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EDUCATION

The Ohio State University, Columbus, Ohio

- Ph.D. - Counselor Education, 1977. Concentrations in Career Development and Adult Education.
- Dissertation Topic: Differentiated Levels of Undecidedness and Choice Satisfaction Among Educationally and Vocationally Uncommitted University Freshmen.
- M.A. - Guidance and Counseling, 1972.
- B.S. - College of Education. Major hours psychology.

SUMMARY OF PROFESSIONAL EXPERIENCES

- Experience in teaching, programming, administration, and counseling in higher education setting.
- Designed and implemented career development programs for a variety of university populations; models presented at numerous national meetings.
- Successfully administered ongoing educational and career planning services with direct supervisory and training responsibilities for large professional staff.
- National consultant in areas of career research, program and materials development, adult learners, and academic advisement management.
- Served on numerous University committees and task forces; led faculty in-service training sessions in areas of academic advising, adult student counseling and career development.

PROFESSIONAL EXPERIENCE

- Adjunct Associate Professor, College of Education, The Ohio State University, 1977 to 2002.
- Teach graduate and undergraduate level courses in vocational theory and practice, academic and career counseling.

- Supervised instructors of academic and career planning courses for undergraduate students. Co-authored textbooks for courses.
- Assistant Dean Emeritus. University College, The Ohio State University.
- Coordinated research and grant development activities within college.
- Developed and administered professional development programs including new staff training and in-service training.
- Maintained and monitored supporting programs for retention of lower-division students.
- Coordinated advising services for curricular academic programs.
- Director, National Clearinghouse for Academic Advising, 1987 to 1993.
- Created and administered the *National Clearinghouse for Academic Advising* which serves as a central repository for information about all facets of academic advising and related topics.
- Coordinator, Academic Advisement and Career Development, University College, The Ohio State University, 1973 to 1991.
- Created and implemented a nationally recognized program for educationally and vocationally uncommitted college students.
- Direct supervision of academic and career advising for over two thousand undecided students with a large staff of academic counselors.
- Designed and administered numerous sections of freshman orientation course including the development of widely used materials and syllabi.
- Assisted in development and administration of training and in-service programs for academic advisers.
- Academic Adviser, University College, The Ohio State University, 1972-1973.
- Advised students in health professions curricula; advised in requirements, course selection, career opportunities and general adjustment concerns.
- Taught freshman orientation course.
- Mortar Board, Inc., National First Vice-President, National Secretary, Section Coordinator, 1964-1973.
- Administered on-going programs of national student honor society.
- Carried out policies and procedures as member of National Council.
- Extensive travel to college and university campuses in United States working with students, faculty, and administrators.

LICENSURE

Licensed Professional Counselor (LPC) - State of Ohio. #134

BOOKS, MONOGRAPHS AND BOOK CHAPTERS

“Selecting a College Major: Exploration and Decision Making” (2003). Upper Saddle River, N.J.: Prentice Hall. (with S. Sears)

"Academic Advising in Interdisciplinary Study," (2002). In Innovations in Interdisciplinary Teaching (C. Haynes, Ed.), Westport, CT: Greenwood Publishing.

"Foundations: A Reader for New College Students," (2001). Belmont, CA: Wadsworth Publishing Co. (2nd Edition) (with T. Minnick)

"Building Your Career: A Guide to Your Future," (2001). Upper Saddle River, NJ: Prentice Hall. (3rd Edition). (with S. Sears)

"Academic Advising: A Comprehensive Handbook" (Ed.). (2000). San Francisco: Jossey Bass. (with W. Habley)

"Planning for a Career" (2000). In T. Minnick (Ed.) University Survey: A Guidebook for New Students, Columbus, OH: The Ohio State University.

"Academic Alternatives: Exploration and Decision Making" (1997), (4th edition). Upper Saddle River, NJ: Prentice Hall. (with S. Sears)

"The Undecided College Student" (1995), (2nd Edition.) Springfield, IL: Charles C. Thomas.

"Resources for Advising" (1995). In A. Reinartz and E. White (Eds.) Teaching Through Academic Advising: A Faculty Perspective. New Directions for Teaching and Learning, No. 62. San Francisco: Jossey Bass.

"Advising Undecided First Year Students" (1995). In L. Upcraft and G. Kramer (Eds.), Freshmen Academic Advising: Patterns in the Present-Pathways to the Future. NACADA Monograph Series, No. 3. Manhattan, KS: National Academic Advising Association and National Resource Center for the FYE.

