

LEE ANN RAWLINS WILLIAMS
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VITA

I. EDUCATIONAL BACKGROUND

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| May 2003 | University of Tennessee Knoxville, Tennessee <i>Doctor of Philosophy</i> | Human Development (Emphasis: Disability/Statistics) |
| December 1998 | University of Tennessee Knoxville, Tennessee <i>Master of Science</i> | Rehabilitation Counselor Education |
| August 1997 | University of Tennessee Knoxville, Tennessee <i>Bachelor of Science</i> | Human Services |

II. PROFESSIONAL EXPERIENCE

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| July 2023-present | <p>Clinical Assistant Professor and Program Director, Rehabilitation and Human Services, <i>University of North Dakota</i>, Grand Forks, ND.</p> <ul style="list-style-type: none">• Oversee and coordinate coursework in the Rehabilitation and Human Services undergraduate program.• Address current philosophy, theoretical implications, research and policy at all academic levels.• Work directly with academic recruitment (on and off campus events).• Advising duties of all students including new admission to the major, and nontraditional adult learners, and international students.• Supervise students involved in capstone and internship experiences• Conduct academic research and grant writing activities.• College committee participation at program, department, college and university levels.• Community committee participation at local, state, and national levels.• Research publications in varying areas to include rehabilitation, disability, case/caseload management, and professional practice.• Global connections with universities and schools to enhance student learning and connection through global communication and exploration.• Marketing of programs on campus and in the community.• Documentation and data collection for accreditation procedures (SACS), and academic program planning.• Budget planning and development each fiscal year. |
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October 2022-May 2023 **Program Director**, Rehabilitation Counseling, University of Wisconsin-Stout, Menomonie, Wisconsin. (Contract/Part Time: October 2022-May 2023)

- Coordination of the Rehabilitation Counseling (MSRC) graduate program.
- Work directly with academic recruitment, advising, and admissions.
- Supervise students involved in practicum and internship.
- Advise student cohort groups per semester.
- Coordination with CRCC for student registration and paperwork.
- Marketing of programs on campus and in the community.

July 2022-June 2023 **Director of Student Services and Wellness**, Windermere Preparatory School, Windermere, Florida.

- Provide campus leadership for faculty, staff and students
- Plan and promote student engagement events (on and off campus)
- Survey development, administration and interpretation of results
- Ensures policies are in alignment with state and federal regulations (FERPA, Title IX, etc.)
- Conduct evaluation and quality assurance activities; collects and reports performance data, monitoring the achievement of campus goals and standards through monthly, quarterly, and annual reports; and through analysis, synthesizing data across reports and findings through qualitative and quantitative analysis methodology
- Attend special student ceremonies representing the Sevier County Campus
- Assist with student registration and admissions
- Develop models to measure teacher and administrator effectiveness
- Facilitation of group processes, engage in conflict resolution, planning, and decision-making between college faculty, staff and students with leadership to build consensus and develop goals
- Diversity and inclusion through committee representation, campus climate surveys, focus groups, and implementation of findings

August 2020-July 2022 **Assistant Professor**, Rehabilitative Health Sciences, *East Tennessee State University*, Johnson City, Tennessee.

Program Director, Rehabilitative Health Sciences (promoted: February 1, 2021)

- Oversee and coordinate coursework in the Rehabilitative Sciences undergraduate program.
- Address current philosophy, theoretical implications, research and policy at all academic levels.
- Work directly with academic recruitment (on and off campus events).
- Advising duties of all students including dual enrollment, new admission to the major, and nontraditional adult learners, and international students.
- Supervise students involved in capstone and internship experiences
- Conduct academic research and grant writing activities.

- College committee participation at program, department, college and university levels focused on equity and inclusion.
- Community committee participation at local, state, and national levels.
- Research publications in varying areas to include rehabilitation, student success, Covid-19, and disability.
- Global connections with universities and schools to enhance student learning and connection through global communication and exploration.
- Marketing of programs on campus and in the community.
- Documentation and data collection for accreditation procedures (SACS), and academic program planning.
- Budget planning and development each fiscal year.
- Provide direct support to students needing services to include counseling, career development, advising, personal concerns, and crisis intervention. Referral when needed and appropriate.

Feb 2018-July 2020

Director of Educational Services and Student Success, Walters State Community College, Morristown, TN.

- Provide campus leadership for faculty, staff and students
- Coordinate Dual Enrollment for high schools
- Maintain community partnerships such as Sevier County School System, Partners in Progress, East Tennessee State University, etc.
- Plan and promote student engagement events (on and off campus)
- Survey development, administration and interpretation of results
- Ensures policies are in alignment with state and federal regulations (FERPA, Title IX, etc.)
- Conduct evaluation and quality assurance activities; collects and reports performance data, monitoring the achievement of campus goals and standards through monthly, quarterly, and annual reports; and through analysis, synthesizing data across reports and findings through qualitative and quantitative analysis methodology
- Advise students in all majors
- Attend special student ceremonies representing the Sevier County Campus
- Assist with student registration and admissions
- Develop models to measure teacher and administrator effectiveness
- Facilitation of group processes, engage in conflict resolution, planning, and decision-making between college faculty, staff and students with leadership to build consensus and develop goals
- Diversity and inclusion through committee representation, campus climate surveys, focus groups, and implementation of findings
- Assist with student and faculty registration and classroom issues
- Maintain campus materials such as spreadsheets, data, packet distribution, processing, final student rosters, etc.

March 2016-Jan. 2018

Program Consultant, State of Florida, *Division of Blind Services,*
Orlando, FL.

