



# The 2018-2019 NCDA Awards



by Natalie Kauffman

Each year during the annual NCDA Global Career Development Conference, NCDA honors those who exemplify excellence in career development. The following awards were presented at the 2019 NCDA Global Career Development Conference in Houston, Texas. For more information about the NCDA awards and winners visit [https://www.ncda.org/aws/NCDA/pt/sp/membership\\_awards](https://www.ncda.org/aws/NCDA/pt/sp/membership_awards).



**EMINENT CAREER AWARD**  
Y. BARRY CHUNG

## THE EMINENT CAREER AWARD

The Eminent Career Award is awarded to individuals who have influenced either the practice of, or the thinking (theorizing) about career development through leadership activities or scholarship. Their careers are characterized by frequent, periodic, and sustained activities over a substantial period of time. This award is considered NCDA's highest honor. This year the Eminent Career Award goes to . . .

**Y. Barry Chung.** Dr. Chung is currently the Dean and Professor for the College of Education at San Diego State University. He was previously Associate Dean at Indiana University and Professor and Chair at Northeastern University. He has been elected a Fellow by the National Career Development Association, the Asian American Psychological Association, and four separate Divisions of the American Psychological Association.

Dr. Chung is an innovative leader in counseling scholarship and career development practice. He has published extensively in prestigious outlets and is recognized globally for his leadership in the areas of career counseling, vocational psychology, and career counseling with special populations. He has edited two books and written 21 book chapters and 45 articles. His writings have been cited 3000 times. He has over 100 conference presentations. He has served as an editorial board member of 10 professional journals and as an ad-hoc reviewer for 11 others.

Dr. Chung has championed a social justice vision. His research on multicultural career counseling, especially for Asian individuals, and his work revealing the challenges faced by LGBT in general, and their career development in particular has heightened awareness of the need for cultural sensitivity and prompted the counseling profession to be more attuned to the unique needs of a broad spectrum of clients.

Dr. Chung served the NCDA as president and as chair or member of several committees. He is active in the APA and served as the president of Division 17, as well as in other professional roles of APA.

Dr. Chung's contributions to the career services profession make him a worthy recipient the 2019 Eminent Career Award.

## THE PRESIDENTIAL AWARDS

The Presidential Awards recognize exceptional contributions which advance the growth, reputation, and impact of NCDA. The awards go to . . .



**Joann Harris Bowsbey**



**Alberto Puertas**



**Debra Osborn**



**Raimo Vuorinen**



## DIVERSITY INITIATIVE AWARD

This award recognizes an individual who, through their initiatives and commitment, has demonstrated a high degree of cultural responsiveness within the domain of career related activities. The award goes to . . .



**Sylvia Nassar**, a Professor of Counselor Education at North Carolina State University. Her scholarship expresses the heart of this award. Dr. Nassar's scholarly writings have focused on the career development needs and recommended interventions of gender and ethnic minorities, with more recent works demonstrating a commitment

to and a calling for advocacy and policies that promote social justice. She recently co-developed the Multicultural and Social Justice Counseling Competencies that were endorsed by both ACA and the Association for Multicultural Counseling and Development. Her contribution to this project is an example of advocacy focused on identifying, reducing and eliminating barriers for marginalized groups through the power of educating and challenging counselors to endorse and express these same ideals via knowledge and advocacy. Dr. Nassar is currently co-editing a special issue on the competency model for ACA's *Journal of Counseling & Development*.





# The 2018-2019 NCDA Awards



## EXEMPLARY CAREER CENTER AWARD

This award promotes the continued development and implementation of thoughtful and innovative initiatives that support career development for outstanding service within two areas: 1) education, government, and business and 2) non-profit or community settings. The award for the former goes to . . .