"Issues in Advising the Undecided College Student" (Ed.) (1994). Columbia, SC: National Resource Center for The Freshman Year Experience.

"Academic Advising: An Annotated Bibliography" (1994). Westport, CT: Greenwood Publishing Group.

"Handbook of Academic Advising" (1992). Westport, CT: Greenwood Press.

"Origins and Purposes of the Freshman Seminar" (1989). In M.L. Upcraft and J.N. Gardner (Eds.), The Freshman Year Experience. San Francisco: Jossey Bass.

"Developmental Advising" (1988). In W. Habley (Ed.), The Status and Future of Academic Advising. Iowa City, IA: American College Testing Program.

"Undecided Students: A Population with Special Career Decision-Making Needs" (1986). In E. Whitfield, H. Drier, and D. Hickey (eds.), *Improving Career Development through Counselor Education Programs*. Columbus, Ohio: Ohio Department of Education.

"Students with Uncertain Academic Goals" (1985). In L. Noel, R. Levitz, D. Saluri and Associates (Eds.) *Increasing Student Retention*. San Francisco: Jossey-Bass.

"The Undecided College Student" (1984). Springfield, IL: Charles C. Thomas.

"Training Professional and Paraprofessional Advisors" (1984). In R.B. Winston and Associates (Eds.) *Developmental Advising - Addressing Students' Educational, Career and Personal Needs*, San Francisco: Jossey-Bass.

"Educational and Career Decision-Making" (1984). In R.B. Winston and Associates (Eds.) *Developmental Advising - Addressing Students' Educational, Career and Personal Needs*. San Francisco: Jossey-Bass.

SELECTED ARTICLES

"NACADA Journal Authors: 20 Years of Contributions," (2001). *NACADA Journal*, 21, 70-75 (with T. Grites)

"Advising by E-mail: Some Advisors' Perceptions," (2001). *NACADA Journal*, 21, 88-91 (with M. Steele)

"Developmental Advising Revisited" (2000). *NACADA Journal*, 29, 12-15 (with T. Grites)

"Career Decidedness Types: A Literature Review" (1998). *Career Development Quarterly*, 46, 386-403.

"The NACADA Journal 1981-1997: Fulfilling Its Purpose?" (1998). *NACADA Journal*, 18, 6-14. (with T. Grites)

"Changes in Social and Academic Interaction in Freshmen of High and Average Ability: Implication for Retention" (1995). *NACADA Journal*, 15, 9-19. (with G. Kennedy and R. Gordon).

"Developmental Advising: The Elusive Ideal" (1994). *NACADA Journal*, 14, 71-75.

"Computerized Evaluation of Academic Advising" (1993). *Journal of College Student Development*, 34, 393-394. (with W. Gardner).

"The Retention of Major-Changers: A Longitudinal Study" (1993). *Journal of College Student Development*, 23, 58-62. (with G. Steele and G. Kennedy).

"Advising Major-Changers: Students in Transition" (1992). *NACADA Journal*, 12, 22-27. (with G. Steele).

"The Evolution of a Freshman Seminar Course: A Case Study" (1991). *Journal of the Freshman Year Experience*, 3, 107-116.

"Ego-Identity Statuses of Undecided and Decided Students and Their Perceived Advising Needs" (1989). *NACADA Journal*, 9, 5-15. (with D. Kline).

"Issues in Academic Advising Revisited" (1988). *NACADA Journal*, 8, 49-58. (with C. Polson).

"Advising As a Profession" (1988). *NACADA Journal*, 8, 59-64.

"Comparative Assessments of Individual Differences in Learning and Career Decision Making" (1986). *Journal of College Student Personnel*, 27, 233-242. (with W. Coscarelli and S. Sears).

"Students Needing Academic Alternative Advising: A National Survey" (1985). *NACADA Journal*, 5, 77-84. (with C. Polson).

"The Myers-Briggs Type Indicator: A Resource for Developmental Advising" (1984). *NACADA Journal*, 4, 75-81. (with J. Carberry).

"The Freshman Seminar Course: Helping Students Succeed" (1984). *Journal of College Student Personnel*, 25, 315-320. (with T. Grites).

"Meeting the Career Development Needs of Undecided Honors Students" (1983). *Journal of College Student Personnel*, 24, 82-83.

