



National Career  
Development  
Association

**A Division of the American Counseling Association**

# **NCDA Annual Membership Meeting Report**

**June 30, 2021**

**Inspiring Careers – Empowering Lives**

305 N. Beech Circle, Broken Arrow, OK 74012  
[www.ncda.org](http://www.ncda.org)

## **PRESIDENT'S WELCOME MESSAGE**

### ***A Kaleidoscope of Career Interventions in an Age of Uncertainty***



***Seth Hayden, NCDA President 2020-21***

NCDA has had a wonderfully productive year as we recovered from the global pandemic. As President of our great organization, I have been overwhelmed by the hundreds of thousands of hours that members of NCDA's Board of Directors, committees, councils, task forces, and commissions have devoted to making our association even better. It is with sincere gratitude to all who have contributed to NCDA's success that we share with you this Annual Membership Meeting report.

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NCDA’s fiscal year ends on September 30, 2021. At that time, all committees, councils, and commissions will have their annual reports posted to the Committee section of the website. Minutes of all Board of Directors Meetings are posted on the NCDA website under About NCDA for all members to review.

# **ANNUAL MEMBERSHIP MEETING AGENDA**

**June 30, 2021**

**2021 Virtual Global Career Development Conference**

Call to Order	Seth Hayden, President
Approval of Agenda	Seth Hayden, President
Approval of 2020 Annual Meeting Minutes	Seth Hayden, President
Membership Report	Seth Hayden, President
Treasurer's Report	Charles Lehman, Treasurer
Nominations and Elections	Kathy Evans, Past President
Adjourn	Seth Hayden, President

# **MINUTES FROM 2020 ANNUAL MEMBERSHIP MEETING**

**Tuesday, July 14, 2020**

Online via WebEx

Meeting called to order by Kathy Evans, NCDA President, at 4:31 PM ET. Introductions and recognitions were announced. It was announced that the conference app would be used for voting. A reminder was provided to attendees that the Annual Meeting Report was posted in the conference app and on the NCDA conference page.

We had 273 members present at this meeting, which constituted a Quorum. Attendees were asked to use the chat box in the virtual meeting system to communicate questions or comments during the meeting.

## **Approval of the Agenda:**

Kathy Evans asked for approval of the agenda and indicated that this was located in the Annual Meeting Report. The agenda was also provided on screen.

Approval of the agenda was to be registered by attendees via the conference app.

## **Approval of 2019 Annual Meeting Minutes:**

Kathy Evans asked for approval of the 2019 Annual Meeting Minutes. She reminded attendees that these were available in the Annual Meeting Report on page 5.

Approval of the minutes was to be registered by attendees via the conference app.

## **Membership Report:**

Kathy Evans reviewed the Membership Report, which was provided on page 8 in the Annual Meeting Report. We are currently at 5281 members. NCDA has a history of steady membership and we are up approximately 400 members from this time last year. Considering everything happening with the coronavirus outbreak, we are happy to be slightly increasing in membership.

## **Treasurer's Report:**

Charles Lehman, NCDA Treasurer, outlined overall revenues and expenses for NCDA, and projected revenues and expenses for the remainder of this fiscal year. The treasurer's report was provided on pages 9 and 10 of the Annual Meeting Report. Charles Lehman provided an overview of the most recently audited report, fiscal year 2018-2019. Major sources of revenue included the annual conference, membership, training, and credentialing activities. On the expenses side, the main activities reported included the annual conference and credentialing.

NCDA's overall budget runs about \$1.5 million per year. Over the last three years there have been significant changes in the credentialing initiative and a decrease in the Second Century Fund. NCDA has been running a \$100,000 deficit over the past three years. This is not a

sustainable situation. This year's budget was developed to end this situation and we are endeavoring to do so during these trying times.

In the report category of net assets, NCDA has \$537,000 in reserves. This indicates a strong financial position based on budget and long-term plans. The association is in good financial shape. Charles Lehman then opened the floor for questions – there were none.

Approval of the treasurer's report was to be registered via the conference app.

## **BUSINESS MEETING**

### **Nominations and Elections:**

On behalf of Past-President Skip Niles, Past-Past-President Paul Timmins recognized the Nominations and Elections Committee for work during the past year. This group included David Reile, David Ford, and Karol Taylor. The slate of candidates was presented, with biographies provided in the Annual Meeting Report (beginning on p.11).

