Tammy Jorgensen Smith, Ph.D., CRC

University of South Florida
College of Behavioral and Community Sciences
Department of Child and Family Studies
Rehabilitation and Mental Health Counseling Program
13301 N. Bruce B. Downs Blvd. MHC 1632-12, Tampa, FL 33620
813- 974-0973 (office) 813-974-8080 (fax)
Email: smithtj@usf.edu

ACADEMIC PREPARATION

Ph.D. Counselor Education; Specialty: Leadership (CACREP) 2004
Barry University; Orlando, FL

Master of Science in Rehabilitation Counseling (CORE) 1996
Florida State University; Tallahassee, FL

Bachelor of Science: Psychology; Minor: Criminology 1993
Florida State University; Tallahassee, FL

CERTIFICATIONS

Certified Rehabilitation Counselor (CRC) - # C-00038307 1999-Present

PROFESSIONAL EXPERIENCE

University of South Florida, (Tampa, FL)

College of Behavioral and Community Sciences, Department of Child and Family Studies, Rehabilitation and Mental Health Counseling Program

- *Tenured Associate Professor* 2016 - Present
- *Assistant Professor* 2010 - 2015

College of Behavioral and Community Sciences, Department of Child and Family Studies, Marriage and Family Therapy Program

- *Associate Professor* 2020 - Present

College of Behavioral and Community Sciences, Behavioral & Community Sciences Doctoral Program

- *Doctoral Program Liaison - Department of Child and Family Studies* 2021 - Present

Florida Mental Health Institute

- *Formal Affiliate* 2010 - Present

Florida Center for Inclusive Communities - a University Center for Excellence in Developmental Disabilities

- *Formal Affiliate* 2010 - Present
- *Research Assistant Professor* 2009-2010
- *Consultant and Project Director* 2008-2009
- *Visiting Learning and Development Facilitator* 2007-2008

Agency for Persons with Disabilities (Tallahassee, FL)
- *Program Administrator* 2005-2007

Florida Developmental Disabilities Council, Inc. (Tallahassee, FL)
- *Employment Program Manager* 2003-2005

Florida Department of Education (Tallahassee, FL)
Division of Blind Services
- *Senior Program Specialist* 2002-2003

Division of Vocational Rehabilitation
- *Vocational Rehabilitation Counselor* 2000-2002

Boley Centers for Behavioral Health (St. Petersburg, FL)
- *Supported Employment Training Specialist* 1998-1999

GRANTS AND CONTRACTS

External Awards

Disability Innovation Fund – Delivering Innovative Vocational Education through Virtual Reality Technology (DIVE-VRT)

Funding Agency:	USDOE - Rehabilitation Service Administration
Funding Level:	$9,914,982
Role in Project:	Principal Investigator/Project Director
Description:	Integrate virtual reality technologies to enhance the accessibility, flexibility, and interactive nature of training in high-demand fields for which certification and apprenticeships that lead to CIE are available.
Dates:	2024 - 2029

Achieving Competitive Customized Employment through Specialized Services for Veterans with Physical Disabilities (ACCESS-Vets)

Funding Agency:	RR&D Grant (w/ Tampa VA and Richmond VA)
Funding Level:	$1,191,416 (Score = 163)
Role in Project:	Site Principal Investigator (PI: Lisa Ottomanelli, Tampa VA)
Description:	The purpose of this study is to evaluate the ACCESS-Vets intervention to improve employment outcomes of Veterans with spinal cord injuries through a multi-site, mixed-methods randomized controlled trial.
Dates:	2021 – 2025

Rehabilitation Services Administration Long-Term Training Grant

Funding Agency:	Rehabilitation Service Administration
Funding Level:	$1,000,000
Role in Project:	Co-Principal Investigator
Description:	Increase the supply of qualified personnel available for employment in the public rehabilitation sector.
Dates:	2020 - 2025

Louisiana State University Customized Employment Training Pilot

Funding Agency:	San Diego State University Interwork Institute
Funding Level:	$30,000
Role in Project:	Principal Investigator/Project Director
Description:	Provide training and technical assistance on the ACCESS customized employment intervention using a train-the-trainer model.
Dates:	2020 - 2022

Achieving Competitive Customized Employment through Specialized Services (ACCESS)

Funding Agency:	National Institutes of Health/ National Institute of Mental Health (R34)
Funding Level:	$698,913
Role in Project:	Principal Investigator
Description:	Test the feasibility, acceptability, and preliminary efficacy of a customized employment model for adults with autism.
Dates:	2017 – 2022

Rehabilitation Services Administration Long-Term Training Grant

Funding Agency:	Rehabilitation Service Administration
Funding Level:	$1,000,000
Role in Project:	Principal Investigator
Description:	Increase the supply of qualified personnel available for employment in the public rehabilitation sector.
Dates:	2015 - 2020

Collaborative on Discovery and Innovation in Employment

Funding Agency:	Florida Developmental Disabilities Council, Inc.
Funding Level:	$252,000
Role in Project:	Co-Principal Investigator
Description:	Build the capacity of schools to implement customized employment strategies for youth with complex disabilities.
Dates:	2011-2013

Discovery Certificate Course Start-Up

Funding Agency:	SE TACE/ Syracuse University
Funding Level:	$15,000
Role in Project:	USF Lead
Description:	Certificate course to build capacity of vocational rehabilitation to serve individuals with disabilities by adding customized employment strategies.
Dates:	2011-2012

Access a College Education – Think College Mini Grant

Funding Agency:	Association of University Centers on Disability
Funding Level:	$15,000
Role in Project:	Principal Investigator
Description:	Strategic planning to develop a sustainable, authentic, and inclusive post-secondary education system to support individuals with disabilities.
Dates:	2010-2010

Student Website on Employment and Transition

Funding Agency:	Florida Developmental Disabilities Council, Inc.
Funding Level:	$88,257
Role in Project:	Principal Investigator
Description:	Development and updating of an interactive website addressing customized employment and transition for students, families, school personnel and the adult service system.
Dates:	2009-2011

One Stop Service Center Initiative

Funding Agency:	Florida Developmental Disabilities Council, Inc.
Funding Level:	$90,000
Role in Project:	Principal Investigator
Description:	Research to identify barriers to serving individuals with disabilities at One Stop Service Centers
Dates:	2009-2010

Start-Up Florida

Funding Agency:	Office of Disability and Employment Policy (ODEP)
Funding Level:	$415,594
Role in Project:	USF Lead
Description:	Sub-contract with the Agency for Workforce Innovation under the Start-Up USA grant. Demonstrated the Microenterprise Training and Technical Assistance (METTA) model for self-employment.
Dates:	2008-2009

