

*Bryan S. Austin, Ph.D., LPC, CRC*

**CURRICULUM VITAE**

University of Idaho

**NAME:** Bryan S. Austin

**DATE:** October, 2015

**RANK OR TITLE:** Assistant Professor

**DEPARTMENT:** Leadership and Counseling

**OFFICE LOCATION AND CAMPUS ZIP:**

Rehabilitation Counseling and  
Human Services Program  
College of Education  
322 East Front Street, Suite 440  
Boise, ID 83702

**OFFICE PHONE:** (208) 362-9902

**FAX:** (208) 364-4078

**EMAIL:** [baustin@uidaho.edu](mailto:baustin@uidaho.edu)

**WEB:** [www.uidaho.edu/rehabcounseling](http://www.uidaho.edu/rehabcounseling)

**DATE OF FIRST EMPLOYMENT AT UI:** August 12, 2012

**DATE OF TENURE:** Untenured

**DATE OF PRESENT RANK OR TITLE:** August 12, 2012

**EDUCATION BEYOND HIGH SCHOOL:**

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

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

**Doctoral Dissertation:**

**Austin, B. S.** (2012). *Rehabilitation counselor educators' perceptions of importance, student preparedness, and teaching proficiency in clinical judgment skill domains* (Doctoral dissertation). Available from [ProQuest Dissertations and Theses database](#). (UMI No. 3517872)

**Certificates and Licenses:**

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

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

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

**EXPERIENCE:**

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

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

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

Assistant Professor, University of Idaho, Department of Leadership and Counseling, Rehabilitation Counseling and Human Services Program, Boise, Idaho (August 2012 - December 2014).

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

Taught undergraduate and graduate level courses. Performed all teaching duties to include development of course design, syllabus, lesson plans, course instruction, and grading.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Worked in group home serving adults with developmental disabilities. Helped manage staff and ensure shift coverage. Assisted consumers with basic living needs and planning for daily activities. Provided skills training

to increase individual independence at home and in the community. Helped coordinate and implement behavior treatment plans for consumers. Collected, summarized and graphed behavior data.

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

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

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

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

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

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

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

**TEACHING ACCOMPLISHMENTS:** (Academic and Extension teaching)

**Areas of Specialization:** Rehabilitation counseling, clinical judgment, counselor debiasing techniques, interviewing/counseling skills, clinical supervision, and vocational rehabilitation.

**Courses Taught:**

UNIVERSITY OF IDAHO

Graduate

CRC 517: Group Counseling (Summer 2015)

CRC 570: Research and Evaluation in Counseling Psychology (Fall 2014)

CRC 509: Psychometrics (Fall 2014; Fall 2012)

CRC 521: Counseling Techniques (Fall 2014; Fall 2013; Fall 2012)

CRC 512: Theories and Applications of Counseling (Summer 2014; Summer 2013)

CRC 598: Internship: Rehabilitation Counseling (Fall 2015; Summer 2015; Fall 2014; Summer 2014; Fall 2013)

CRC 520: Approaches to Counseling with Families (Spring 2014)

CRC 597: Practicum: Rehabilitation Counseling (Fall 2013; Spring 2013)

CRC 534: Rehabilitation and Community Case Management (Summer 2013)

CRC 528: Diagnosis and Case Conceptualization in Counseling and Human Services (Spring 2015; Spring 2013)

CRC 510: Individual Appraisal (Fall 2012)

MICHIGAN STATE UNIVERSITY

Graduate

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

Undergraduate

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

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

CRC 517: Group Counseling  
CRC 570: Research and Evaluation in Counseling Psychology  
CRC 520: Approaches to Counseling with Families  
CRC 512: Theories and Applications of Counseling  
CRC 534: Rehabilitation and Community Case Management  
CRC 528: Diagnosis and Case Conceptualization in Counseling and Human Services  
CRC 598: Internship: Rehabilitation Counseling  
CRC 597: Practicum: Rehabilitation Counseling  
CRC 521: Counseling Techniques  
CRC 504: Special Topics - Counseling Techniques  
CRC 509: Psychometrics  
CRC 510: Individual Appraisal  
CEP 862: Introduction to Individual and Group Counseling  
CEP 877: Assessment in Rehabilitation  
CEP 460: Communication Skill Training for the Helping Professional