"Are Undecided Students Changing?" (1982). *Vocational Guidance Quarterly*, 30, 265-271.

"Training Future Academic Advisers: A Pre-Service Approach" (1982). *NACADA Journal*, 2, 35-40.

"Students' Motivation for Attending College and Their Vocational Orientations" (1982). *Journal of College Student Personnel*, 23, 371-377.

"The Undecided Student: A Development Perspective" (1981). *The Personnel and Guidance Journal*, 59, 433-439.

"Training Academic Advisers: Content and Method" (1980). *Journal of College Student Personnel*, 21, 334-340.

EDITORIAL WORK AND BOOK REVIEWS

Senior Editor, *NACADA Journal*.

NACADA Monograph Editorial Board.

Editorial Advisory Board, *Journal for the Freshman Year Experience*.

Editorial Board Member, *NACADA Journal*, 1986-1989.

"College is Only the Beginning: A Student Guide to Higher Education" (1986). Book review, *Journal of Higher Education*, 57, 558-560.

"Advising by Faculty" (1984). Book review. *Journal of Higher Education*, 55, 670-672.

SELECTED PRESENTATIONS

"Engaging In Spirit: A Conversation about Influencing Students' Values through Academic Advising," NACADA National Conference, Ottawa, 2001.

"Writing for the NACADA Journal," NACADA National Conference, Ottawa, 2001.

"Identifying Subtypes of Decided and Undecided Students Revisited," NACADA National Conference, Orlando, 2000.

"Are Undecided Students Changing? A Twenty-Five Year Study," NACADA National Conference, Orlando, 2000.

"New Horizons: Learning from the Past and Preparing for the Future," (Keynote Speech) NACADA National Conference, San Diego, 1998.

"Advising for the Future: Preparing College Students for the Future through the World Wide Web," NACADA National Conference, Kansas City, 1997.

"Identifying and Responding to College Student Problems: Techniques and Strategies for the Non-Counselor Adviser," NACADA National Conference, Washington, D.C., 1996.

"Introducing Intellectual Dialogue in the Freshman Seminar," NACADA National Conference, Washington, D.C., 1996.

"Toward a Theory of Academic Advising," NACADA National Conference, Nashville, TN, 1995.

"Training Academic Advisers: What, Why and How," NACADA National Conference, Las Vegas, 1994.

"Theoretical and Practical Approaches to the Undecided Student," Freshman Year Experience Conference, Columbia, South Carolina, 1993.

"Academic and Career Advising" An Inseparable Combination," NACADA National Conference, Atlanta, 1992.

"Undecided Students: Practical Approach for Academic and Career Advising," NACADA National Conference, Atlanta, 1992.

"The Undecided College Student," National Conference: Focus on the Undecided Student, Costa Mesa, California, 1992.

"Retaining Major-Changers: The Forgotten Students," National Conference on Student Retention, New York, 1991.

"Issues in Research in Academic Advising," NACADA National Conference, Louisville, Kentucky, 1991.

"Advising Major-Changers," NACADA National Conference, Anaheim, California, 1990.

"A Comparison of the Career Paths of Liberal Arts and Business Majors Two and Twelve Years After Graduation," Midwest College Placement Association, Columbus, Ohio, 1990.

"Counseling Students in Transition," American Association of Counseling and Development Convention, Cincinnati, Ohio, 1990.

"Freshman Seminar Courses: A Mirror of Change and Diversity," Region V NACADA Conference, Indianapolis, Indiana, 1990.

"The Evolution of a Freshman Seminar Course: A Case Study," The First Year Experience Conference, Saint Andrews, Scotland, 1989.

"Women, Research and Writing: Facilitating Progress," American College Personnel Association Conference, Washington, D.C., 1989.

"Evaluating Professional Advisers: Criteria and Systems," NACADA 13th National Conference, Houston, Texas, 1989.

"Ego Identity Status and Perceived Need for Advising," NACADA 12th National Conference, Miami, 1988.

"Advising as a Profession: Summary of the Task Force Report," NACADA 11th National Conference, Chicago, 1987.

"Academic Alternatives: Advising the Major-Changers," NACADA 11th National Conference, Chicago, 1987.

"Undecided Students: A Population Worth Retaining," The National Conference on Student Retention, Washington, D.C., 1987.