- Maintain and practice a current understanding of DOE and DBS policies and guidelines regarding information security.
- Remain in contact with Vocational Rehabilitation (VR) Program Senior Rehabilitation Specialist Blind (Counselors) and Rehabilitation Supervisors throughout the state, directing them in the planning, monitoring and evaluation, and the delivery of direct services of their assigned clients.
- Monitor the performance of all districts in relation to federal, state and program goals, standards and indicators, and ensures that policy and procedures do not present barriers to effective performance.
- Serve on the policy team and assist in formulating policies and procedures, which have significant impact in the administration of the statewide Division of Blind Services VR Program.
- Ensures policies are in alignment with state and federal regulations.
- Review field requests for the Bureau Chief's exceptions to policies and make recommendations as appropriate.
- Work collaboratively with the community and program staff to develop strategies to ensure quality services in the VR/Supported Employment and Transition programs.
- Serve as the lead specialist in client information system adaptations and ensure adaptations are aligned with current policies and procedures. Technical Assistance and Training.
- Collaboration with the State Rehabilitation Center.
- Coordination, completion, and reporting all VR portions of the State Plan as it relates to the Bureau of Client Services.
- Coordination, completion, and reporting of the Vocational Rehabilitation program to the Florida Rehabilitation Council for the Blind.
- Conduct VR program evaluation and quality assurance activities; collects and reports performance data, monitoring the achievement of Division goals and standards through monthly, quarterly, and annual reports; and through analysis, synthesizing data across reports and findings with the State Plan.
- Participate in the development and monitoring process of Division contracts with Community Rehabilitation Providers for the provision of services.
- Develop, maintain, and improve techniques for caseload management, utilizing the electronic client information system to gather accurate data and generate reports to determine trends, and analyze data to guide programmatic decisions.

Aug. 2016-Dec. 2016

Guest Relations, Yacht and Beach Club, *The Walt Disney Company,*
Lake Buena Vista, FL.

- Oversee and coordinate guest services at the Yacht and Beach Club Resorts.
- Attend to guest needs, registration, and cashier of monies.
- Assist with issues related to guest requests, Disney Four Keys, and issues/concerns during guest stay at the resort.

Aug. 2013-Aug. 2016

Assistant Professor, Special Education, Rehabilitation and Counseling (SERC), Rehabilitation and Disability Studies/ Rehabilitation Counselor Education, *Auburn University*, Auburn, AL. (Undergraduate Coordinator August 2013-August 2015)

- Oversee and coordinate coursework in the Rehabilitation and Disability Studies (RDS)/Rehabilitation Counselor Education (RCE) program.
- Address current philosophy, theoretical implications, research and policy at all academic levels.
- Work directly with academic recruitment (on and off campus events).
- Advising duties of all students including dual enrollment, new admission to the major, and nontraditional adult learners.
- Supervise students involved in practicum and internship.
- Programmatic and curriculum evaluation to include accreditation and report (National Council on Rehabilitation Education-1st accreditation in history of program).
- Coordinate dual enrollment with multiple schools in the Auburn City school system to ensure smooth transition into the Auburn RDS undergraduate program.
- Conduct academic research and grant writing activities.
- College committee participation at program, department, college and university levels.
- Community committee participation at local, state, and national levels.

July 2009-July 2013

Program Coordinator/Research Assistant Professor, TACE Southeast, Center on Education, Literacy and Employment, *The University of Tennessee*, Knoxville, TN

- Provide high quality technical assistance to educational systems regarding transition of students from K-12 to post secondary.
- Conduct high quality human resource development programs, training and strategy support to Region IV rehabilitation programs funded under the authority of the Rehabilitation Act, as amended in 1998, and coordinate grant writing and research efforts for the center.
- Maintain open communication and coordination of grants pertaining to Transition for individuals with disabilities in the school system.

July 2008-July 2009

Assistant Director, Office of Disability Services, *The University of Tennessee*, Knoxville, TN

- Manage all aspects of working with students with disabilities in the academic/college setting.

- Assist students with documented disabilities by determining their eligibility for services, and then working with students to determine reasonable accommodations and services.
- Discussion of services and accommodations provided on campus.
- Provide information to students, staff, and faculty regarding disability issues and services provided by the Office of Disability Services.
- Work in coordination with multiple school districts/systems in providing information to high school personnel.
- Ensure compliance with federal and state laws, statutes and regulations surrounding students with disabilities.
- Management of staff and provision of staff supervision for 15 staff members and contracted interpreters.
- Writing of reports for the Office of Disability Services, Division of Student Affairs, and Office of the Dean of Students.
- Budget and fiscal accountability and management of overall budget(s).

Aug. 2004-July 2008

Research Assistant Professor, Rehabilitation Counselor Education Program (RRCEP) and Southeast Rehabilitation Continuing Education Program (TACE), *The University of Tennessee*, Knoxville, TN

- Provide high quality human resource development programs, training, and strategy support to Region IV rehabilitation programs funded under the authority of the Rehabilitation Act, as amended in 1998.
- Coordinate materials and leading of multiple training programs (Rehabilitation Caseload Management, Penn Resilience Training for Vocational Rehabilitation Counselors, and Vocational Guidance Counseling for Rehabilitation Professionals).
- Conduct ongoing research in the areas of disability, rehabilitation, geriatrics and aging.

Aug. 2004-Aug. 2015

Adjunct Assistant Professor, Distance Education, *The University of Maryland University College*, Adelphi, Maryland

- Oversee and coordinate coursework in The School of Undergraduate Studies, Faculty and Distance Education, Department of Gerontology.
- Address current philosophy, theoretical implications, research and policy related to adulthood, health, and aging.
- Preparation and implementation of multiple teaching methods and workshops dealing with issues related to adulthood, health, aging and geriatrics.