**Current Master's Student Advisees:**

Coeur d' Alene

Jamie Smith  
Sean Devlin  
Tarah Dixon  
Tyson Durbin  
Natalie Boyce  
Kasey VanHook  
Ryan Reeves  
Gina Cretser  
Jessica Grenda  
Amanda Elgarhi  
Kerry Green

Boise

Kade Stone  
Lauren Noble  
Marisela Nunez  
Christine Tolman  
Catherine Ashe  
Ashley Hughes  
Erin James  
Wendy Weston (part-time)  
Jennie Fullmer (part-time)  
Brian Chambers (part-time)  
Claryce Manweiler (part-time)

**Master's Student Advisees Graduated:**

Robert Newman (M.Ed.)  
 Emily Flynn (M.Ed.)  
 Chris Hazel (M.Ed.)  
 Sadie Arkoosh (M.Ed.)  
 Deborah Allen (M.Ed.)  
 Therese Clifford (M.Ed.)

**Current Doctoral Candidates (Committee Member):**

Trina Balanoff (2014 – present); Dwight Johnson (2014 – present); George Tomlinson (2013 – present)

**Doctoral Candidates Graduated (Committee Member):**

Siri Pinnock, D.J. Teichert, Michael Gentry (2013 – 2014). Professional Practices Doctorate (PPD) Dissertation Team.

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

Rob Waite (2013). Doctor of Philosophy (Ph.D.) with a major in Educational Leadership.

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

**Research/Focus areas:** Clinical judgment skill competencies/Counselor debiasing techniques, employment outcomes for individuals with intellectual and co-occurring psychiatric disabilities, rehabilitation counselor professional identity, clinical supervision, and instrument development.

**Publications, Exhibitions, Performances, Recitals:**

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

PEER-REVIEWED JOURNAL PUBLICATIONS

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

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

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

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

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

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

#### PEER-REVIEWED JOURNAL ACCEPTED FOR PUBLICATION

Louw, J. S., **Austin, B. S.**, Rak, E., & Barnes, E. (In Press). Master's students' rehabilitation counselor identity formation: A descriptive study. Rehabilitation Research, Policy, and Education.

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

#### BOOK CHAPTER PUBLICATIONS

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

#### PEER-REVIEWED RESEARCH OR TRAINING GRANTS

##### **Funded Grant Proposals:**

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

##### **Unfunded Grant Proposals:**

**Austin, B. S.**, & Stuntzner, S. (Submitted, February 2014-*\*Unfunded, October 2014*). Rehabilitation long-term training grant: Vocational rehabilitation counseling. Grant proposal: U.S. Department of Education, Office of Special Education and Rehabilitative Services, Rehabilitation Services Administration (Amount: \$1,000,000).

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

**Austin, B.** (2013, April). RPR show #12 – Perceptions and practices of clinical supervision. Vocational Rehabilitation Radio. *\*Interviewed (podcast) about published research article*. Retrieved from <http://www.vocrehabradio.com/2013/04/>

**Austin, B.**, Sukeyong, P., & Thielsen, V. (2012, August). MRS customers with intellectual disabilities: Why is it important to know about this group and what are their outcomes? *\*Written brief disseminated to vocational rehabilitation counseling professionals at Michigan Rehabilitation Services*. Project Excellence, Michigan State University.

PROGRAM EVALUATION REPORTS

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

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

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

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

**Refereed/Adjudicated (currently scheduled or submitted):** (provide citations)

PEER-REVIEWED MANUSCRIPTS UNDER REVIEW OR IN PROGRESS

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

**Austin, B. S.** (In Progress). Rehabilitation counselor educators' ratings of importance and master's student preparedness in using clinical judgment skills for effective rehabilitation counseling practice.

**Austin, B. S.** (In Progress). Differences in rehabilitation counselor educators' perceived importance and student preparedness in using clinical judgment skills relative to their gender, race/ethnicity, and clinical experience.