Learning Academy at the University of South Florida

Funding Agency:	Autism Speaks
Funding Level:	$18,813.90
Role in Project:	Co-author, grant proposal
Description:	Create a Learning Academy for people with autism at the Center for Autism and Related Disabilities.
Dates:	2008-2008

Quality Assurance Strategic Planning Work Group (Tallahassee, FL)

Funding Agency:	Centers for Medicaid and Medicare Services
Funding Level:	$22,000
Role in Project:	Project Lead
Description:	Work group funded to develop a strategic plan to offer consumer-directed service to individuals with developmental disabilities.
Dates:	2007-2007

Statewide Consumer Directed Care Plus Training

Funding Agency:	Centers for Medicaid and Medicare Services
Funding Level:	$20,000
Role in Project:	Project Lead
Description:	Grant to provide statewide training for service providers and consumers of a consumer-directed care program.
Dates:	2007-2007

Consumer Notebook Printing

Funding Agency:	Florida Developmental Disabilities Council, Inc.
Funding Level:	$15,000
Role in Project:	Project Lead
Description:	Funding to develop a training handbook for consumers of a consumer-directed care program.
Dates:	2006-2006

Florida Partners in Transition Summit

Funding Agencies:	Florida Developmental Disabilities Council, Inc. Child Development and Education Task Force ($104,000) Employment Task Force ($100,000) Health Care and Prevention Task Force ($15,000) The Able Trust ($24,475) Statewide Advocacy Center ($15,000) Florida Department of Education Bureau of Exceptional Education and Student Support ($25,000) Vocational Rehabilitation ($15,000)
Funding Level:	Total award: $311,475
Role in Project:	Project Manager
Description:	Funded presentations by national and state experts, participation by regional leadership teams, development of local strategic plans, and support and technical assistance to guide policymakers and practitioners in systematically addressing the major challenges and critical issues regarding transition services in the State of Florida.
Dates:	2005-2005

Grants Pending and Submitted

Intersection of Juveniles with Intellectual and Developmental Disabilities in the Juvenile Justice System - Graduate Research Fellowship

Funding Agency:	National Institute of Justice
Funding Level:	$180,000 (Estefania Simon – Doctoral Student); (Not funded)
Role in Project:	Principal Investigator/ Dissertation Chair
Description:	Utilize deidentified, secondary data from Florida Department of Juvenile Justice to investigate the intersection of juveniles with intellectual and developmental disabilities in the juvenile justice system.
Dates:	2024 - 2027

Assessment and Training of PWDs for Work-Related Skills Through Virtual and Augmented Reality System - NSF Convergence Accelerator Track H

Funding Agency:	National Science Foundation (NSF)
Funding Level:	$750,000 (Not Funded)
Role in Project:	Co-Principal Investigator (PI: Redwan Alqasemi – CARRT)
Description:	Provide a Virtual and Augmented Reality-based solution for the assessment and training of persons with cognitive, developmental, physical, and/or sensory disabilities on job-related skills.
Dates:	2023 – 2024

Validating the Quality Assurance Leveraging Tool for Integrated Employment as a Measure of Fidelity in Customized Employment Service Provision

Funding Agency:	National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR)
Funding Level:	Total - $600,000 (Not Funded - Scored 95.2/100)
Role in Project:	Site Principal Investigator
Description:	Validate a customized employment (CE) fidelity instrument designed to measure the quality of CE service delivery for people with disabilities.
Dates:	2021 – 2024

Quality Employment Training and Technical Assistance Center

Funding Agency:	Rehabilitation Service Administration [through San Diego State University and Cornell University (leads)]
Funding Level:	Total - $16,722,800; USF - $1,250,000 over 5 years (Not Funded)
Role in Project:	Site Principal Investigator
Description:	Develop/ test a sustainable, on-line, on-demand customized employment training system using the ACCESS fidelity-based intervention model
Dates:	2020 – 2025

Innovative Rehabilitation Training Grant – ACCESS Customized Employment Training System

Funding Agency:	Rehabilitation Service Administration
Funding Level:	$2,250,000 (Not Funded)
Role in Project:	Principal Investigator
Description:	Develop, test, evaluate, and refine a sustainable, user-friendly customized employment training system for VR stakeholders.
Dates:	2019 - 2024

Achieving Competitive Customized Employment through Specialized Services for Veterans with Physical Disabilities (ACCESS-Vets)

Funding Agency:	NIDILRR RRTC Grant (w/ VCU, Tampa VA, and Richmond VA)
Funding Level:	$726,341 (Not Funded – Scored 92.6/100)
Role in Project:	Co-Investigator (Tampa Site) – PI: Paul Wehman, VCU
Description:	Multiple baseline study within a larger center grant. The purpose of this study is to evaluate the ACCESS-Vets intervention to improve employment outcomes of Veterans with physical disabilities.
Dates:	2018 – 2023

Managing Individualized Needs for Employment (MINE)

Funding Agency:	National Institute on Disability Rehabilitation Research
Funding Level:	$600,000 (Not Funded)
Role in Project:	Principal Investigator
Description:	Conceptual model combines evidence-based best practices into a web-based curriculum that self-advocates utilize to plan and build skills for achieving competitive, integrated, customized employment outcomes.
Date:	2012

PUBLICATIONS

Refereed Journal Articles

Smith, T.J., Kaplan, H., Simon, E.*, Timmons, J., Cortes, J*., Tartaglino, L., Denham, T. & Hugh, C.* (in review). Utilizing artificial intelligence and virtual reality technology to improve vocational rehabilitation outcomes for youth and adults with lifelong and acquired disabilities. Special edition of *Rehabilitation Research, Policy, and Education*.

Simon, E.*, **Smith, T.J.,** & Dillahunt-Aspillaga, C. (2024). Interactions of juveniles with intellectual and developmental disabilities in the criminal justice system: A systematized review. Special edition of the *Journal of Vocational Rehabilitation.* https://doi.org/10.1177/10522263241310062

Ottomanelli, L., **Smith, T.J.**, Cotner, B.A., Toyinbo, P.A., Venkatachalam, H.H., McDonald, S., Goetz, L., Cessna-Palas, J., Mendelson, S., Dillahunt-Aspillaga, C.J., Cruz, A.*, McCauley, L., & Pierce, B.S. (2023). Achieving Competitive, Customized Employment through Specialized Services for Veterans with Spinal Cord Injuries (ACCESS-Vets)- A randomized clinical trial protocol. *Journal of Vocational Rehabilitation, 58*(3), 279-292. DOI: 10.3233/JVR-230016

Dillahunt-Aspillaga, C., Rumrill, S., Hendricks, D.J., Eagan-Johnson, B., **Smith, T.J.**, & Rumrill, P. (2022). Employment accommodation after violence and brain injury. *Brain Injury Professional*. http://braininjuryprofessional.com/wp-content/uploads/2023/03/BIP-January2023-SMALL.pdf

Smith, T.J. (2021). Multicultural ethics in rehabilitation services. *Journal of Vocational Rehabilitation* (special edition). *54*, 295-304. DOI:10.3233/JVR-211140

*Weston, A., **Smith, T.J.**, & Lu, Y. (2020). Perceived impact of video gaming on employment. *Journal of Rehabilitation, 86*(3), 33-41.