April 2004

Research Assistant Professor, Rehabilitation Counselor Education *The University of Tennessee*, Knoxville, TN (Promoted by Peers)

May 2001-Aug. 2004

University Instructor, Rehabilitation Counselor Education *The University of Tennessee*, Knoxville, TN

- Oversee and coordinate coursework in the Rehabilitation Counselor Education (RCE) program.
- Address current philosophy, theoretical implications, research and policy in multiple graduate level courses.
- Work directly with academic recruitment, advising, and admissions.
- Supervise students involved in practicum and internship.
- Advise approximately 15 students per semester.
- Preparation and implementation of multiple workshops dealing with issues related to disability, caregiving and geriatrics.
- Conduct academic research.

Nov. 1999-May 2001

Vocational Rehabilitation Counselor (Blindness/Low Vision and General)

State of Tennessee Division of Rehabilitation Services Knoxville, TN

- Provided direct services to individuals with disabilities and developed individualized programs of service.
- Assisted with vocational planning and vocational goal-seeking activities.
- Assisted with vocational interest testing and guidance toward vocational goals.
- Coordinated services within the community to assist clients with vocational/job placement.
- Individual short-term crisis intervention.
- Counseled clients and their families regarding issues surrounding: housing accommodations, disability rights, advocacy, and career development.
- Provided state documentation.

III. COURSES TAUGHT

University of North Dakota, Grand Forks, North Dakota:

1. RHS 350: Overview of Disabilities (undergraduate)
2. RHS 493: Senior Seminar Capstone (undergraduate)
3. RHS 497: Internship in Rehabilitation (undergraduate)

East Tennessee State University, Johnson City, Tennessee:

4. RHSC 3600: Ethics in Rehabilitative Sciences
5. RHSC 3750: Introduction to Technology & Rehabilitation
6. RHSC 3800: Clinical Reasoning in Rehabilitative Sciences
7. RHSC 4100: Rehabilitation of Disability Across the Lifespan

8. RHSC 4200: Administrative Principles in Rehabilitation Management
9. RHSC 4500: Psychosocial Aspects of Rehabilitative Sciences
10. RHSC 4700: Introduction to Research in the Rehabilitative Sciences
11. RHSC 4800: Rehabilitative Sciences Capstone

Auburn University, Auburn, Alabama:

12. RSED 3020: Introduction to Rehabilitation
13. RSED 3120: Assessment in Rehabilitation
14. RSED 4120: Independent Living
15. RSED 5020 Psychosocial Aspects of Disability
16. RSED 5200: Vocational Evaluation
17. RSED 5210: Occupational Information
18. RSED 5220: Job Development and Placement
19. RSED 5230: Assistive Technology
20. RSED 4910/7910: Practicum
21. RSED 4920: Internship (Clinical Residency)

Pellissippi State Technical Community College:

1. ECED 2040: Family Dynamics and Community Involvement

The University of Maryland University College: (All Distance Education)

1. GERO 100: Introduction to Gerontology
2. GERO 302: Health and Aging
3. BEHS 210: Introduction to Social and Behavioral Sciences
4. GERO 415D: Sensory Disabilities and Aging

The University of Tennessee, Knoxville, TN:

1. RCE 538: Current Issues in Rehabilitation Counseling (Face-to-Face/Distance Education)
2. RCE 530: Orientation to Rehabilitation (Face-to-Face/Distance Education)
3. RCE 533: Job Analysis, Development and Placement
4. RCE 579: Disability Management
5. RCE 532: Caseload Management (Face-to-Face/Distance Education)
6. RCE 547: Practicum in Rehabilitation
7. RCE 549: Internship in Rehabilitation
8. CFS 240: Human Sexuality
9. Ed Admin & Sup 616: Research Methods

Southern University, Baton Rouge, Louisiana:

1. REHB 504: Caseload Management (Distance Education)

University of Arkansas, Little Rock, Arkansas:

1. CNSL 7308: Cross Cultural Counseling (Distance Education)
2. CNSL 7365: Practicum in Rehabilitation Counseling (Distance Education)
3. CNSL 7660: Internship in Rehabilitation Counseling (Distance Education)
4. CNSL: 7361: Medical Aspects of Disability (Distance Education)

University at Buffalo-SUNY, New York, NY:

1. CEP 658: Intro to Group Counseling (Distance Education)

IV. SERVICE

- **University of North Dakota**
Rehabilitation and Human Services Department Service
 1. **Program Director**, Rehabilitation and Human Services**University of North Dakota College Service**
 2. **Member**, Essential Studies Committee (2023-2025)
- **University of Wisconsin-Stout**
Counseling, Rehabilitation and Human Services Department Service
 1. **Program Director**, Rehabilitative Counseling (October 2022-May 2023: Contract)
- **East Tennessee State University**

University Service

1. **Member**, Faculty Sick Bank Committee
2. **Member**, Disability Issues Committee

College of Clinical and Rehabilitative Health Sciences

1. **College Liaison**, Interprofessional Education Committee (2020-2021)
2. **Member**, Diversity, Equity and Inclusion Committee
3. **Member**, Marketing and Recruitment Committee
4. **Member**, Conference on High Impact Practices (CHIPS) Committee

Rehabilitative Sciences Department Service

1. **Program Director**, Rehabilitative Health Sciences (RHSC-BS)
2. **Member**, Leadership Committee
3. **Member**, Advisory Committee
4. **Member**, Marketing and Recruitment Committee

- **Auburn University**

University Service

1. **Member**, Multicultural Diversity Commission (2015-2016)
2. **Co-Chair**, Sub-Committee #1: Benchmarks-other institutions' student diversity courses (2016)