"From Freshman to Professional: A Comparison of Educational and Career Paths of Three Populations," American College Personnel Association Convention, Chicago, 1987.

"The Undecided Student - A Career Advising Challenge," Career Planning for Our Changing Times Conference, Daytona Beach, Florida, 1987.

"A Model for Advising Major-Changers: A Practical Perspective," NACADA Tenth National Conference, Seattle, 1986.

"Using the Myers-Briggs Type Indicator in Advising," NACADA Ninth National Conference, Kansas City, 1985.

"Freshmen Retention: How Are You Going To Keep Them?," College Board Regional Meeting, Cleveland, Ohio, 1985.

"An Academic Alternatives Exploration Course," Eighth National Conference on Academic Advising, Philadelphia, 1984.

"Retention and the Undecided Student: An Intervention Model," 66th National Conference, National Association of Student Personnel Administrators, Louisville, Kentucky, 1984.

"What Works with Exploratory/Undecided Students," The Professional Education Conference Series, American College Testing Program (ACT), Boston, Philadelphia, Chicago, Los Angeles, Atlanta, Denver, 1983-1984.

"Moving from High School to College Successfully," Ohio Personnel and Guidance Association, Columbus, Ohio, 1983.

"The Undecided Student and Retention," American College Testing Program, Shippensburg State University, 1983.

"The Decision Making Process in Academic and Career Advising," Seventh National Conference on Academic Advising, St. Louis, Missouri, 1983.

"The Undecided College Student: An Academic and Career Counseling Challenge," Ohio College Counselor's Conference, Columbus, Ohio, 1983.

"A Search for Common Elements Among Learning and Career Decision Making Styles," (with S. Sears), National Dissemination Conference for Education and Training for Human Development, Memphis, Tennessee, 1983.

"A Unified Theory of Individual Differences," (with W. Coscarelli), National Society for Performance and Instruction, Detroit, Michigan, 1983.

"The Academic and Career Advising of Undecided Students," Sixth National Conference of the National Academic Advising Association, San Jose, California, 1982.

"Transition from High School to College," The Ohio College Admissions Counselors Conference, Columbus, Ohio, 1982.

"The Career Development Needs of Honors Students," The National Conference, American College Personnel Association, Detroit, Michigan, 1982.

"University Survey Courses," National Conference on Freshmen Advising/Orientation Courses, University of South Carolina, Columbia, South Carolina, 1982.

"Training Future Advisers - Academic Advising Credit Courses for Graduate Students," Fifth National Conference on Academic Advising, Indianapolis, Indiana, 1981.

NATIONAL CONSULTANT

Consultant in the areas of advising undecided students, academic counseling and management, career development programming and services, and student development practices to over 250 colleges and universities, such as: University of California, Davis, CA; University of South Carolina, Columbia, SC; Oklahoma State University, Stillwater, OK; John Abbot College, Montreal, Quebec; Valencia Community College, Orlando, FL.; University of Michigan, Ann Arbor, MI; University of California at Irvine, CA; Jefferson Community College, Louisville, KY; Holycross College, University of Hawaii; American College Testing Program, Iowa City, IA.; State Departments of Higher Education - New Jersey and Texas; North Central Association of Colleges and Schools; American Association of Colleges.

PROFESSIONAL ORGANIZATIONS

National Academic Advising Association (NACADA)

- President - 1982-1983
- Chair, Research Committee - 1983-1984
- Board of Directors - Multiversity Representative 1980-1982
- National Conference Chairperson - 1980
- Editorial Board, NACADA Journal - 1986-1989
- Senior Editor, NACADA Journal - 1990 to present
- Chair, Advisor Certification Task Force - 2002

American Association for Counseling and Development (AACD)

American College Personnel Association (ACPA)

National Career Development Association (NCDA)

HONORS AND RECOGNITION

Phi Delta Kappa

Mortar Board

Who's Who in the Midwest

Outstanding Academic Adviser Award - 1985 (ACT/NACADA National Recognition program)

National Award for Excellence in Advising - 1986 (National Academic Advising Association)

Katherine T. Schoen Award for Professional Development - 1987

NACADA Research Awards - 1988, 1992

NACADA Publication Award - 1991

The Ohio State University Outstanding Staff Award

Advisory Board, National Center for the Study of the Freshman Year Experience

Trustee, National Mortar Board Foundation – 1995-2001

Virginia N. Gordon Award for Excellence in Advising (NACADA)