Paul Timmins announced that the general election will begin after the runoff and will continue through August 30, 2020.

The candidates:

#### Candidates for President-Elect-Elect

- Brian Hutchison
- Carolyn Jones
- Lakeisha Mathews

#### Candidates for Secretary

- Julie Makela
- Jackie Peila-Shuster
- Rae Brendecke Stout

#### Candidates for Trustee for Higher Education Career Counselors and Specialists

- Mason Murphy
- Catherine Voss Plaxton
- Diandra Prescod

#### Candidates for Trustee for School Career Counselors and Specialists

- Celeste Hall
- Sherry Williams

No additional nominations from the floor were received by June 30<sup>th</sup> which was the requirement for the originally scheduled conference.

The three candidates for President-Elect-Elect were each given three minutes to outline their candidacies.

Kathy Evans explained that a runoff election for the positions of President-Elect-Elect, Secretary, and Trustee for Higher Education Career Counselors and Specialists would narrow the field of candidates to two candidates each. Runoff voting was to take place through the conference app, to end at 5:00PM ET on Friday, July 16th.

The Annual Meeting adjourned at 4:52PM ET.

## **Addendum**

### **New Nominations and Elections Committee for 2020-2021:**

At the beginning of the General Session on Wednesday, July 15, Kathy Evans asked for two volunteers to serve on the 2020-2021 committee, which is also comprised of the three most recent Presidents. The immediate Past-President, Kathy Evans, will serve as Chair.

The volunteers are Natalie Kauffman, Maryland, and Laura Hall, Kentucky.

# MEMBERSHIP REPORT

## NCDA Membership Report

June 1, 2021

### Membership by Type

ACA/NCDA Members	271	5%
NCDA Only Regular Members	2476	47%
Student/New Professionals	1028	20%
Retired/Emeritus	156	3%
Organizational Members	660	12%
Life	15	0%
Promotional	707	13%
Total	5,313	100%

### Method of Joining

ACA Processed Members	510	10%
NCDA Processed Members	4803	90%
Total	5,313	100%

### By Constituency Groups

Counselor Ed/Researcher	438	9%
Higher Ed Career Services	1,708	37%
School Counselors & Specialists	454	10%
Other	494	11%
Agencies	259	5%
Business and Industry	311	7%
Private Practice	565	12%
Graduate Students	414	9%
Total	4,643	100%

### Credentials Awarded

CCC	323	14%
CCCE	15	1%
CCSCC	24	1%
CCSP	1,726	76%
CMCS	134	6%
CSCDA	49	2%
Total	2,271	100%
% of membership with credentials		43%

### By Ethnicity

African American	695	17%
Asian	386	10%
Hispanic/Latino	209	5%
Native American	33	1%
White	2,499	62%
Other	203	5%
Total	4,025	100%

### By Region

North Atlantic	1,020	19%
Southern	1,757	33%
Midwest	1,025	19%
Western	992	18%
International	519	11%
Total	5,313	100%

### By Gender

Male	825	20%
Female	3,247	79%
Non-binary	12	1%
Total	4,084	100%

### By Degree

Associate/Certificate	105	2%
Bachelor's	644	15%
Master's	2,775	67%
Doctorate	569	14%
Ed Specialist	104	2%
Total	4,197	100%



## TREASURER'S REPORT

<u>REVENUES</u>	<u>FY 2019-20</u>	<u>FY 2018-19</u>	<u>FY 2017-18</u>
Conferences/Institutes	193,194	531,131	471,869
Membership Dues	320,690	310,113	280,283
Training and Education Revenue	327,231	287,103	376,650
Credentialing Commission	113,363	133,185	78,030
Publication Sales	83,858	53,219	57,984
Other Income (royalties, advertising, etc.)	53,847	38,797	42,458
Non-Member CDQ Subscriptions	34,137	33,505	31,775
Investment/Interest Income	37,852	13,775	26,054
Second Century	6,787	0	13,135
<b>Total</b>	<b>1,170,959</b>	<b>1,400,828</b>	<b>1,378,238</b>
<u>EXPENSES</u>			
Conference/Institutes	110,963	494,810	482,575
Publications	59,148	77,121	75,172
Magazine	31,243	59,052	61,779
Training and Education Expense	62,347	63,202	86,072
Credentialing Commission	95,195	127,941	92,795
Marketing/Member Services	41,587	34,655	30,455
Second Century	0	10,000	77,809
Journal	33,119	30,587	31,723
International Collaborations	4,762	6,172	16,700
Miscellaneous and Prof Fees	75,660	67,332	1,603
Research Grants	500	362	2,270
Technology	28,737	30,080	27,460
<b>Support Services</b>			
General/Administrative	381,000	370,000	424,092
Governance	63,865	135,285	132,264
<b>Total</b>	<b>988,126</b>	<b>1,506,599</b>	<b>1,542,769</b>
<b>Change in Net Assets</b>	<b>182,833</b>	<b>-105,771</b>	<b>-164,531</b>
Net Assets, beginning of the year	537,339	643,110	807,641
Net Assets, end of the year	720,172	537,339	643,110