College of Education

1. **Chair**, Undergraduate Education Committee (2015-2016)
2. **Member**, Undergraduate Education Committee (2014-present)

SERC Department Service

1. **Program Coordinator**, Undergraduate Rehabilitation and Disability Studies (August 2013-August 2015)
2. **Program Advisor**, All Undergraduate students (August 2013-August 2015)
3. **Lead**, UG CORE Accreditation (2014-2015)
4. **Lead**, International Linkage with University of Sydney
5. **Advisory Board Member**, Rehabilitation Counseling Program (2013-present)
6. **Doctoral Committee Member**
 - a. Carrie Hemming (Counselor Education, Mental Health Counseling)
 - b. Todd Prather (Counselor Education, Mental Health Counseling)

- c. Courtney East (Counselor Education, Mental Health Counseling)
- d. Eric Peebles (Special Education and Rehabilitation)
- e. Tabitha Brecke (Adult Education)
- f. Judy Heenan (Adult Education)
- 7. **Member**, CORE/CACREP Conversion Committee-2014
- 8. **Member**, RCE Long-Term Training Grant Committee-2014

Professional Service

Regional

1. **President** (2015), Southeast Region National Rehabilitation Association
2. **President**, (2012), Southeastern Council on Family Relations
3. **Southeast Region National Rehabilitation Association (SERNRA) Annual Conference (March 2014), Perdido Beach AL:**
 - a. **Chair**, Delegate Assembly/Certification Committee
4. **Southeast Region National Rehabilitation Association (SERNRA) Annual Conference (May 2013), Louisville, KY:**
 - b. **Chair**, Delegate Assembly/Certification Committee
5. **Southeast Region National Rehabilitation Association (SERNRA) Annual Conference (May 2012), Safety Harbor, FL:**
 - c. **Chair**, Delegate Assembly/Certification Committee
6. **Southeast Region National Rehabilitation Association (SERNRA) Annual Conference (May 2011), Biloxi, MS:**
 - d. **Chair**, Delegate Assembly/Certification Committee
 - e. **Member**, Awards Committee
 - f. **Member**, Door Prize Committee
7. **Southeast Region National Rehabilitation Association (SERNRA) Annual Conference (September, 2010), Asheville, NC:**
 - a. **Chair**, Delegate Assembly/Certification Committee
8. **Southeast Region National Rehabilitation Association (SERNRA) Annual Conference (May, 2009), Savannah, GA:**
 - a. **Member**, Awards Committee
 - b. **Member**, Delegate Assembly/Certification Committee
9. **Southeast Region National Rehabilitation Association (SERNRA) Annual Conference (May, 2008), Nashville, TN:**
 - a. **Member**, All Committees (Awards, Location, Door Prize, Goodie Bag, etc.)
 - b. **Chair**, Annual Golf Tournament
10. **Southeast Region National Rehabilitation Association (SERNRA) Annual Conference (May, 2007), Mobile, AL:**
 - a. **Member**, Awards Committee
11. **Southeast Region National Rehabilitation Association**

(SERNRA) Annual Conference (May, 2006), Louisville, KY:

- a. **Chair**, Delegate Assembly/Certification Committee
 - b. **Member**, Door Prize Committee
 - c. **Member**, Goodie Bag Committee
12. **Southeast Region National Rehabilitation Association (SERNRA) Annual Conference (May, 2005), Tampa, FL:**
- b. **Member**, Awards Committee
13. **Southeast Region National Rehabilitation Association (SERNRA) Annual Conference (May, 2001), Nashville, TN:**
- a. **Chair**, Audio-Visual Committee
 - b. **Chair**, Door Prize Committee
 - c. Board Assistant

National/International

1. **President Elect** (2024), National Rehabilitation Counseling Association (NRCA)
2. **Proposal Reviewer** (2023), National Council on Family Relations (NCFR) Annual Conference
3. **Board Member** (2022-2023), Committee on Rehabilitation Accreditation (CoRA)
4. **Board Member** (2020-2023), National Rehabilitation Counseling Association (NRCA)
5. **Member** (2020-2022), National Rehabilitation Counseling Association (NRCA), International Subcommittee.
6. **Chair** (2023), National Rehabilitation Counseling Association (NRCA), Conference Chair, Little Rock, Arkansas.
7. **Co-Chair** (2022-2024), National Council on Rehabilitation Education (NCRE), Council on Rehabilitation and Disability Studies.
8. **Committee Member** (2021), National Rehabilitation Association, Strategic Planning Committee
9. **Vice Chair**, North American Region: Work and Employment Commission-- Rehabilitation International (2009-2015)
10. **Board Member** (2015-2018), Professional Vocational Evaluators (PVE)
11. **Board Member at Large** (2011-2014), National Rehabilitation Association (NRA)
12. **Committee Member**: National Rehabilitation Association, Membership Committee (2012-2013).
13. **Committee Member**: National Rehabilitation Association, Awards Committee (October-2008).
14. **NRA Leadership Committee**, National Rehabilitation Association (2004-2008)
15. **NRA Leadership Subcommittee-Mentoring**, National