Smith, T.J., Dillahunt-Aspillaga, C.J., Chou, C.C., *Ching, D. & *Weston, A. (2020). Rehabilitation scholarship program: A solution to personnel shortages in the vocational rehabilitation system. *Journal of Vocational Rehabilitation, 52*(3), 267-277. https://dx.doi.org/10.3233/JVR-201076

Smith, T.J., & Dillahunt-Aspillaga, C.J., & Ehlke, S. (2019). Accessibility of One Stop service centers: Perspectives of persons with disabilities and One Stop center staff. *Journal of Applied Rehabilitation Counseling, 50*(3), 186-195. https://dx.doi.org/10.1891/0047-2220.50.3.186

Hanson, A., Dillahunt-Aspillaga, C.J. & **Smith, T.J.** (2019). Ticket utilization and implementation: A pilot study investigating the use patterns of the Ticket to Work program from the consumer's perspective. *Journal of Vocational Rehabilitation, 51*(1)*,* 99-110. https://dx.doi.org/10.3233/JVR-191029

Smith, T.J., Dillahunt-Aspillaga, C.J., *Ching, D., & *Weston, A. (2019). Achieving Competitive, Customized Employment through Specialized Services (ACCESS). *Journal of Vocational Rehabilitation, 50*(3), 249-258. https://dx.doi.org/10.3233/JVR-191004

*Fontechia, S.A., Miltenberger, R.G., **Smith, T.J.** & Berkman, K. (2019). Evaluating video modeling for teaching professional emailing skills in transition-age job seekers with autism. *Journal of Applied Rehabilitation Counseling, 50*(1), 73-90. https://dx.doi.org/10.1891/0047-2220.50.1.73

Smith, T.J., Berkman, K., Richmond, S., Fitzpatrick, M., & Dillahunt-Aspillaga, C.J. (2019). Post-secondary education and employment for youth with autism: Preliminary results from a customized transition program. *Rehabilitation Research, Policy and Education, 33*(1); 65-75. https://dx.doi.org/10.1891/2019.33.1.1234

Smith, T.J., Dillahunt-Aspillaga, C.J., & Kenney, R.M. (2017). Implementation of customized employment provisions of the Workforce Innovation and Opportunity Act in vocational rehabilitation systems. *Journal of Disability Policy Studies*, *27*(4), 1-8. https://dx.doi.org/10.1177/1044207316644412

Smith, T.J. & Dillahunt-Aspillaga, C.J. (2016). Gauging the impact of Discovery on the self-determination of students with developmental disabilities. *American International Journal of Contemporary Research, 6*(3), 1-9. http://www.aijcrnet.com/journals/Vol_6_No_3_June_2016/1.pdf

Dillahunt-Aspillaga, C.J., **Smith, T.J.,** *Ehlke, S., Stergiou-Kita, *Quichocho, D., & Dixon, C.G. (2015). Exploring the vocational evaluation process following traumatic brain injury. *Behavioral Neurology*, *2015*(924027), 1-11. https://dx.doi.org/10.1155/2015/924027

Smith, T.J., Dillahunt-Aspillaga, C.J., & Kenney, C. (2015). Integrating customized employment practices within the vocational rehabilitation system. *Journal of Vocational Rehabilitation* (special edition), *42*(3), 201-208. https://dx.doi.org/10.3233/JVR-150740

Dillahunt-Aspillaga, C., Becker, M., Haynes, D., *Ehlke, S., **Jorgensen-Smith, T.,** *Sosinski, M., & *Austin, A. (2015). Predictors of behavioral health service use and associated expenditures: Individuals with TBI in Pinellas County. *Brain Injury, 29*(5), 644-650. https://dx.doi.org/10.3109/02699052.2014.1002005

Dillahunt-Aspillaga, C., **Jorgensen-Smith, T.**, *Ehlke, S., Hanson, A., *Sosinski, M., & *Gonzalez, C. (2015). Disability adjustment and vocational guidance counseling for individuals with traumatic brain injury. *Journal of Applied Rehabilitation Counseling, 46*(1), 3-13. https://dx.doi.org/10.1891/0047-2220.46.1.3

*Lee, M. A., **Smith, T. J.,** & Henry, R. G. (2013). Power politics: Advocacy to activism in social justice counseling. *Journal for Social Action in Counseling and Psychology*, *5*(3), 70-94. https://doi.org/10.33043/JSACP.5.3.70-94

Dillahunt-Aspillaga, C., **Jorgensen-Smith, T.,** *Ehlke, S., *Sosinski, M., Monroe, D., & *Thor, J. (2013). Traumatic brain injury: unmet support needs of caregivers and families in Florida. *PloS One, 8*(12), e82896. https://doi.org/10.1371/journal.pone.0082896

Smith, T. J. (2013). One stop service center initiative: Strategies for serving persons with disabilities. *Journal of Rehabilitation, 79*(1), 30-36.

Smith, T. J., & Benito, N. (2013). Florida College Collaborative: Facilitating inclusive postsecondary education opportunities for youth with developmental disabilities. *Journal of Postsecondary Education and Disability, 26*(4), 395-402. http://www.ahead-archive.org/uploads/publications/JPED/jped26_4/JPED26_4_Full%20Document.pdf

Smith, T. J., Reid, J. A., Henry, R. G., Dixon, C. G., & Wright, T. J. (2013). Evaluating curricular influence on preparation for practice, career outcomes, and job satisfaction: Results from an alumni survey of a 40-year rehabilitation and mental health counseling program. *Rehabilitation Research, Policy, and Education, 27*(1), 43-57. https://dx.doi.org/10.1891/2168-6653.27.1.43

Smith, T. J., Clark, B., & Dileo, D. (2011). Community action teams: An infrastructure for quality service delivery. *Journal of Vocational Rehabilitation, 35*(1), 13-19. https://dx.doi.org/10.3233/JVR-2011-0549

Lewis, S. A., Bardin, J. A., & **Smith, T. J**. (2009). After one year: Self-reported transition skills of teens with visual impairments. *AER Journal: Research and Practice in Visual Impairment and Blindness, 2*(Spring), 84-96.