## ASSETS AND LIABILITIES

<b>ASSETS</b>	<b>FY 2019-20</b>	<b>FY 2018-19</b>	<b>FY 2017-18</b>
Cash	406,226	254,918	352,935
Marketable Securities	470,708	433,078	417,009
Acct Receivable	11,773	17,494	15,993
Pre-Paid Expenses	0	1,533	
Inventory	18,509	24,681	32,512
Cash/Securities restricted	6,787	0	2,970
<b>TOTAL</b>	<b>914,003</b>	<b>731,704</b>	<b>821,419</b>
<b>LIABILITIES</b>			
Payables and Accrued Expenses	9,863	11,499	14,013
Deferred Revenues	183,968	182,866	164,296
<b>TOTAL</b>	<b>193,831</b>	<b>194,365</b>	<b>178,309</b>
<b>NET ASSETS</b>			
Unrestricted Net Assets	710,415	537,339	566,769
Temporarily Restricted Net Assets	9,757	0	76,341
<b>TOTAL</b>	<b>720,172</b>	<b>537,339</b>	<b>643,110</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>914,003</b>	<b>731,704</b>	<b>821,419</b>

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

**SLATE OF OFFICERS**  
For the  
**2021 NCDA Board Elections**

**President-Elect-Elect**

Carolyn Jones  
Alberto Puertas

**State Trustee\***

Mason Murphy  
Rae Ann Brendecke Stout  
Stacy Van Horn

**Counselor Educator and Researcher Trustee\***

Abiola Dipeolu  
David Ford  
Sheri Young

\*Per NCDA Policy, the Nominations and Elections Committee selects up to three candidates per office. If an office has more than two candidates, a run-off election will be conducted during the Annual Membership Meeting to narrow each office to only two candidates. The two candidates with the highest votes will move on to the general membership election. The election voting starts after the close of the conference and continues through August 15<sup>th</sup>. Results are posted and disseminated by August 30<sup>th</sup> after each candidate is notified of the results.

## **Carolyn Jones, MEd, CMCS**

Candidate for President-Elect-Elect



Carolyn Jones is the NCDA Trustee for State Divisions and is the Board Liaison to the Global Connections and International Student Services Committees. As Trustee, in her work with the CDAs, she established the State Leadership Council consisting of NCDA career practitioners. Carolyn has also served as chair and co-chair of the NCDA Ethics Committee, and as a member of the Awards Committee. Through this work she has been able to assist the volunteers to successfully connect within NCDA and better serve their constituencies. In her role as the President of the Florida Career Development Association (FCDA) for two years, she re-established the Executive Board and increased membership by 300%. She has authored and co-authored several articles in the Career Developments Magazine.

Carolyn has an extensive professional background as a Career Center Executive Director responsible for career development counseling services, student services and experiential education programs as well as having secured federal and state student support services and STEM grants. As the President/CEO of CDJ Consulting, LLC., she assists her clients as an expert in career development, team building, talent acquisition, leadership, and resource development. She has a Master's Degree in Educational Psychology from the University of Rochester. Carolyn is an adept MBTI certified practitioner and has earned the NCDA Certified Master of Career Services (CMCS) credential.

### **Goal Statement:**

My goals are focused on making a significant and comprehensive impact to increase and diversify membership. I strive to champion a culture of inclusion among all the gifted members (researchers, educators, and practitioners) who have made the pursuit of this meaningful work their chosen vocation. I will work to consistently enhance the flow of communication within NCDA and on behalf of its members to enhance understanding, engagement, retention, collaboration, and transparency. This will include collaborating with national and global members to gather and disseminate trusted content on the future of work and NCDA's role as the leading career development professional association.