**Hiatt Career Center, Brandeis University** for their careful planning efforts to align their mission, programming, marketing, and assessment with a new theoretical framework, the *Chaos Theory of Careers* (Pryor & Bright, 2011). Their career development team reviewed and selected this framework through scholarship and research. The *Chaos Theory of Careers* teaches flexible planning and decision-making, addresses the uncertainty a fluid employment sector generates and holds students at the center of the process creating a holistic framework. Incorporating the *Chaos Theory* has empowered Hiatt Career Center to transform their former practice and create a new *Career Ecosystem* of evidence-based improvement of outcomes and continuing outreach. The nationally recognized staff of 14 is committed to working with undergraduate students and alumni inclusive of all identities, backgrounds, and interests. Annually Hiatt engages over 50% or more of each class.

The Exemplary Career Center Award for 2) non-profit or community settings goes to . . .

the **Career Center of the East Baton Rouge Parish Library**. The Career Center serves the community as a catalyst for the development of a career-resilient, self-reliant workforce. It not only serves employees being terminated, but it also helps those seeking new skills and responsibilities, those just entering the workforce, and those looking to change careers. The **Career Center** is a free public service offering trained and professional help and extensive resources to identify individuals' needs while planning a career path and conducting a job search.

## GRADUATE STUDENT RESEARCH AWARD

The NCDA Graduate Student Research Award honors graduate students who undertake exemplary research, addressing topics related to career information, career development, and career planning. The **Graduate Student Research Award** goes to . . .



**Arden Szepe** for her research project "Perceived Self-Efficacy, Supports, and Barriers of School Counselors Addressing the Career Development Needs of Students with Intellectual Disabilities." Her dissertation explores the self-efficacy beliefs and perceived barriers and supports related to providing career counseling services to high school students with

intellectual disabilities (ID). She is adapting the results of a Delphi study to create a survey on school counselor self-efficacy beliefs

about providing career counseling for students with ID, plus will be including open response questions to identify perceived barriers and supports for offering these services. The results of Arden's study will be helpful to K-12 school counselors and to the field of career counseling as a whole. Arden is pursuing her Ph.D. in Educational Psychology and Counseling at the University of Tennessee, Knoxville.

## THE INTERNATIONAL PRACTITIONER OF THE YEAR AWARD



The NCDA International Practitioner of the Year Award recognizes one member who has made a significant contribution to the advancement of NCDA's mission in their respective country, as selected by the NCDA International Committee. And the award goes to . . .



**Raza Abbas** from Karachi, Sindh, Pakistan. As a social entrepreneur, Raza initiated career education as a new professional concept in Pakistan which had not been institutionalized in 71 years. For more than a decade, he has emulated NCDA's mission by "Inspiring careers, empowering lives" to 100,000+ students, teachers and employees

nationally and globally across 6 continents. Raza is a participant in three NCDA Committees: Global Connections, Government Relations and Information Technology. He is also active in the Asia Pacific Career Development Association (APCDA)'s board as their Country/Regional Director for Pakistan. In 2017, he was presented with their *Outstanding Career Practitioner Award*.

## KENNETH B. HOYT AWARD FOR CAREER EDUCATION

Established in 2010 as a memorial to Dr. Hoyt, this award is offered by NCDA and American Association of Career Education to honor Dr. Hoyt's life and work. And the award goes to . . .



**Deborah Crapes**, a Career Specialist for Spokane Public Schools. Deb serves as advocate, mentor, and support for under-represented youth. Her passion is educating and empowering students in the development of lifelong career management skills. Deb is also a Career Development Facilitator/Instructor and has trained Spokane educators, Higher Ed staff and Community Nonprofit staff for the now-called, Career Service Provider (formerly GCDF) credential.



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## LEGISLATIVE AWARD

The Legislative Award recognizes an individual who has made a significant impact on policy or legislation related to the career development profession or to its recipients at the local, state, or national level. This year's Legislative Award goes to . . .