**Austin, B. S.**, & Lee, C. (In Progress). Gender, age, minority status, and social security benefits, and the effects of vocational rehabilitation services on employment outcomes for consumers with intellectual and co-occurring psychiatric disabilities: A replication and extension study.

**Austin, B. S.**, Lee, C. (In Progress). Importance of clinical judgment skill competencies across rehabilitation settings: Certified rehabilitation counselors' perceptions.

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

PEER-REVIEWED NATIONAL PROFESSIONAL CONFERENCE PRESENTATIONS

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

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



- Austin, B.**, Sabo, C., McCarthy, A., Sprong, M., & Noble, L. (2015, April). Utilization of interviewing: An assessment tool to enhance vocational rehabilitation service delivery. Poster session at the Spring 2015 National Rehabilitation Education Conference, *"Broadening Our Horizon Through Collaboration: Opening the Box and Talking"*, Newport Beach, CA.
- Austin, B.** (2014, November). Advanced counseling competencies deemed important by CRCs working for State VR agencies. Paper presentation at the Fall 2014 NCRE/RSA/CSAVR National Rehabilitation Education Conference, *Back to the Future: "Embracing the Journey"*, Arlington, VA.
- Newman, R., **Austin, B. S.**, & Barros-Bailey, M. (2014, March). International internship experience to promote multicultural counseling competencies: Student and faculty perspectives. Poster session at the National Rehabilitation Educators Conference, *Disruptive technologies in higher education and training: Preparing future professionals and leaders*, Manhattan Beach, CA.
- Austin, B. S.** (2013, April). Clinical judgment skill inventory (CJSI): A validation study of rehabilitation counselor educators. Paper presentation at the National Rehabilitation Educators Conference, San Francisco, CA.
- McCarthy, A., Dallas, B., **Austin, B.**, Melvin, A., & Fleming, A. (2013, April). New faculty panel: Tips for students interested in a career in academia. Paper presentation at the National Rehabilitation Educators Conference, San Francisco, CA.
- Rak, E., Barnes, E. Louw, J., & **Austin, B.** (2013, April). Master's students' professional identity development in rehabilitation counseling programs: A qualitative analysis. Poster presentation at the National Rehabilitation Educators Conference, San Francisco, CA.
- Austin, B. S.**, & Lee, C. (2012, April). VR services that predict outcomes for customers with intellectual and psychiatric disabilities. Poster session at the National Rehabilitation Educators Conference, San Francisco, CA.
- Austin, B. S.** (2011, April). Counselor perceptions of supervision within a state/federal rehabilitation agency. Poster session at the National Rehabilitation Educators Conference, Manhattan Beach, CA.
- Barnes, E., Rak, E., **Austin, B.**, & Louw, J. (2010, April). Rehabilitation counselor professional identity development in master's level training programs: An exploratory study of potential influencing factors. Poster session at the National Rehabilitation Educators Conference, Manhattan Beach, CA.
- Tansey, T., Boland, E., Kierpec, K, Louw, J., & **Austin, B.** (2009, February). Technology enhanced instruction in higher education: Enhancing learning in graduate education. Poster session at the National Rehabilitation Educators Conference, San Antonio, TX.

#### PEER-REVIEWED STATE/REGIONAL PROFESSIONAL CONFERENCE PRESENTATIONS

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

#### INVITED STATE/REGIONAL PROFESSIONAL CONFERENCE PRESENTATIONS

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

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

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

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

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

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

**Honors and Awards:**

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

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

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

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

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

**LEADERSHIP AND SERVICE:**

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

**University of Idaho, College of Education Committees**

Ad Hoc Promotion and Tenure Committee (2014 - present)

Promotion and Tenure Committee, Clinical Faculty (2014 - present)

Promotion and Tenure Committee, Alternate (2012)

Assessment Committee (2012 - 2013; 2014 - present)

Technology Committee (2013 - 2014)

**University of Idaho, Department of Leadership and Counseling Committees**

Faculty Host Committee (2013)

Focus on the Future (2013)

**University of Idaho, Program Committees**

Affiliate/Adjunct Search Committee Chair (2014 - present)

Affiliate Search Committee (2013)

Program Advisory Council, Rehabilitation Counseling and Human Services (RCHS) Program (2012 - present)