The field of career development, like the future of work, continues to change and evolve. NCDA represents the professionals who spearhead innovation in the study, training and practice of career development. To be in a core leadership role at NCDA means to accept the responsibility of advocating for the profession and consistently earning the trust of the membership and the public at large. I have a personal commitment to our members to be responsive to your needs and concerns. I would consider it a privilege and an honor to continue to serve you.

## **Alberto Puertas**

Candidate for President-Elect-Elect



Alberto Puertas is a career/academic counselor for the University Advisement Center at Brigham Young University. His responsibilities include serving as the International Advisement Specialist at BYU; teaching courses in career strategies, career exploration, and effective learning; mentoring students at risk, and assisting the University in promoting career development issues and objectives.

NCDA has played a critical role in Alberto's contributions to his profession. Alberto has served on the Board of Trustees for NCDA. This position allowed him to see the positive impact of NCDA on career development in this nation and around the world. In addition, Alberto has served as the International Career Issues Committee Chair (now "Global Connections Committee"). In this function, Alberto led the formation of the Ambassadors program to assist the international members of NCDA who needed to network and understand the dynamics of the organization during NCDA annual conferences. Alberto has headed NCDA delegations abroad to promote NCDA interests and objectives. He has presented in many nations on issues related to career development and career guidance. His support and dedication to NCDA as an organization is tireless.

Alberto has a Master of Science in Counseling and Guidance from BYU. He served as the Chair of the Board for Teens ACT, an organization whose main objective is empowering teenagers at risk for college. His support to local and international community projects is an important component of his contribution to society. In his outreach to the local and international community, Alberto served as a member of the Board of Directors of humanitarian organizations, whose efforts benefit the less fortunate in many developing nations.

### **Goal Statement**

In my association with NCDA, I have been blessed by the service of professional and dedicated members. In addition, I have observed the positive impact of a proactive leadership with a futuristic vision. I bring commitment, passion, and a global mission to the future for NCDA. One of my goals if elected as NCDA president is to promote a legacy of inclusion, innovation and service to the National Career Development Association.

I am a firm believer that "people don't care how much you know until they know how much you care" (Theodore Roosevelt). One important goal of mine will be to reach out to the voices less heard and to the faces less recognized by encouraging active participation. This involvement and collaboration would take place in the grassroots, committees, and State Divisions of the organization. Every member counts and is valuable. The NCDA mission statement affirms that we serve those who "inspire and empower individuals." The new challenges ahead are difficult and unique. We are facing uncertain and drastic times. It is my goal to bring unity towards a shared vision of professionalism and good practices but above all a vision of caring members willing to render a helping hand.

## Mason Murphy, PhD (Candidate), CMCS

Candidate for Trustee for State Divisions



**Areas of Service Within NCDA** - Field Editor – Career Convergence, Associate Editor – Workplaces Section – Career Convergence, Chair, Leadership Academy Development Committee, Leadership Academy Participant, Credential Commission – Marketing Task Force, International Student Services Committee, Committee on Nominations and Elections, Committee on Diversity Initiatives and Cultural Inclusion, Conference Volunteer & Presenter

**Higher Education Experience** - Seventeen plus years working as a career counselor at four institutions focusing on special populations which include first-year, first-generation, low income, students with disabilities, international students,

foster care students who have aged out. LGBTQIA+ students

**Additional Leadership Roles** - Chair, Career Advising Knowledge Group (SoACE), Grant Reviewer – National Institute on Disability – U.S. Department of Health & Human Services, Article Reviewer – International Journal of Education and Vocational Guidance, Candidate – City of San Marcos, TX – City Council, Chaplain – Rapid Response Team – Billy Graham Association, Member – San Antonio Colleges and Universities Career Centers Association (SACUCCA), Conference Volunteer & Presenter (SoACE, COSD, SACUCCA)