Smith, T. J., & Lewis, S. A. (2004). Meeting the challenge: Innovation in one state rehabilitation system's approach to transition. *Journal of Visual Impairment and Blindness, 98*(4), 212-227. https://doi.org/10.1177/0145482X0409800403

Book Chapters

Smith, T.J., Hugh, C., & Fontechia, S. (2023). Unemployment and Underemployment of People with Disabilities. In C. Ayoo (Ed.). *Unemployment - Nature, Challenges and Policy Responses*, London, UK: Intech Open Limited. DOI: 10.5772/intechopen.1003706

Tasse, M.J., Perkins, E.A., **Smith, T.J.,** & *Chapman, R. (2020). Behavioral Health Services for Persons with Intellectual and Developmental Disabilities. In B. L. Levin, & A. Hanson (Eds.). *Mental health: A public health perspective*, 4th ed. New York, NY: Oxford University Press.

Conference Abstracts (Peer Reviewed)

Cotner, BA, Ottomanelli L, Cruz A., Smith TJ. (2024). Engaging Veterans with Spinal Cord Injury in Vocational Rehabilitation: What Works, What Doesn't in the Early Phase of Job Seeking. *Archives of Physical Medicine and Rehabilitation*.

Ottomanelli L, Venkatachalam HH, McDonald SD, Smith TJ, Dillahunt-Aspillaga, C, Toyinbo PA, Cotner BA, Goetz LL, Cruz, A, Palas JC. (2024). Hopefulness and perception of barriers among job seeking Veterans with spinal cord injury prior to initiation of vocational rehabilitation interventions. *Archives of Physical Medicine and Rehabilitation*.

Ottomanelli, L., **Smith, T.J**., Cotner, B., Dillahunt-Aspillaga, C.J., Toyinbo, P., Mendelson, S., Cessna-Palas, J, Cruz, A.*, Venkatachalam, H., Martinez L., McCauley, L., Goetz, L., & McDonald, S. (2023). Achieving competitive, customized employment through specialized services for Veterans with spinal cord injuries (ACCESS-Vets) protocol. *Archives of Physical Medicine and Rehabilitation*.

Dillahunt-Aspillaga, C., **Smith, T.J.**, Ahonle, Z.J., Sánchez, J. & Ching, D.* (2023). Multicultural & Ethical Considerations of Behavioral Health. *Archives of Physical Medicine and Rehabilitation*.

Weston, A. & **Smith, T.J.** (2023). Exploring clinical perceived ability, capacity, and utilization of treatment interventions for problematic gaming behaviors in the United States. *Archives of Physical Medicine and Rehabilitation*.

Jorgensen-Smith, T., Dillahunt-Aspillaga, C., & *Ching, D. (2019). ACCESS Intervention: Enhancing Employment Outcomes for Individuals with Complex Disabilities. *Archives of Physical Medicine and Rehabilitation, 100*(10), e38.

Dillahunt-Aspillaga, C., **Jorgensen-Smith, T**., Hanson, A., *Ehlke, S., Stergiou-Kita, M., Dixon, C., & *Quichocho, D. Exploring vocational evaluation practices following traumatic brain injury. (2016). Traumatic brain injury caregiver focus groups, needs assessment, survey results and implications. *Journal of Head Trauma Rehabilitation, 31*(2), 10-11 [Special section: North American Brain Injury Society Abstracts (NABIS) 13th Annual Conference on Brain Injury]. https://dx.doi.org/ 10.1097/HTR.0000000000000241.

Technical Reports

Smith, T. J. (2010). *Florida state of the state on employment for people with developmental disabilities.* Tallahassee, FL: Florida Developmental Disabilities Council, Inc. [Prepared for the FDDC; FY2011-2015 state plan report].

Smith, T. J., & Noel, D. (2010). *One stop service center initiative report.* Tallahassee, FL: Florida Developmental Disabilities Council, Inc.

Manuscripts in Preparation

Smith, T.J., Dillahunt-Aspillaga, C.J., Ching, D., & Weston, A., & Lu, Y. (in preparation). Impact of a customized employment model on competitive employment in adults with autism. For submission to *Autism in Adulthood*.

Smith, T.J., Dillahunt, C.J., Chou, C.C., Walker, C., & *Weston, A.N. (in preparation). Rehabilitation counseling scholarship program: Evaluation, impact, and implications for training and service delivery. For submission to *Rehabilitation Research, Education, and Policy*.

Smith, T.J., Cruz, A., Weston, A., Ching, D., Dillahunt-Aspillaga, C. (in preparation). Experience with a customized employment model for adults with autism: Participant and practitioner perspectives. For submission to the *Journal of Rehabilitation*.

Fontechia, S., Boone, B., & **Smith, T.J.** (in preparation). The Learning Academy: Evaluation of a postsecondary education and employment program for transition-age youth on the autism spectrum. For submission to the *Journal of Vocational Rehabilitation*.

Weston, A.N. & **Smith, T.J.** (in preparation). Exploring clinical perceived ability, capacity, and utilization of treatment interventions for problematic gaming behaviors in the United States. Submitted to *International Journal of Mental Health and Addiction*.

Weston, A.N. & **Smith, T.J.** (in preparation). Clinical perceptions on problematic gaming behaviors in practice: A glimpse into recognizing, diagnosing, and treating problematic gaming behaviors in clinical settings. For submission to *Journal of Behavioral Addictions*.

*Denotes student author

SELECTED CONFERENCE PRESENTATIONS

International

Dillahunt-Aspillaga, C., **Smith, T. J.**, Hanson, A., Ehlke, S.*, Dixon, C., Quichocho, D.*, Stergiou-Kita, M., & Yanson, J.* (2016, April). *Vocational evaluation practices following traumatic brain injury* [Poster]. North American Brain Injury Society, Tampa, FL.

Smith, T.J. (2015, October). *Integrating customized employment strategies for competitive employment outcomes* [Paper]. International Association of Rehabilitation Professionals, New Orleans, LA.

Smith, T. J. (2006, June). *Florida Freedom Initiative* [Paper]. YAI International Conference on Intellectual and Developmental Disabilities, New York, NY

National

Ottomanelli L, Venkatachalam HH, McDonald SD, **Smith TJ**, Dillahunt-Aspillaga, C, Toyinbo PA, Cotner BA, Goetz LL, Cruz, A, Palas JC. (2025, February). Hopefulness and perception of barriers among job seeking Veterans with spinal cord injury prior to initiation of vocational rehabilitation interventions. [Poster presentation]. Association for Rehabilitation, Research, Policy and Education. Savannah, GA.

Cotner, BA, Ottomanelli L, Cruz A., **Smith TJ.** (2025, February). Engaging Veterans with Spinal Cord Injury in Vocational Rehabilitation: What Works, What Doesn't in the Early Phase of Job Seeking. [Poster presentation]. Association for Rehabilitation, Research, Policy and Education. Savannah, GA.