**PROGRAM DEVELOPMENT** (in working with program faculty)

Updated program's curriculum (2015)

Updated program's Student Handbook (2015)

Updated program's Practicum and Internship Manual (2015)

Developed program's Written Program Evaluation Plan (2015)

Responsible for Council on Rehabilitation Education (CORE) national reaccreditation/program evaluation cycle/self-study for program (2015)

CORE Annual Program Progress Report (2015)

Developed recruitment and retention plan for program (2014)

Developed Informed Consent Forms for practicum and internship students (2014)

Developed new transfer of credits policy for Category R Advanced Graduate Certificate (2013)

Updated program website and brochure (2012)

Updated program admission criteria (2012)

Updated "Frequently Asked Questions" Form (2012)

Developed newspaper advertisement, coordinated and facilitated open houses to inform public about program (2012)

Met with rehabilitation agencies, University of Idaho career center, attended job fairs, and professional and human service conferences to enhance initial visibility of new geographical locations of program (2012)

Made contacts with faculty and rehabilitation agencies to establish initial list of clinical practicum/internship sites for students (2012)

**University of Idaho, Satellite Campus, Boise Center Committees**

Student Orientation Planning Committee (2013)

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

**MEMBERSHIPS**

NATIONAL	American Counseling Association (ACA) (2001-2003; 2011-present)
	American Rehabilitation Counseling Association (ARCA) (2001-2003; 2010-present)
	National Rehabilitation Counseling Association (NRCA) (2007-2008)
	National Council on Rehabilitation Education (NCRE) (2009-present)
	Association of Counselor Education and Supervision (ACES) (2011-present)
	National Rehabilitation Association (NRA) (2008-present)
	Rehabilitation Counselors and Educators Association (RCEA) (2008-2011)
	National Association of Multicultural Rehabilitation Concerns (NAMRC) (2009-2013)
STATE	Michigan Rehabilitation Association (MRA) (2008-2012)
	National Rehabilitation Association - Idaho Chapter (2013-present)

### PROFESSIONAL SERVICE

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

- *Writing contributor to the ARCA Newsletter - Fall 2014 Issue*

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### EDITORIAL SERVICES

Peer Reviewer, Research in Developmental Disabilities, (2015)

Peer Reviewer, Editorial Review Board, Journal of Rehabilitation, invited to serve three year term (2014-present)

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

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

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

CORE/CACREP standards: Opportunity for transformation of RCE programs and mental health services, 15<sup>th</sup> Annual National Rehabilitation Educators, Newport Beach, CA (April, 2015).

Historical and future points of convergence between rehabilitation education and the private sector, 15<sup>th</sup> Annual National Rehabilitation Educators, Newport Beach, CA (April, 2015).

Translating Research to Practice: A Training Initiative to Avert Ethical Violations, Fall 2014

NCRE/RSA/CSAVR National Rehabilitation Education Conference, Arlington, VA (November, 2014)

Using DSM-5 & ICF Assessment Instruments as Training Tools for Rehabilitation Counselors, Fall 2014

NCRE/RSA/CSAVR National Rehabilitation Education Conference, Arlington, VA (November, 2014)

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

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

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

“The Future of Online Education: Lessons from the Internet Circa 1998”, 14<sup>th</sup> Annual National Rehabilitation Educators Conference, Manhattan Beach, CA (March, 2014)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### **Scholarship:**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

12<sup>th</sup> Annual National Rehabilitation Educators Conference, San Francisco, CA (April, 2012)  
Annual Big Three Conference, Michigan State University, Pennsylvania State University, University of Iowa, Kellogg Biological Station, Hickory Corners, MI (October, 2011)

11<sup>th</sup> Annual National Rehabilitation Educators Conference, Manhattan Beach, CA (April, 2011)

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

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

10<sup>th</sup> Annual National Rehabilitation Educators Conference, Manhattan Beach, CA (April, 2010)

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

9<sup>th</sup> Annual National Rehabilitation Educators Conference, San Antonio, TX (February, 2009)  
Michigan Rehabilitation Conference, Grand Traverse, MI (November, 2008)

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

#### **Outreach:**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

#### **Administration/Management:**

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

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

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

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

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