- Rehabilitation Association (2004-2005)
16. **Committee Member:** National Consortium of Regional Rehabilitation Continuing Education Programs (RRCEP/TACE) (2006, 2008, 2011, 2013)
 17. **Member:** Delegate Assembly, *National Rehabilitation Association Annual Training Conference*, 2015. Biloxi: MS.
 18. **Member:** Delegate Assembly, *National Rehabilitation Association Annual Training Conference*, 2013. New York: NY.
 19. **Member: Delegate Assembly,** *National Rehabilitation Association Annual Training Conference*. 2012. Chicago, IL.
 20. **Member: Delegate Assembly,** *National Rehabilitation Association Annual Training Conference*. 2010. New Orleans, LA.
 21. **Member: Delegate Assembly,** *National Rehabilitation Association Annual Training Conference*. 2007. Tucson, AZ.
 22. **Member: Delegate Assembly,** *National Rehabilitation Association Annual Training Conference*. 2006. Louisville, KY.
 23. **Member: Delegate Assembly,** *National Rehabilitation Association Annual Training Conference*. 2005. Alexandria, VA
 24. **Member: Delegate Assembly,** *National Rehabilitation Association Annual Training Conference*. 2004. Philadelphia, PA.
 25. **Member: Delegate Assembly,** *National Rehabilitation Association Annual Training Conference*. 2003. Nashville, TN.
 26. **Member: Delegate Assembly,** *National Rehabilitation Association Annual Training Conference*. 2002. Indianapolis, IN.
 27. **Member: Delegate Assembly,** *National Rehabilitation Association Annual Training Conference*. 2001. Biloxi, MS.
 28. **Member,** National Rehabilitation Counseling Association (NRCA)
 29. **Member,** International Council on Disability (ICD)
 30. **Member,** National Council on Family Relations (NCFR)
 31. **Member,** United States International Council on Disability (USICD)
 32. **Member,** International Association of Rehabilitation Professionals (IARP)

V. PUBLICATIONS/PERFORMANCES/EXHIBITS/EDUCATIONAL PRODUCTS

A. Publications

1. Books

Rawlins-Williams, L.A. & Oswald, G. (March 2024). *Fundamentals of Case and Caseload Management: Skills for Rehabilitation Practice*. Springer Publishing Company.

Grubbs, L.A., Cassell, J.L. & Mulkey, S.W. (2006). *Rehabilitation Caseload*

Management: Concepts and practice (2nd ed.). *Springer Publishing Company*.

2 Article Length Publications (* denotes student contributions)

Works in Progress

Rawlins-Williams, L.A., Cureton, M., Williams, T.R. (In submission). The Lack of Socially Inclusive Images on IHE Equity and Diversity Websites. *Equality, diversity and inclusion: An international journal* (ID: EDI-04-2022-0092)

Peer-Reviewed Publications

Sprong M.E., Hollender H., Lee Y.-S., Rawlins Williams L.A., Sneed Z., Garakani A. and Buono

F.D. (2023). Disparities in program enrollment and employment outcomes for veterans with psychiatric and co-occurring substance use disorders referred or enrolled for VHA vocational rehabilitation. *Frontiers in Psychiatry* 14:1200450. doi: 10.3389/fpsyt.2023.1200450

Rawlins Williams, L.A. (2023). Impact of COVID-19 on the Child and Adolescent Mental Health Crisis: Promoting Mental Health Literacy in Family Life Education. *CFLE Network*, Spring 2023.

Rawlins-Williams, L.A. & Williams, T. (2021). The experiences of community college students impacted by COVID-19: Transitions from traditional didactic learning to online formats. *The Rehabilitation Professional*, 29(3), pp. 185-198.

Rawlins-Williams, L. A., & Oswald, G. R. (2021). Facilitating knowledge in rehabilitation counseling professionals on caseload management: A pre-test/post-test evaluation. *The Rehabilitation Professional*, 29(1), pp. 5–12

Oswald, G., Huck, G. & Rawlins Williams, L.A. (2020). Undergraduate Rehabilitation Student Perceptions of Post-Graduation Outcomes and Professional Identity. *Journal of Applied Rehabilitation Counseling* 51(3), 249-263.

Oswald, G., Alderman, L., & Willmering, P. (2017). Short-Term Job Shadowing Experience Benefits for Undergraduate Rehabilitation Students. *The Australian Journal of Rehabilitation Counselling*, 1-11. <https://doi.org/10.1017/jrc.2017.2>.

Oswald, G. R., Flexer, R., Alderman, L. A., & Huber, M. (2016). Predictive value of personal characteristics and the employment of transition-aged youth in vocational rehabilitation. *Journal of Rehabilitation*, 82(4), 60-66.

Alderman, L.A., & Oswald, G. (2016). The current state of specialization and self-identity among Certified Rehabilitation Counselors. *The Rehabilitation Professional*, 24(2), 69-74.

- Tidwell, P., Fleming, C, Kraska, M. & Alderman, L.A. (2016). Transition assessment practices: Identifying resources, tools & technical assistance needed by rehabilitation transition counselors. *Journal of Rehabilitation*, 82(1), 3-11.
- Rawlins-Alderman, L. A., Dock, R., Steele, M. & Wofford, L. (2015). Current vocational assessment methods. *Vocational Evaluation and Career Assessment Professionals Journal (VCAP) and Vocational Evaluation and Work Adjustment Association Journal (VEWAA) Tools of Evaluation Special Joint Issue*, 18-36.*
- Rawlins-Alderman, L.A. & Dunn, P. L. (2015). A review of case and caseload management course availability in undergraduate rehabilitation and disability studies programs. *The Rehabilitation Professional*, 23(3), 163-168.
- Rawlins-Alderman, L.A. (2014). A qualitative exploration of the experiences of primary caregivers to individuals with traumatic brain injuries. *Physical Medicine and Rehabilitation – International*, 1(4), 1-6.
- Dunn, P. & Rawlins, L.A. (2011). A review of Forensic and proprietary rehabilitation course availability in CORE accredited rehabilitation counseling programs. *The Rehabilitation Professional*, 19(3), 119-124.
- Skinner, A. L., Grubbs, L. R., & Hughes, C. (2010). A preliminary investigation comparing Academic Locus of Control and Perceived Quality of Academic Life across college students with and without disabilities. *Inquiry: Critical Thinking Across Disciplines* 25(1), 9-16.
- Dunn, P., **Grubbs, L.A.**, & Mulkey, S.W. (2007). Inclusion of case and caseload management in NCRE member rehabilitation curricula. *Rehabilitation Counselors & Educators Journal*, 1(1), 24-28.
- Grubbs, L.A.**, Cassell, J.L. & Mulkey, S.W. (2006). Rehabilitation Caseload Management: Concepts and practice (2nd ed.). *Springer Publishing Company*.
- Grubbs, L.A. **Instructor's Manual**. *The Case Manager's Handbook (3rd ed.)*. Sudbury, Massachusetts: Jones and Bartlett