Ottomanelli L, Venkatachalam HH, McDonald SD, **Smith TJ**, Dillahunt-Aspillaga, C, Toyinbo PA, Cotner BA, Goetz LL, Cruz, A, Palas JC. (2024, October). Hopefulness and perception of barriers among job seeking Veterans with spinal cord injury prior to initiation of vocational rehabilitation interventions. [Spotlight poster presentation]. The 2024 meeting of the American Congress of Rehabilitation Medicine, Dallas, TX.

Cotner, BA, Ottomanelli L, Cruz A., **Smith TJ**. (2024, October). *Engaging Veterans with Spinal Cord Injury in Vocational Rehabilitation: What Works, What Doesn't in the Early Phase of Job Seeking*. [Poster presentation]. The 2024 meeting of the American Congress of Rehabilitation Medicine, Dallas, TX.

Smith, T.J. (2024, May). Multicultural Ethics in Rehabilitation Counseling. [Webinar]. American Rehabilitation Counseling Association, Online.

Ottomanelli L, McDonald SD, Palas JC, Cotner BA, **Smith TJ**, Venkatachalam HH, Goetz LL, Toyinbo PA. (2023, September*). Discovering new approaches in spinal cord injury vocational rehabilitation: A customized versus supported employment trial.* 2023 ASCIP Annual Meeting. Academy of Spinal Cord Injury Professionals, San Diego, CA.

Dillahunt-Aspillaga, C., **Smith, T.J**., Ahonle, Z.J., Sánchez, J. & Ching, D.* (2022, November). *Multicultural & Ethical Considerations of Behavioral Health* [Symposium presentation]. The 2022 meeting of the American Congress of Rehabilitation Medicine, Chicago, IL.

Weston, A. & **Smith, T.J.** (2022, November). *Exploring clinical perceived ability, capacity, and utilization of treatment interventions for problematic gaming behaviors in the United States*. [Paper presentation]. The 2022 meeting of the American Congress of Rehabilitation Medicine, Chicago, IL.

Smith, T.J. (2022, August). *Streamlining Career Placement through Targeted Vocational Rehabilitation Services*. Webinar for the National Association for People Supporting Employment First (APSE). [Invited]

Smith, T.J. (2022, June). *Streamlining Career Placement through Targeted Vocational Rehabilitation Services*. Presentation at the National Association for People Supporting Employment First (APSE) conference in Denver, CO.

Smith, T.J. (2021, October). *Utilizing the Benchmarks of Quality Checklist for Implementing Customized Employment Services with Fidelity to a Best Practice Model*. Presentation at the national Marc Gold & Associates Discovery Retreat. [Invited Webinar].

Smith, T.J. (2020, July). *Multicultural rehabilitation counseling ethics* [Paper]. National Association of People Supporting Employment First Virtual Conference. [Converted to webinar presentation due to COVID pandemic and associated social isolation measures]

Smith, T.J., Sherman. S, Dispenza, F., Williams, B., Schein, M., Kelsey, D., & Kline, K. (2020, April) [CRC Panel]. National Council on Rehabilitation Education (NCRE) Conference, San Diego, CA. [Converted to webinar presentation due to COVID pandemic and associated social isolation measures]

Dillahunt-Aspillaga, C.J., Ching, D.*, **Smith, T.J**., & Weston, A.* (2019, November). *Achieving Competitive, Customized Employment through Specialized Services (ACCESS)* [Poster]. National American Congress of Rehabilitation Medicine (ACRM) Conference, Chicago, IL.

Smith, T.J. (2019, June). *Achieving Competitive, Customized Employment through Specialized Services (ACCESS)*. National Webinar for the Disability and Rehabilitation Research Project at Virginia Commonwealth University, Richmond, VA. [Invited]

Ching, D*., Weston, A.*, **Smith, T.J.** & Dillahunt-Aspillaga, C.A. (2019, April). *Achieving Competitive, Customized Employment through Specialized Services (ACCESS)* [Poster]. National Council on Rehabilitation Education (NCRE) Conference, San Diego, CA.

Ching, D.*, Weston, A.*, **Smith, T.J.** & Dillahunt-Aspillaga, C.A. (2018, October). *Achieving Competitive, Customized Employment through Specialized Services (ACCESS)* [Poster]. National Council on Rehabilitation Education (NCRE) Conference, Arlington, VA.

Weston, A.*, Ching, D.*, **Smith, T.J.** & Dillahunt-Aspillaga, C.A. (2018, October). *Rehabilitation Scholarship Program: A solution to personnel shortages in the vocational rehabilitation system*. [Poster]. National Council on Rehabilitation Education (NCRE) Conference, Arlington, VA.

Smith, T.J. & Boutot, N. (2018, June). *Partnerships for Success*: *Demystifying customized employment for employers* [Paper]. Association of People Supporting Employment First (APSE) Conference, Orlando, FL. [Invited]

Smith, T.J., Dillahunt-Aspillaga, C. & Ching, D. (2018, June). *Achieving Competitive, Customized Employment through Specialized Services (ACCESS)*. [Paper]. Association of People Supporting Employment First (APSE) Conference, Orlando, FL.

Smith, T.J. & Clark, B. (2017, November). *Customized Employment: opening doors for persons with autism spectrum disabilities*. [Paper]. Association of University Centers on Disabilities Special Interest Groups (AUCD-SIG) National Webinar. [Invited]

Smith, T.J., Olson, W., Rivera, J., & Rodriguez, V. (2016, December). *Integrating Customized Employment into the VR system* [Paper]. Center on Knowledge Translation for Disability and Rehabilitation Research (KTDRR) National Webinar. [Invited]

Smith, T.J., & Dillahunt-Aspillaga, C. (2016, October). *Integrating customized employment strategies for competitive employment outcomes* [Poster]. National Council on Rehabilitation Education (NCRE) Conference, Arlington, VA.

Smith, T.J. (2015, December – proposal accepted). *Customized strategies for promoting competitive, integrated employment for persons with complex disabilities* [Paper]. National TASH Conference, Portland, OR.

Smith, T.J. (2015, June). *Implementation of Customized Employment Provisions of the Workforce Innovation and Opportunity Act within Vocational Rehabilitation Systems* [Paper]. Association for People Supporting Employment (ASPE) Conference, Philadelphia, PA.

Smith, T.J. & Griffin, Cary. (2015, February). *Certificate Training for Providers of the Discovery Process* [National Webinar]. Office of Disability Employment Policy (ODEP): Community of Practice Web Series. [Invited].