**Timothy Michael Kaine**, US Senator from Virginia. His legislative work in CTE and higher education clearly reflects his understanding of the need to promote career development services to a broad range of students and professionals. As founder and co-chair of the Senate CTE Caucus, he was a driving force for CTE legislation;

promoting career development and exploration of a broad range of career pathways for youth and adults. Perkins funding also resulted; going to each state supporting these activities and supporting NCDA members working in their educational institutions. The Senator's provisions also created greater access for all students for career services and promotion of NCDA members' professional viability and agency requirements for career development professionals. Finally, the Senator was instrumental in the education reform bill that *Every Student Succeed* which helps states working with diverse population access and have support for academic, career exploration, soft skill development and greater post-secondary and employment outcomes.



## THE MERIT AWARD

NCDA Merit Award honors individuals who have made significant contributions to the field of career development including education and mentoring of career counseling students, development of or leadership in exemplary career programs, conducting significant research in the field, and/or advocacy efforts to inform and persuade policy makers about career development. The Merit Award goes to . . .



**Christian D. Chan**, an Assistant Professor of Counseling, Idaho State University. In addition to co-chairing NCDA's Diversity Initiatives and Cultural Inclusion Committee and being selected for the 2016-18 Leadership Academy, he serves as a Member-at-Large for the Association for Adult Development and Aging

and co-chairs the Branch Development Committee of the American Counseling Association. His interests revolve around intersectionality of cultural and social identity; multiculturalism in counseling, supervision, and counselor education; social justice; career development; critical research methods; acculturative stress; intergenerational conflict; and cultural factors in identity development and socialization. Dr. Chan is particularly dedicated to mentorship for current and future professionals and leaders in career development, counseling, and counselor education.



## NCDA FELLOWS AWARD



NCDA Fellows should have prior experience within the association including leadership involvement, attendance at NCDA events, and/or other related involvement that is unique to the applicant. It is considered an honor to be awarded this distinction. Each year, NCDA selects up to five distinguished Fellows. The NCDA Fellows Awards include . . .



**Soonhoon Ahn**, is a progressive and visionary Global Career promoter, Career Mentor and Career Strategist, who is passionate about helping clients realize their career/life transitions and meet their job search needs. She is a lifelong advocate of international development careers for professionals seeking to advance the quality of human life. Soonhoon is the Founder, Founding President, and a Legacy Member of the Asia Pacific Career Development Association (APCDA), which provides an international forum of sharing career development ideas and experience in the Asia Pacific region and ultimately connects with the global career community.



**Linda Kobylarz**, is an award-winning career development consultant with extensive experience in large-scale, NCDG-based career development program design and implementation for K-12 schools, colleges, and federal and state agencies. She is a published author and has served in leadership roles for NCDA and CT counseling and career development associations. She holds the CCSP credential.



**Julia Panke Makela**, is the Associate Director for Assessment and Research of The Career Center and an Adjunct Assistant Professor in the College of Education at the University of Illinois at Urbana-Champaign. Julia has more than 15 years of experience in career development and higher education, embracing counseling, research, assessment, and program evaluation roles. Julia has served the National Career Development Association (NCDA) in a variety of ways – as a member of the NCDA Ethics Committee since 2005, as the Ethics Committee Chair from 2009–2012, and as a member of the Publications Development Council since 2012. She is the founder of the *Ethics in a Nutshell* column in the *Career Developments* magazine which has been running quarterly since 2009, and is the lead author of NCDA's learning outcomes assessment monograph, ethics case study monographs (first and second editions), and ethical use of social networking technologies current status paper.



**Roberta Neault**, founding president of Life Strategies Ltd, specializes in customizing international consulting, training and research contracts for a global clientele. She is author/co-author of 50+ articles on career/HR management published in peer-reviewed and professional journals. She is also author/co-author of 20+ texts for career practitioners, manuals for trainers, and workbooks for clients in transition. Roberta is the proud recipient of multiple national and international awards. Her dynamic presentation style demonstrates her fundamental respect for individual differences and diversity.