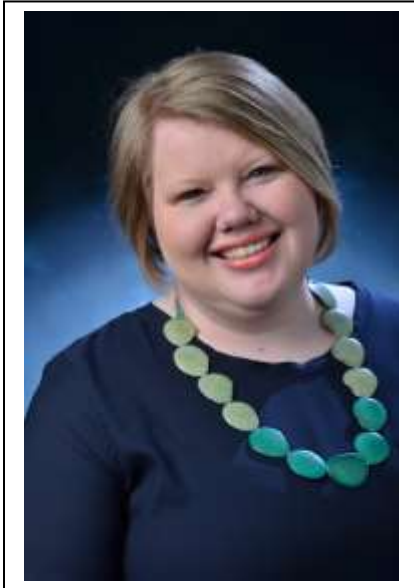
**Publications and Research** - I have had articles published in both Career Convergence and Career Developments; **Research** - Corporate Engagement: Understanding Strengths of CERIC and Beyond, Career Transitions in Adults – A Qualitative Study on Issues and Trends, Leadership Perspectives on Adult Career Development – A Qualitative Study, Adults Coping with Vision Loss – Strategies in Career Change Management Workshop

**Education** - Certified Master of Career Services – NCDA, Doctor of Philosophy – Adult, Professional, and Community Education (Pursuing) – Texas State University, Master of Professional Counseling – Texas State University, Master of Public Administration – Arizona State University, Master of Education – College Student Affairs – Azusa Pacific University, Bachelor of Arts, Communications/Journalism – Malone University

**Goal Statement & Leadership Qualities** - I am seeking this role because I would like to continue to incorporate the NCDA Core Values that have been indicated by the membership as important. These eight values include Accountability, Professionalism, Competency, Integrity, Inspiration, Innovation, Community, and Diversity and Inclusion. Furthermore, I seek this role to be an advocate for members' concerns. NCDA has a bright future, and I would like to lead within the organization throughout the next decade. I believe if there is one word to describe my leadership style it is: quiet. I am someone who listens and observes, and then asks thoughtful and engaging questions. I always seek to understand others point-of-view. I believe everyone brings value to an organization. I feel I can always learn something new from everyone I meet.

## Rae Brendecke Stout, MA, LPC, CCC

Candidate for Trustee for State Divisions



Rae Stout is a certified career counselor (CCC) and licensed professional counselor working in the state of Colorado. She specializes working in higher education settings, with almost 10 years of combined experience at an urban community college and a four-year university system. Rae sees herself as both an educator and a career counselor, as she also teaches career development courses at the undergraduate- and graduate-level and provides clinical supervision for graduate students and new professionals. She also participated in the pilot program of the CCC credential and is a volunteer for the NCDA Credentialing Commission.

Rae's passion lies in working with under-resourced populations and areas. She has developed and presented on career concerns for special populations like LGBTQ+ individuals, DACA recipients, international students, and justice involved individuals.

She also held an active role on the Colorado Career Development Association's board and with NCDA.

- Served in a variety of roles on the Colorado state CDA, including president. Under her leadership, the biannual conferences garnered attendance of more than 125+ individuals from all over the state as well as neighboring states with less access to professional career development.
- NCDA Leadership Academy member. Completed a collaborative project with representatives from New York and New Jersey to help NCDA board understand state CDA resources and lack of resources. Through this project, she worked with multiple state CDA leaders to better understand their unique needs.
- Served as member of NCDA's State Leadership Advisory Group (SLAG) and now serves on the NCDA Government Relations Committee.

Through these experiences, her focus remains on serving diverse populations and establishing equitable access to quality career development for both clients and trainers. On a regional- and national-level, she became the go-to person for questions about establishing and strengthening career development associations and local resources.

### **Goal Statement:**

My goal as trustee for state divisions is to provide support and care to state divisions. As an active state CDA leader, and past president, I know firsthand how challenging it is to learn as you lead. My goal is to better streamline and promote the resources available to state CDA divisions, as well as provide mentorship and robust training for new state leaders. Using my strengths of communication, context, empathy and inclusion, I see my leadership style as a type that builds bridges amongst individuals to communicate and work together, share resources and knowledge, while supporting and holding space for each person and organization's unique needs.

## Stacy Van Horn, PhD

Candidate for Trustee for State Divisions



Stacy Van Horn is a counselor educator at the University of Central Florida and the Coordinator for both the School Counseling degree program and the Graduate Career Counseling Certificate. Stacy teaches graduate students at both the masters and doctoral level primarily in the area of career development. She was a participant in the NCDA Counselor Educator Academy, which inspired her to integrate career development into courses throughout the Counselor Education curriculum. Stacy revised the UCF Graduate Career Counseling Certificate to focus on advanced training and integrated learning experiences in career and college readiness for children, adolescents and adults while incorporating applied practice experiences into a capstone requirement. Currently, Stacy is serving her third year on the State

Leadership Council where she works alongside past state CDA leaders in providing training for state presidents. She served as a panelist/presenter for the past two state CDA training and best practice sessions held at the NCDA conference and is presently helping to facilitate the training this year. She serves on the NCDA Ethics Committee and was President of the Florida Career Development Association.