Smith, T.J. (2014, July). *Customized employment strategies for VR Customers with significant disabilities* [Poster]. Association for People Supporting Employment (ASPE) Conference, Long Beach, CA.

Smith, T. J. (2013, April). *Collaboration on Discovery and Innovation in Employment (CODIE)* [Poster]. National Council on Rehabilitation Education (NCRE) Conference, San Francisco, CA.

Smith, T. J. (2013, August). *Collaboration on Discovery and Innovation in Employment (CODIE).* [Poster]. National Rehabilitation Association (NRA) Conference, Brooklyn, NY.

Smith, T. J. (2013, August). *Customized employment strategies for VR customers with significant disabilities.* [Poster]. National Rehabilitation Association (NRA) Conference, Brooklyn, NY.

Morton, A., & **Smith, T. J.** (2012, April). *Secondary trauma in the non-military spouse.* [Poster]. National Council on Rehabilitation Education (NCRE) Conference, San Francisco, CA.

Smith, T. J. (2012, April). *One Stop Service Center Initiative (OSSCI).* [Poster]. National Council on Rehabilitation Education (NCRE) Conference, San Francisco, CA.

Smith, T. J. (2012, August). *One Stop Service Center Initiative (OSSCI).* [Poster]. National Rehabilitation Association (NRA) Conference, Chicago, IL.

Smith, T. J. (2011, April). *Managing Individualized Needs for Employment (MINE)* [Poster]. National Council on Rehabilitation Education (NCRE) Conference, Manhattan Beach, CA.

Smith, T. J. (2011, April). *Student Website on Employment and Transition (SWET)* [Poster]. National Council on Rehabilitation Education (NCRE) Conference, Manhattan Beach, CA.

Smith, T. J. (2011, June). *Managing Individualized Needs for Employment (MINE)* [Paper]. Association of People Supporting Employment First (APSE) Conference, Seattle, WA.

Smith, T. J. (2010, December). *Student Website on Employment and Transition (SWET).* [Poster]. National TASH Conference, Denver, CO.

Smith, T. J. (2010, June). *Student Website on Employment and Transition (SWET)* [Poster]. Association of People Supporting Employment First (APSE) Conference, Atlanta, GA.

Smith, T. J. (2009, July). *Start-Up Florida* [Paper]. Association of People Supporting Employment First (APSE) Conference, Milwaukee, WI [Invited].

Smith, T. J. (2009, June). *Three models of self-employment* [Webinar]. Meeting of the Virginia Commonwealth University and the Start-Up Florida Project, Richmond, VA [Invited; funded by Office of Disability Employment Policy (ODEP)].

Smith, T. J. (2007, March). *Florida Freedom Initiative* [Paper]. Reinventing Quality Conference, Charleston, SC.

State

Smith, T.J., Kaplan, H., Fontechia, S., Simon, E., Tartaglino, L., Denham, A., & Fratto, S. (2025, February). *Delivering Innovative Vocational Education through Virtual Reality Technology*. Florida APSE Summit. Orlando, FL.

Smith, T.J., Fontechia, S., Simon, E.* (2023, November). *Vocational Rehabilitation Service Options to Promote Competitive, Integrated Employment Outcomes*. Empowering Inclusive Employment for All – Florida APSE Summit. Tampa, FL. [Invited].

Smith, T.J., Dillahunt-Aspillaga, C., Simon, E.*, Connell, S.*, & Lee, C.*. (2022, May). *Building Capacity within the Vocational Rehabilitation System*. Maximizing Employment for People with Disabilities – Florida APSE conference presentation. [Invited].

Smith, T.J. (2021, May). *Leveraging a Team Approach to Customized Employment Services*. Healthy Minds Conference, Virtual Conference.

Smith, T.J. (2019, September). *Customized employment options for persons with developmental disabilities* [Webinar]. Florida Center for Inclusive Communities Statewide Session, Tampa, FL [Invited].

Smith, T.J. (2019, September). *Discovery: Mastering the first step of the Customized Employment Process* [Paper]. Florida Agency for Persons with Disabilities, Tampa, FL [Invited].

Smith, T. J. & Weston, A*. (2019, May). *Finding Balance in Life and Work* [Paper]. Healthy Minds Conference, Orlando, FL.

Smith, T.J. (2018, September). *Achieving Competitive, Customized Employment through Specialized Services (ACCESS)* [**Keynote**]. Florida Rehabilitation Association Conference, Orlando, FL [Invited].

Ching, D.*, **Smith, T. J.** & Dillahunt-Aspillaga, C. (2018, April). *Balance or Burnout: Strategies for Optimizing Your Life and Work Experience* [Paper]. Healthy Minds Conference, Orlando, FL.

Ching, D.*, Dillahunt-Aspillaga, C. & **Smith, T. J.** (2018, April). *Traumatic Brain Injury in transition age-youth, associated comorbidities and employment outcomes* [Paper]. Healthy Minds Conference, Orlando, FL.

Smith, T.J. (2016, August). *Multicultural Counseling Ethics* [**Keynote**]. Florida Rehabilitation Association Conference, Orlando, FL [Invited].

Smith, T.J. (2016, February). *Integrating customized employment process into the VR system.* [**Keynote**]. FCIC Virtual Employment Conference: Talent Actualized, Tampa, FL.

Smith, T. J. (2014, October). *Successful employment outcomes through discovery* [**Keynote**]. Florida Rehabilitation Association Conference, Orlando, FL [Invited].

Clark, B., & **Smith, T. J.** (2013, May). *Collaboration on Discovery and Innovation in Employment (CODIE)* [Poster]. Visions XX/ National Secondary Transition Technical Assistance Center (NSTTAC) Conference, Tampa, FL.

Smith, T. J. (2010, February). *Student Website on Employment and Transition (SWET)* [Paper]. S. T. A. R. S. (Start Transition and Realize Success) Conference, Greenacres, FL [Invited].

Other Invited Presentations, Trainings, and Workshops

Smith, T.J. (2023, April). *Transformational learning through cultural immersion*. [Poster]. Center for Innovative Teaching and Learning - Celebration of Teaching Lunch and Learn.

Smith, T.J. (2022, February). *Competitive integrated employment*. Training for project management personnel at the James A. Haley Veterans Hospital in Tampa, FL and the Veterans Hospital in Richmond, VA [Invited].

Smith, T. J. (2019, September). *Customized employment strategies for veterans* [Two-day training session]. Florida Veterans Health Administration, Tampa, FL [Invited].

Smith, T. J. (2016, October). *Customized employment strategies for successful outcomes*. Presentation to visiting scholars from South Korea.

Smith, T. J. (2012, August). *Self-Determination Scale administration and scoring* [Webinar]. Collaboration on Discovery and Innovation in Employment (CODIE) project. [Professional development session for transition professionals].