C. Presentations/Training

Refereed Presentations

International

- Rawlins Williams, L.A. (2022). *The impact of empathy in the classroom: Enriching skills while strengthening the educational environment*. (Invited Keynote). 12th International Research Conference on Education Language, and Literature (IRCEELT).
- Rawlins Williams, L.A. & Williams, T. R. (2021). *The impact of the COVID-19 pandemic*

on education: Transitions from traditional didactic learning to online formats. (Invited Scholar). Open Faculty Forum, International Black Sea University, Tbilisi, Georgia.).

Rawlins, L.A. (2010). Rehabilitation International, General Assembly, North American Vice Chair for the Work and Employment Commission, *Disability and North America Report*, Copenhagen, Denmark.

Grubbs, L.A. (2005). *Disabilities: A global comparison.* (Invited Scholar/Researcher) The University of Patras, Patras, Greece.

Grubbs, L.A. (2004). *Caregiving: Policy and Practice.* (Invited Scholar) Mount Saint Vincent University, Halifax, Nova Scotia, Canada.

Grubbs, L.A. (2004). *Primary Caregiving Experiences.* (Invited Scholar) Mount Saint Vincent University, Halifax, Nova Scotia, Canada.

National

Rawlins-Williams, L.A. (September, 2023). *Rehabilitation caseload management tools for professional practice.* National Rehabilitation Counseling Association (NRCA) and Rehabilitation Counselors and Professionals Association of Arkansas (RCPAA) Joint Training Conference, Little Rock, AR.

Rawlins-Williams, L.A. (March 2022). *Undergraduate student perceptions of positions in social justice and advocacy.* National Council on Rehabilitation Education Annual Conference (NCRE), Poster-Session, San Diego, CA.

Rawlins-Williams, L.A. (2021) *Undergraduate student perceptions of positions in social justice and advocacy.* National Rehabilitation Counseling Association (NRCA) Annual Conference. Virtual event, October 2021.

Rawlins Williams, L.A. & Cureton M. (2020). *The Lack of Socially Inclusive Images on IHE Equity and Diversity Websites.* National Rehabilitation Counseling Association (NRCA) Symposium: An event on disability and social justice. Virtual event, October, 2020.

Oswald, G.R., Alderman, L.A. & Huck, G. (2019) *Credentialing as a Vehicle for Social Justice and Professional Identity at the Undergraduate Level.* National Rehabilitation Counseling Association (NRCA) Symposium, Memphis, TN.

Alderman, L.A. (2016). *The Influence of Undergraduate Education on the field of Rehabilitation.* National Council on Rehabilitation Education Annual Conference (NCRE), Poster-Session, Newport Beach, CA.

- Alderman, L.A. & Oswald, G. (2015). *The Changing Tide: Influence of Undergraduate Education on field of Rehabilitation*. Rehabilitation Association of Mississippi/Southeast Region- NRA/National Rehabilitation Association Joint Annual Conference, Biloxi, MS.
- Alderman, L.A., Dock, R, Steele, M. & Wofford, L (2015). *Current Vocational Assessment Methods*, National Council on Rehabilitation Education Annual Conference (NCRE), Poster-Session, Newport Beach, CA.
- Alderman, L.A. (2015). “*Social Media and Ethics*”, National Association of State Head Injury Administrators (NASHIA), Montgomery, Alabama.
- Rawlins, L.A. (2013). “*Customer Service and Rehabilitation*” National Rehabilitation Association Annual Conference, Brooklyn, New York.
- Rawlins, L.A. (2011). “*Professional Ethics and Tribal Vocational Rehabilitation*” 2011 CANAR Annual Conference, Orlando, Florida.
- Rawlins, L.A. (2010). “*Rehabilitation Caseload Management: Influence on transition outcomes*” National Rehabilitation Association Annual Conference, New Orleans, LA
- Grubbs, L.A. (2006). “*Job Placement in the 21st Century*”. National Rehabilitation Association Annual Conference, Orlando, FL.
- Grubbs, L.A. (2005). “*Rehabilitation Caseload Management: Are you managing your caseload or is you caseload managing you?*” National Rehabilitation Association Annual Conference, Alexandria, Virginia.
- Grubbs, L.A. (2004). “*Caregiving Experiences*”. (Poster Session) 2004 Joint Conference of The American Society on Aging and The National Council on Aging, San Francisco, California.
- Grubbs, L.A. (2004). “*Phenomenological Inquiry of the Primary Caregiving Experience: Challenges, Rewards and Hopes for the Future*”. 12th Annual Conference on Parent Education, Dallas, Texas
- Grubbs, L.A., and Skinner, A.L. (2003). “*Using Locus of Control to improve Outcomes of Consumers with Learning Disabilities*”. National Council on Rehabilitation Education Conference, Tucson, Arizona.
- Grubbs, L.A. (2002). “*Traumatic Brain Injury: The Recovery Process and Caregiver Influences on the Rehabilitation Transition*”. National Rehabilitation Association/National Rehabilitation Association of Indiana Annual Conference, Indianapolis, Indiana.
- Grubbs, L.A. (2001). “*Siblings: Unique Relationships to Individuals with Disabilities*”.