Stacy received her graduate and undergraduate degrees in Elementary Education, along with her Specialist degree in Counselor Education, and her doctorate in Counselor Education and Supervision from the University of Florida in Gainesville. She is active in several professional organizations and presents at national, regional, state, and local conferences.

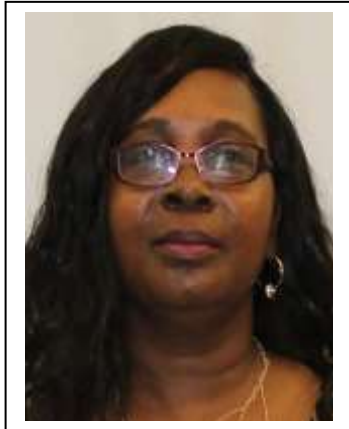
### **Goal Statement:**

My goal for State Trustee is to continue to build upon the foundational work that has been started in supporting our state CDAs. That includes goals that focus on increasing communication with state leaders to provide support and tools to enhance and further develop their leadership skills. This would include mentoring between state CDA presidents to provide intentional and strategic growth. My goal is to nurture and expand upon the State Leadership Consortium where CDA presidents and board members come together to connect with one another. I believe carving out space for state leaders to share innovative ideas, network, and gain support from one another is vital. My role would be to facilitate that connection and strengthen that bridge between the state CDAs and our national organization. My goal as State Trustee would be to provide outreach and support, while embracing the uniqueness of each CDA. In this role I will listen to the needs of state leaders, work to ensure that every state CDA has a voice and access to the resources and training they require to succeed.



## Abiola Dipeolu, PhD, LP

Candidate for Trustee for Counselor Educators and Researchers



Abiola Dipeolu is a vocational researcher and teacher in Counseling Psychology, Texas A & M University-Kingsville. Her scholarship, dedicated to the career development of individual with disabilities, has resulted in over 25 publications. She has taught Career Development Course for over 12 years and has mentored several career development leaders.

For the past 12 years, Abiola serves as the Associate Editor, K-12 section, *Career Convergence*, and mentored over 100 NCDA members, most of who are aspiring writers. She is currently the immediate past president of the Texas Career Development Association and a past president of the New York State Career Development Association. Currently, Abiola serves as the

American Counseling Association (ACA) Liaison, the Chair, Membership Committee, Supervision and Training, and served as a member of the Holland & Super Awards Committee, Division 17 of the American Psychological Association. She. Abiola is alumni of the NCDA *Leadership Academy* and the *Counselor Educator Academy*.

Abiola brings with her a background and educational experience that spans three continents. She received her Master's degree in Counseling & Student Development from Tuskegee University and her Ph.D. from the Florida State University. Abiola's work appeared in several journals including, *the Journal of Vocational Behavior*, *Journal of Career Assessment*, *the Career Development Quarterly*, and the *Journal of Career Development*. She presented her research nationally and internationally, including in China and England. Abiola is the recipient of the NCDA 2019 Outstanding Career Practitioner Award and the Texas Counseling Association 2020 Outstanding Research Award.

### **Goal Statement:**

The trustee for the Counselor Educators and Researchers constituency is responsible for providing advocacy for its members to the NCDA Board. This requires leadership with an appreciation for career development teaching, research, and an advocacy vision that embraces NCDA's goal of inclusive practices. As a career development teacher and researcher with scholarship devoted to underrepresented populations, I am well-positioned to advocate for and provide a strong voice for *all* our members in ways that enhance NCDA's strategic goal of diversity. I am confident that my first-hand experience as a researcher will help serve this constituency authentically and strengthen NCDA's vision for research; "to build adequate empirical research evidence to support career development and intervention program efforts". I am motivated to succeed by strengthening existing programs such as the Counselor Educator Academy, the Certification for Career Counselor Educators. My overarching goal is to expand the membership by facilitating inclusive engagement opportunities and by promoting innovative programs to inspire a new generation of counselor educators and researchers.