Smith, T. J. (2010, November). *Student Website on Employment and Transition* (*SWET*). A webinar walk-through of the website for students, families, and transition professionals. Two webinars via Adobe Connect.

Smith, T. J. (2010, April). *Successful Employment Outcomes through Discovery* [Two-day training session]. Brevard Public Schools, Brevard County, FL. [Discovery process for transition professionals and school personnel]

CONFERENCE PLANNING AND DEVELOPMENT

Barnes, D. **Smith, T.J**., Hugh, C. & Souders, D. (2025, May). 9th Annual FCIC Virtual Employment Conference – Talent Actualized: Employer Engagement: Building Bridges to Maximize Your Workforce. Online.

Barnes, D. **Smith, T.J**., Hugh, C. & Souders, D. (2024, May). 8th Annual FCIC Virtual Employment Conference – Talent Actualized: Gateway to Employment: The Future is Tech. Florida Center for Inclusive Communities. Online.

Barnes, D. **Smith, T.J**., Hugh, C. & Souders, D. (2023, April). 7th Annual FCIC Virtual Employment Conference – Talent Actualized: Journey to Employment. Florida Center for Inclusive Communities. Online.

Barnes, D. **Smith, T.J.**, Vatland, C. & Souders, D. (2022, April). 6th Annual FCIC Virtual Employment Conference – Talent Actualized: Journey to Employment. Florida Center for Inclusive Communities. Online.

Knab, J., **Smith, T.J**., Boutot, N., et al. (2021, May). 3rd Annual Making Wellness a Priority: Healthy Minds and Healthy Futures. SEDNET, FLAPSE, DCF, and VR. Virtual Conference through Whova platform.

Clark, B., **Smith, T.J.**, Vatland, C. & Souders, D. (2020, June). 5th Annual FCIC Virtual Employment Conference – Talent Actualized: Journey to Employment. Florida Center for Inclusive Communities. Online.

Knab, J., **Smith, T.J**., Boutot, N., et al. (2019, April). 2nd Annual Making Wellness a Priority: Healthy Minds and Healthy Futures. SEDNET, FLAPSE, DCF, and VR. Orlando, FL.

Clark, B., **Smith, T.J.,** Vatland, C. & Souders, D. (2019, April). 4th Annual FCIC Virtual Employment Conference – Talent Actualized: Realize the Potential. Florida Center for Inclusive Communities. Online.

Beckman, C., Knab, J., **Smith, T.J.**, Boutot, N., et al. (2018, June). National APSE Conference – Imagination Drives Transformation. Disney Coronado Springs Resort, Orlando, FL.

Knab, J., **Smith, T.J.**, Boutot, N., et al. (2018, April). Making Wellness a Priority: Healthy Minds and Healthy Futures. SEDNET, FLAPSE, DCF, and VR. Orlando, FL.

Clark, B., **Smith, T.J**., & Souders, D. (2018, April). 3rd Annual FCIC Virtual Employment Conference – Talent Actualized: Today's Learners, Tomorrow's Earners. Florida Center for Inclusive Communities. Online.

Clark, B., **Smith, T.J**., Souders, D. & Vatland, C. (2017, April). 2nd Annual FCIC Virtual Employment Conference – Talent Actualized: Know Your Rights. Florida Center for Inclusive Communities. Online.

Smith, T.J., Clark, B. Vatland, C. & Souders, D. (2016, February). FCIC Virtual Employment Conference – Talent Actualized: Customized Employment. FCIC. Online.

Knab, J., **Smith, T.J.**, Boutot, N., et al. (2016, October). Partners for Progress Conference - Florida APSE Employment First and ROOF Housing Options. Orlando, FL.

TEACHING

University of South Florida

College of Behavioral and Community Sciences, Rehabilitation and Mental Health Counseling [Clinical Rehabilitation Counseling Program]

Social and Cultural Foundations of Counseling (Hybrid)	RCS 6440
Career and Lifestyle Assessment	RCS 6301
Rehabilitation Counseling: Concepts & Applications	RCS 5035
Medical Aspects of Disabilities (Online)	RCS 5080
Human Growth and Development (Online)	RCS 5480
Case Management and Quality Documentation (Online-RCDS)	RCS 6643
Advanced Rehabilitation Services and Systems (Online)	RCS 5106
Customized Employment Strategies in Rehabilitation (Online)	RCS 6930
Independent Study (Research)	RCS 6906
Issues and Trends in Developmental Disabilities (Online module)	MHS 6065
Directed Studies	RCS 5905
Thesis	RCS 6971
Dissertation	MHS 7980

Independent Studies or Directed Research

Estefania Simon (doctoral student)	2025 Spring; 2024 Spring/Summer 2023 Fall
Christine Hugh (doctoral student)	2024, Summer
Max Cox (doctoral student)	2020 Summer
Amanda Weston (doctoral student)	2019, Spring
Magdhalini Thodhori	2018, Fall
Amanda Weston (doctoral student)	2018, Fall
Tiffany Catledge	2017, Fall
Amanda Weston	2014, Fall
Alison Austin	2014, Spring
Danielle Barket	2013, Fall
Cristina Gonzalez	2013, Summer
Lena Weisman	2013, Spring
Marian Lee	2012, Summer/Fall
Amber Paul	2011, Fall
Ashley Morton	2011, Summer/Fall

Research and Teaching Assistants

Juliana Cortes	2025-present
Estefania Simon	2024-present
John Martin	2023, Fall
Arena Cruz	2019-present
Amanda Weston	2018-2021
Deveney Ching	2017-2021
Amy Eggers	2012, Summer/Fall
Carly Castora	2012, Spring/Summer
Ashley Morton	2012, Spring

Doctoral Committees

Christine Hugh (2023 cohort) – Committee Chair

Estefania Simon (2023 cohort) - Committee Co-Chair

Matthew Cox (left program due to terminal illness) – Committee Chair - *Providing high-quality supports and services for students with disabilities in Catholic schools.*

Deveney Ching (2023) – Committee Co-Chair - *Supervision needs at 2 and 5 years post traumatic brain injury: A VA TBI Model Systems study.*

Amanda Weston (2021) – Committee Member - *Understanding player and clinician perspectives on the impact of problematic gaming behaviors in the United States.*

Richard Chapman (2015) – Committee Member - *Provision of effective mentorship to supervisees with disabilities as they enter the mental health counseling profession.*

Thesis Committees

Sydney Hart (2024) – Committee Chair - *Peritraumatic Distress and Dissociation in People with and without Disabilities Utilizing Emergency Departments.*

Scott Fontechia (2018) - Committee Member - *Using video modeling to teach job-seeking skills: composing a professional email.*

Dianna Boone (2015) - Committee Member - *The effects of parent-adolescent communication and parenting style on physical activity and dietary behaviors of Latino adolescents*.