## OUTSTANDING CAREER PRACTITIONER AWARD

The Outstanding Career Practitioner Award recognizes practicing career counselors, consultants, or teachers for outstanding performance in day-to-day service. Each of the following areas are considered: years of service, quality of service, and participation and leadership in career development professional associations. The NCDA Outstanding Career Practitioner Award goes to . . .



**Abiola Dipeolu**, an Assistant Professor, Department of Psychology and Sociology, Texas A&M University - Kingsville. She is a dedicated researcher and educator invested in the growth of the career development profession through mentorship and service advocacy endeavors. Her research promotes innovative programming and evidence-based practices

resulting in numerous publications in professional journals. A selected participant for both NCDA's Counselor Educator Academy (2016) and Leadership Academy (2012-14), Dr. Dipeolu also continues to serve as the Associate Editor, K-12, of *Career Convergence*.

## SERVICE TO INTERNATIONAL STUDENTS AWARD

The NCDA Service to International Students Award is intended to recognize college/university career services offices and/or career centers that have made an active commitment to partnering with and supporting the career development of international students. And the award goes to . . .

**Hiatt Career Center, Brandeis University** for their establishment of exemplary *Strategic Goals* to support International Students and Alumni and their ongoing efforts to not only realize them, but to also continually enhance and improve upon them. Recognizing that 20% of their students come from outside of the U.S., they have been strategically partnering with different university departments and building connections with faculty who work closely with international students. To develop a strong recruiting network, they work with international alumni, parents and employers through orientation, alumni events, recruiting events and individual networking. Hiatt Career Center incorporates an inclusive, individual-centered approach and provides data-driven and evidence-based practices; operating both campus-wide and globally, while leveraging technology to engage the Brandeis' international community.



## NCDA BOARD DISTINGUISHED SERVICE AWARDS

The NCDA Board Distinguished Service Awards were presented to the outgoing NCDA Board of Directors members. Board members ending their term on September 30, 2019 included

**Sharon Givens, Trustee (2016-19)**

**Brian Hutchison, Treasurer (2016-19)**

**Paul Timmins, Past President (2019)**

**Hyung Joon Yoon, Trustee (2016-19)**



## OUTSTANDING STATE DIVISIONS AWARDS

The following accolades are for exemplary programming and leadership at the state and regional level.



The first award is presented to the **South Carolina Career Development Association.**



The second award is presented to the **Rhode Island Career Development Association.**



## OUTSTANDING ARTICLES OF THE YEAR

The **Career Convergence Recognition Award** recognizes an individual's contribution to the Career Convergence web magazine as determined by the editorial team. And the award goes to *Creating Positive Spaces for Career Counseling with Transgender Client*, **Sue Motulsky and Emily Frank.**

**Career Developments Magazine Recognition Award** acknowledges the high quality of material that is included in the magazine each year by contributors and encourages members who continue to contribute articles. The Article of the Year goes to *Chaos Theory of Careers & Designing Your Life* (Spring 2018) by **John Schlesinger.**

**Career Development Quarterly Award** is selected by the Research Committee and this year's award goes to *Factors Influencing STEM Career Aspirations of Underrepresented High School Students* by **Wei-Cheng J. Mau and Jiaqi Lee.**



**Natalie Kauffman** (KauffmanNcareers@aol.com) As a Global Career Development Strategist with KauffmanNcareers, LLC, Natalie has been providing comprehensive individual & group career development support for more than 35 years across the U.S. & around the world. Her experiences have traversed business, government, education & NPO settings. Currently, she is active across three NCDA committees: Awards, Global Connections and Government Relations. Natalie also serves as the Newsletter Committee Director for the Asia Pacific Career Development Association, a former International Affiliate member of NCDA. She is a former NCDA Board Member (serving as Southern Trustee) and a former chair of NCDA's Leadership Academy. Her proudest achievement is being recognized by NCDA for her exceptional performance providing career development services and receiving the association's Outstanding Career Practitioner Award.



A complete list of references is available upon request from the author.