## David Ford Jr, PhD, LCMHC, LPC, NCC, ACS

Candidate for Trustee for Counselor Educators and Researchers



David Julius Ford, Jr., is a Counselor Educator at Monmouth University. He has five years' student affairs experience as a live-in Assistant Hall Director at Winston-Salem State University, a small, state supported HBCU. In that role, he provided career and academic planning for his residents and the resident advisors he supervised. As a doctoral student, he provided career and academic planning for undergraduate human services majors. He has been a Counselor Educator for seven years and has taught Career Counseling at two universities both face-to-face and virtual asynchronous. He is a member of the NCDA DEI committee and is on the task force revising the NCDA multicultural competencies. He is an alumnus of the NCDA Counselor Educator Academy and now serves as the co-chair. He is the current president of the New Jersey Counseling Association and is active in the New Jersey Career Development Association.

Dr. Ford earned his Master's in Clinical Mental Health Counseling from Wake Forest University. He earned his Ph.D. in Counselor Education and Supervision from Old Dominion University. He has co-authored a conceptual article exploring the career concerns of queer men of color who are HIV+ and is working on a qualitative study exploring those concerns. He also co-authored an article exploring the number of Black male Counselor Educators who have earned promotion and tenure, for which he won the ACES 2020 Outstanding Counselor Education and Supervision Article Award. He is the 2020 recipient of the AMCD Samuel H. Johnson Distinguished Service award.

### **Goal Statement:**

My goals for NCDA are to increase the number of BIPOC members in our association. Past President Dr. Kathy Evans set the foundation for increasing diversity in our membership, and I want to continue her work with improving the racial/ethnic diversity in our membership, especially with Black and Brown men. I also want to make sure Counselor Educators' voices are heard and that they are supported by NCDA, especially regarding training, teaching career, and scholarly work that is career related. There are Counselor Educators engaging in career related scholarship pertaining to marginalized communities that are not involved with NCDA. There are Counselor Educators who are teaching Career Counseling that are not involved with NCDA. There are doctoral students interested in Career Counseling that are not involved with NCDA. I want to reach them and, as we say in the Black church, bring them into the fold.

## Sheri Young, EdD

Candidate for Trustee for Counselor Educators and Researchers



Sheri Young is the dean of Experiential Education & Career Services at Johnson & Wales University. She also teaches a graduate-level required research course and serves as an advisor for undergraduate students completing a final honors thesis paper. She has taught the university's required Career Management course over the past 15 years and oversees a team of career and internship advisors and employer relations professionals. She also oversees the university's experiential education assessment system and reporting for internships and problem-based learning courses.

Currently, Sheri is the co-chair of NCDA's Research Committee and has been a member for two years.

Previously, she served as the co-chair for the Awards Committee, where she still participates as a liaison between the Research and Awards committees in the selection of the Graduate Student Research award winner each year. She is the past-president of the Rhode Island Career Development Association. Sheri received her doctorate degree from Northeastern University in Boston, Massachusetts. Her dissertation topic was titled, *The Decision-Making Process Inherent When Hiring Career Counselors Who Advise International Students*.

### **Goal Statement:**

If I am selected as the Counselor Educator and Researcher Trustee, I will align my position with NCDA's 2020-2024 strategic plan. I will actively support the board's diversity, equity and inclusion (DEI) goals by working with leaders of the Counselor Educator Academy to development a cohort recruitment plan that attracts diverse faculty and doctoral counselor education students. I will form a collaboration between the Committee on Diversity Initiatives and Cultural Inclusion and the Research Committee to create a campaign to entice NCDA members to share and publish articles capturing DEI topics. This partnership will extend to the editorial boards of Career Convergence, Career Development Quarterly and Career Developments Magazine to publish and spotlight these works.

Related to the strategic plan initiative to increase membership, I would lead a specific outreach plan to increase the number of Counselor Educator and Researcher members, which was at 11% as of June 2020. This effort would require research into relevant master and doctoral degree programs to identify faculty, administrators and students interested in career planning and development counseling and research. Another aspect I would like to focus on is the relationship with the American Counseling Association to identify ways to partner on member benefits and opportunities. I would also leverage a collaboration with the Graduate Student group to create a clear path for members as they graduate into other NCDA constituency groups. There is much work to be done and I am up for the challenge!

**We hope to see you next year!**

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