National Rehabilitation Association/National Rehabilitation Association of Mississippi Annual Conference, Biloxi, Mississippi.

Regional

Alderman, L.A. & Oswald, G. (2015). *The Changing Tide: Influence of Undergraduate Education on field of Rehabilitation*. Rehabilitation Association of Mississippi/Southeast Region- NRA/National Rehabilitation Association Annual Conference, Biloxi, MS.

Rawlins, L.A. (2013). “*Customer Service and Rehabilitation*” Southeast Region-National Rehabilitation Association Annual Conference (SERNRA), Louisville, KY.

Rawlins, L.A. (2012). “*Social Media and Ethics*” Southeast Region National Rehabilitation Association (SERNRA)/Florida Rehabilitation Association (FRA) Joint Conference, Safety Harbor, Florida.

Rawlins, L.A. (2011). “*Transferable Skills*” Kentucky Division of VR Services-General Agency, Perkins Center, Thelma, KY.

Rawlins, L.A. (2011). “*Professional Ethics and Leadership*” 2011 GRA Annual Conference, St. Simon Island, GA.

Rawlins, L.A. (2011). “*Professional Ethics and Rehabilitation*” 2011 GRA Annual Conference (Preconference Event), St. Simon Island, GA.

Rawlins, L.A. (2011). “*Ethics: Why does it matter?*” Southeast Region National Rehabilitation Association (SERNRA)/Mississippi Rehabilitation Association (RAM) Joint Training Conference, Biloxi, Mississippi.

Rawlins, L.A. (2011). “*Professional Ethics*” TACE/Kentucky Division of Blind Services, McDowell Center, Louisville, KY.

Rawlins, L.A. (2011). “*Co-Occurring Conditions*” TACE/Kentucky Division of Blind Services, McDowell Center, Louisville, KY.

Rawlins, L.A. (2011). “Transition: Assisting educators in goal creation and effective plan writing for student success” 2011 Special Education Annual Training Conference, Nashville, TN.

Rawlins, L.A. (2010). “*Resilience Training for Rehabilitation Professionals: How resilient are you?*” Southeast Region National Rehabilitation Association (SERNRA)/North Carolina Rehabilitation Association (NCRA) Joint Conference, Asheville, NC.

Rawlins, L.A. (2010, September). “*Professional Ethics*” Southeast Region National

Rehabilitation Association (SERNRA)/North Carolina Rehabilitation Association (NCRA) Joint Conference, Asheville, NC.

Rawlins, L.A. (2010). “*Generations*” Southeast Region National Rehabilitation Association (SERNRA)/North Carolina Rehabilitation Association (NCRA) Joint Conference, Asheville, NC.

Rawlins, L.A. (2010). “*Professional Ethics*” Georgia Rehabilitation Association Annual Training Conference, Augusta, GA.

Rawlins, L.A. (2010). “*Transition 101*”. Division of Special Education, Annual Training Conference, Nashville, TN.

Rawlins, L.A. (2009). “*IEP Goals Training—Setting IEP Goals the SMART Way*”. Division of Special Education, Hamblen County School System, Morristown, TN.

Rawlins, L.A. (2009). “*The Tricks and Treats of a Professional Image*”. University of Tennessee, Employee and Organizational Development, Knoxville, TN.

Rawlins, L.A. (2009). Keynote address, “Resilience and Surviving in an Uncertain World”. Florida Division of Rehabilitation Services Regional Supervisor Meeting, Lake Mary, FL.

Rawlins, L.A. (2009). “*Resilience Training for Rehabilitation Professionals: How resilient are you?*” Southeast Region National Rehabilitation Association (SERNRA)/Georgia Rehabilitation Association (GRA) Joint Conference, Savannah, GA.

Grubbs, L.A. (2006). “*Professional Ethics and Rehabilitation*”. Volunteer State Rehabilitation Association Annual Conference, Smyrna, TN.

Grubbs, L.A. (2006). “*Caseload Management (I and II)*”. Southeast Region National Rehabilitation Association (SERNRA)/Kentucky Rehabilitation Association (KRA) Joint Conference, Louisville, KY.

Grubbs, L.A. (2005). “*The Evolving Workforce Market...Improving Placement*”. Kentucky Office for the Blind, 2005 Fall Conference, General Butler State Park, Carrollton, KY.

Grubbs, L.A. (2005). “*Ethics and Rehabilitation*”. Volunteer State Rehabilitation Association Annual Training Conference, Smyrna, TN.

Grubbs, L.A. (2005). “*Ethics for Rehabilitation Professionals*”. Kentucky APSE Annual Training Conference, Louisville, Kentucky.

Grubbs, L.A. (2003). "Caring for Family Caregivers: An emphasis for nursing educators". National Organization for Associate Degree Nursing Annual Convention, Knoxville, Tennessee

Grubbs, L.A., and Skinner, A.L. (2002). "*Locus of academic control and college students with and without disability: A comparison*". Mid-South Educational Research Association Annual Conference, Chattanooga, Tennessee.

State

Alderman, L.A. (2017). "The Integration of Transition Services for Effective Rehabilitation Outcomes". State of Florida, Division of Blind Services Annual Training Conference, Daytona Beach, FL.

