and their corresponding Continuing Education Categories.
Please see www.ncda.org for Category I, II, and III explanations.

<table>
<thead>
<tr>
<th>Session</th>
<th>Category I</th>
<th>Category II</th>
<th>Category III</th>
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</thead>
<tbody>
<tr>
<td>P1</td>
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<td>P2</td>
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Mark Your Calendars for the 2020 Conference!

It is with great enthusiasm that I invite you to the 2020 NCDA Global Conference in Minneapolis, Minnesota. The theme for the conference is **Inspiring Innovation, Increasing Diversity, and Promoting Social Justice in Career Practice**. I believe it will be a professional development opportunity you will not want to miss.

NCDA has always been a leader in innovation in career practice since its inception in 1913. This conference will continue that tradition by encouraging innovative ideas which will increase the diversity of our membership and promote social justice for our clients.

The keynote speakers and presentations focused on this theme will energize and inspire you. All this will take place in the largest city in Minnesota. Some of you may think of Minneapolis as the birthplace of Prince while those of my generation may remember it from the Mary Tyler Moore show. However you think of it, the site is wonderful for our conference and Minneapolis has a host of indoor and outdoor activities to entice you during your stay.

I hope to see you there June 30 - July 2, 2020!

Dr. Kathy Evans  
NCDA President 2019-2020
Osborn has done an excellent job of walking the reader through a number of topics with the goal of providing guidelines for ethical decision-making, strategies for avoiding certain problems, and suggestions for avoiding certain problems. The sequence of chapters makes the manuscript flow very well and encourages the reader to feel more comfortable in her or his potential mistakes, but the author also includes lessons learned from this book to future presentations I make as an instructor, as a student, or as a professional.

This manuscript is a useful tool for new professionals as well as seasoned professionals who want to revamp their ethical practice, instruction, and research in the career development field. This monograph serves as a valuable companion piece to exploring NCDA’s ethical code, a guide for individual and counseling professionals who design and deliver career interventions.

Perlus makes the 2015 NCDA Code of Ethics easier to understand and apply to real-life ethical concerns. The book includes (a) a summary of the history of the Code of Ethics, (b) a discussion of the ethical principles that guide career development professionals, (c) a description of a rule-based and risk-management approach; (d) a section on the ethical code for individuals, and (e) eight unique case studies. This book is an essential resource for career professionals who design and deliver career interventions.