HONORS AND AWARDS

Invitation to Meet with the Ambassador of France to the United States, Laurent Bili	2023
CBCS Outstanding Research Accomplishment Award	2018
Albert Nelson Marquis Achievement Award	2017
National Association for Persons Supporting Employment First - Research Award	2014
People to People Ambassador Program Delegate – China (Invited)	2000; 2012
Boley Centers New Employee of the Year	1999

Nominations

ARCA Rehabilitation Counselor Educator Award	2025
Barry University Distinguished Alumni Award	2019
ARCA Rehabilitation Counselor of the Year Award	2018
Outstanding Behavioral Sciences Researcher (Honorable Mention)	2017
Distinguished Educator, FSU College of Education Alumni Award	2015

Honor Societies

Psi Chi (National Honor Society for Psychology)	1991-1993

PROFESSIONAL ORGANIZATIONS

Association for Rehabilitation, Research, Policy and Education	2024-present
American Rehabilitation Counseling Association	2018-present
American Counseling Association	2010-present

National Association for Persons Supporting Employment First 2010-present
Florida Association for Persons in Supported Employment 2010-present
National Rehabilitation Association 2010-present
Florida Rehabilitation Association 2010-present
National Association of Multicultural Rehabilitation Concerns 2010-present
American Psychological Association 2014-2016

JOURNAL EDITORSHIPS AND REVIEWER ACTIVITIES

Associate Editor
Frontiers in Rehabilitation – Work Rehabilitation 2023-present

Editorial Boards
International Journal of Autism and Related Disabilities 2017-present
Journal of Rehabilitation 2014-present
Journal of Vocational Rehabilitation 2013-present

Ad hoc Reviewer
Autism 2020-present
Autism Research 2020-present
International Journal of Autism & Related Disabilities 2019-present
Journal of Social Work in Disability and Rehabilitation 2017-present
PLOS ONE 2017-present
Journal of Autism and Developmental Disabilities 2016-present
Journal of Asia Pacific Education 2015-present
Journal of Vocational Rehabilitation 2014-present
Journal of Rehabilitation 2013-present

National Workgroups

NAPSE Workgroup to Improve CIE Outcomes for Individuals with Disabilities 2022-present
NIMH Autism Across the Lifespan Workgroup 2018-present
AUCD Autism Special Interest Workgroup 2016-present
AUCD Council on Research and Evaluation 2016-present

International Delphi Panel 2020-2021

NIH grant (R01MH121407) - to create and rigorously test the AutPROM Toolbox - a set of Patient-Reported Outcome Measures (PROMs) that can be used to evaluate the effectiveness of services for autistic adults.

Grant Reviewer

US Department of Education 2010
(Note: COI) Model Comprehensive Transition & Postsecondary Programs for Students with Intellectual Disabilities (TPSID Program)

External Reviewer

Reviewed the credentials of Dr. Randall Owen, in his candidacy for tenure as the Director of the Nevada Center for Excellence in Disabilities within the Department of Special Education at the University of Nevada - Reno. 2024

Reviewed the credentials of Alexis Deavenport-Saman, DrPH, MPH in her candidacy for promotion to Associate Professor of Clinical Pediatrics (Autism specialty), Keck School of Medicine, University of Southern California. 2022

Reviewed the credentials of Dr. George Mamboleo in his candidacy for promotion to Associate Professor with tenure, West Virginia University, Morgantown, WV. 2019

Textbook Reviews

Jones & Bartlett Learning, Invited reviewer 2018
Falvo, D. & Holland, B.E. (2018). *Medical and Psychosocial Aspects of Chronic Illness and Disability* (6th ed.). Burlington, MA: Jones & Bartlett Learning.

Center for Open Learning, Invited reviewer 2018
Melrose, S. (2015). *Supporting Individuals with Intellectual Disabilities & Mental Illness.* Athabasca University: BC Campus.

Cengage Learning, Invited reviewer 2014
Zunker, V.G. (2012). *Career Counseling: A Holistic Approach* (8th ed.). Belmont, CA: Thompson/Brooks/Cole.

PROFESSIONAL BOARDS

Association of Persons Supporting Employment First Board	2015-2022
Florida Chapter; Vice President	2016-2022
Florida Rehabilitation Association Board Member	2016-2017

SERVICE TO THE COMMUNITY

New Editions CIE Community of Practice	2024-present
USF Nursing Scrubs Run Fundraiser	2023
Customized Employment Training for Veterans Administration (Florida)	2019
Team in Training Leukemia and Lymphoma Association – Disney Marathon Charity Volunteer	2014-2019
Customized Employment Certificate Course (Florida - statewide)	2010-2017
Student Website on Employment & Transition Advisory Committee	2011-2014
Youth Leadership Forum Mentor (Tallahassee, Florida)	2010-2015

SERVICE TO THE UNIVERSITY

University

Inclusive and Equitable Pedagogy Learning Community	2022-present
Johnson Scholars Foundation Selection Committee	2017-present
Rehabilitation Science Doctoral Program Planning Committee, Member	2011-2013

College of Behavioral and Community Sciences

Diversity Committee	2022-present
Curriculum Committee	2016-2021
Tenure and Promotion Committee	2016-2020
Research Council	2014-2016
Academic Program Planning Advisory Group	2013-2014

Department of Child and Family Studies

Behavioral and Community Health Doctoral Program Liaison	2021-present
Management Team	
Admissions Team	
CFS Governance Council	2020-present
CFS Governance Council, Chair	2020-2023
CFS Leadership Team	
Academic Guidelines Committee	2021-2022

Clinical Rehabilitation and Mental Health Counseling

Diversity Committee, Chair	2021-present
Education Abroad, Department Representative	2017-present
Library Committee, RMHC representative	2010-present
Institutional Review Board Program Level Approver, Co-delegate	2010-present
RMHC 50th Anniversary Event Planning Committee, Co-Chair	2021-2023
Instructor Promotion Evaluation Committee, Chair	2012-2013
New Faculty Search Committee, Co-Chair	2011-2012
New Instructor Search Committee	2011-2012
RMHC Forty-Year Celebration Planning Committee	2011-2012
New Faculty Search Committee	2010-2011
Emeritus Committee, Chair	2010-2011

Marriage and Family Therapy Master's Program

Faculty Search Committee	2023
Faculty Search Committee	2022

Florida Center for Inclusive Communities

Association of University Centers on Disability	
Council on Research and Evaluation, Member	2015- present
Employment Team	2015-present
Community Advisory Committee	2008-2012