Alderman, L.A. (2017). "*Rehabilitation Caseload Management*". State of Florida, Division of Blind Services Annual Training Conference, Daytona Beach, FL.

Alderman, L.A. (2017). "*The Impact of Rehabilitation on Caseload Management Process*", Florida Rehabilitation Association (FRA) Annual Training Conference, Orlando, Florida.

Alderman, L.A. (2016). "*Dispelling Handicapism: Breaking Traditional Notions of Disability to Uncover Talents*", Auburn University Diversity and Inclusion Conference, The Hotel at Auburn University, Auburn, Alabama.

Hall, T. & Alderman, L.A. (2015). "*Accessibility and Architecture: Where's the Disconnect*", Auburn University CLA Reads Diversity Research Symposium, Auburn, Alabama.*

Tingle, L. & Alderman, L.A. (2015). "*Profiles of Counselors Who List Themselves as CRC*" Auburn University CLA Reads Diversity Research Symposium, Auburn, Alabama.*

Alderman, L.A. (2014). "*Social Media and Ethics*", ADRS, Alabama Head Injury Division, Montgomery, Alabama.

Alderman, L.A. (2014). "*Social Media and Ethics*", Alabama Rehabilitation Association Training Conference, Auburn, Alabama.

Rawlins, L.A. (2013). Keynote Speaker-"*Emergency Preparedness and Rehabilitation*" Alabama Rehabilitation Association Training Conference, Auburn, Alabama.

Rawlins, L.A. (2013). "*Emergency Preparedness and Ethics*" Alabama Rehabilitation Association Training Conference, Auburn, Alabama.

Rawlins, L.A. (2012). "*Ethics and Leadership*" Alabama Division of Rehabilitation Services, Montgomery, Alabama.

Rawlins, L.A. (2012). “*Ethics and Leadership*” Honorary Fennessee Symposium/Lecture, Alabama A&M, Huntsville, Alabama.

Invited Training Events (Other)

Alderman, L.A. (2016). “*Impact of Social Media in Professional Practice.*” Alabama Rehabilitation Association, Birmingham, Alabama.

Alderman, L.A. (2015). “*Social Media and Ethics*”, National Association of State Head Injury Administrators (NASHIA), Montgomery, Alabama.

Alderman, L.A. (2014). “*Social Media and Ethics*”, ADRS, Alabama Head Injury Division, Montgomery, Alabama.

Rawlins-Alderman, L.A. (2014). “*Rehabilitation Caseload Management*”, Pennsylvania Division of Rehabilitation Services, three-day workshop, Philadelphia, PA.

Other research/creative contributions

Editorial Review:

(Consistently review for each of the following journals)

2015-present The Australian Journal of Rehabilitation
Counseling 2007-2021 Rehabilitation Counselors and Educators
Journal

2020-present The Journal of Applied Rehabilitation Counseling (JARC)

Editorial Board:

2020-2026 The Rehabilitation Professional

(IARP) 2020-2026 The Journal of Life Care
Planning (IARP)

2014-2017 Physical Medicine and Rehabilitation –

International 2007-2016 Rehabilitation Counselors and
Educators Journal

VI. GRANTS AND CONTRACTS

➤ **University of North Dakota**

External Grants Submitted (UND)

Williams, L.A. (2023). National Association for Campus Activities (NACA). Fostering Inclusivity: A Campus-Wide Disability Awareness Day Event. Research Grant, \$2, 500.
Role: PI.

➤ **Auburn University**

External Grants Funded (Auburn)

Meyer, J. M., Curtis, R., **Rawlins, L.**, Derzis, N., & Fleming, C. (2014). *Preparing Rehabilitation Counselors for the Challenges and Benefits of the Rehabilitation Profession*. Rehabilitation Services Administration. A five-year project totaling \$1,000,000.00.

- Role: Co-Investigator. Funded.

Internal Grants Funded (Auburn)

Alderman, L.A. (2016). National Advisory Council Mini-Grant for Service Learning Projects. Disability Awareness...Because it matters. Fall 2015 (\$500).

Alderman, L.A. (2015). Auburn University Office of International Programs. International Outreach Travel Grant. Establishment of collaboration in Rehabilitation and Disability Studies with the University of Sydney. Summer 2015 (\$3,500).

Internal Grants Not Funded (Auburn)

Alderman, L.A. (2016). Undergraduate Research Mini Grant. March 2016. (\$10,000).

Fleming, C. & Alderman, L.A. (2013). Auburn University Outreach Scholarship Grant. What is the Capacity of Alabama to Provide Quality Supported Employment Services to Individuals with the Most Significant Disabilities? Fall 2013 (\$20,000).

III. LICENSE AND CERTIFICATIONS

Certified Rehabilitation Counselor (CRC) – Commission on Rehabilitation Counselor Certification. Effective December 1998-present. (CRCC#: 000036435)

Certified Family Life Educator (CFLE) –National Council on Family Relations. Effective May 2003-present. (CFLE #: 9900696)

AWARDS

- 2022 Distinguished Research Recognition: Varying press and news media outlets. *Research Article*: The experiences of community college students impacted by COVID-19: Transitions from traditional didactic learning to online.
- 2021 Diversity Champion, ETSU Office of Equity and Inclusion
- 2020 Good as Gold Award for Distinguished Administrator: Phi Theta Kappa Honor Society, Walters State Community College (based on student submission)
- 2016 Distinguished Representative: Auburn University, Camp War Eagle (selected by College)
- 2010 Distinguished Educator: University Award (based on student submission)

- 2006 Distinguished Lou Ortale Award and Lecture-National Rehabilitation Association (JPD Division)