#  **JEFFREY W. GARIS**

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| **Home**: 3236 Horseshoe TrailTallahassee, FL 32312(850) 933-8250 | **Office**: 1207 Career CenterThe Dunlap Success Center100 South Woodward Ave.Florida State UniversityTallahassee, FL 32306jgaris@fsu.edu |

## EDUCATION

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| **Ph.D.** | **Counselor Education**, The Pennsylvania State University, (August, 1982). Doctoral Thesis: The Integration of a Computer-Based Guidance System in a College Counseling Center: A Comparison of the Effects of DISCOVER and Individual Counseling Upon Career Planning. |
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| **M.Ed.** | **Counselor Education**, The Pennsylvania State University, (May, 1973). |
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| **B.S.** | **Psychology**, The Pennsylvania State University, (May, 1971). |
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## PROFESSIONAL LICENSURE

**Licensed Psychologist** – Pennsylvania, #PS – 004921-L

## EMPLOYMENT

**Courtesy Faculty Member**, Department of Educational Psychology and Learning Systems. The Florida State University. **2014-Present**

Serve as the faculty instructor for MHS 6805 (Advanced Doctoral Individual and Group Counseling Psychology Practicum); MHS 6300 (Theories of Vocational Behavior-Doctoral Level); MHS 5341 (Career Development Program Design & Evaluation); MHS 5801 (Practicum in Counseling and Rehabilitation); SDS 5820 (Career Counseling Internship); conduct eight international career center development consultations in the Philippines through a USAID project.

**Senior Director**, Career Services, The Pennsylvania State University, University Park, PA. **2011-Retired effective August 1, 2014.**

Overall administration of Career Services that provides University-wide career counseling, programming and employment recruiting services; total staff of 30 –eighteen professional and 12 administrative support staff; approximately 25 graduate assistants, graduate-level practicum/intern students and undergraduate peer career student assistants work in the Career Center each year; operating budget is over $300,000 and salaries total over $1million annually; corporate fundraising accounts for over $200,000.

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**Professor, Counselor Education**, The Pennsylvania State University. **2011-2014**

Served as the faculty instructor for CN ED 595P (Doctoral Counselor Education Practicum) spring semester 2012; Served as the instructor for CN ED 555 (Career Development) fall semester 2012 and 2013.

**Director**, Career Center, The Florida State University, Tallahassee, FL. **1992–2011**

Overall administration of the Career Center that provides University-wide career counseling/advising, programming, internship and employment recruiting services; total staff of 25 –five faculty, fourteen professional and eight clerical; approximately 50 graduate assistants, graduate-level practicum students and undergraduate student assistants work in the Career Center each year; operating budget is over $300,000 and salaries total over $1million annually. Corporate fundraising accounts for approximately $200,000 in additional funds annually. Career Center units include Curricular Career Information Service (CCIS), the Center for the Study of Technology in Counseling and Career Development (Tech Center), Career Experience Opportunities (CEO) and Employer Relations Services (ERS) with a satellite office in the College Engineering under the administration of the Career Center; *annual* service activity includes approximately 1,100 on-campus recruiting employers; eight university-wide career expositions; 12,000 advising/counseling clients; 250 mock interviews; 250 internship placements; 400 outreach programs to 20,000 participants; 300 student enrollments in credit career classes; and 12,000 career portfolio student users.

**Courtesy Faculty Member**, Psychological Services in Education (PSE), The Florida State University. **1995-2011**

Serve as the faculty instructor for MHS 6805 (Advanced Doctoral Individual and Group Counseling Psychology Practicum) each spring semester;

Serve as the instructor for MHS 6600 (Consultation & Organizational Development) summers; served as instructor and MHS 5340 (Foundations of Career Development).

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**Psychologist**, (Part-time Private Practice), George Hromnak, M.D., Psychiatrist and Elaine Johnson, Ph.D., Psychologist Associates, 137 S. Pugh Street, Suite 4, The Glennland Building, State College, PA 16801. **1988-1992**

Provided a range of psychological and career development services including: individual counseling, adolescents, career counseling and assessment, outplacement consultation, stress management and human resource development for business and industry as well as counselor in-service training in higher education.

**Associate Director**, Counseling and Programming, Career Development and Placement Services (CDPS), The Pennsylvania State University. **1989–1992**

Supervision, training, and evaluation of eight professional staff (three assistant directors and five counselors), six graduate assistants primarily from the APA approved Counseling Psychology doctoral program, and three clerical staff assigned to CDPS counseling and programming services; directed and managed all CDPS counseling and programming services to students, alumni, and university employees including intake counseling, individual and group counseling, computer-assisted assessment, the Career Information Center, seminars, workshops, outreach programs, non-technical programming, and career courses for credit; served as the CDPS staff liaison to the Smeal College of Business Administration (SCBA). SCBA was one of the heaviest users of CDPS services among Penn State’s 10 Colleges – typically over 8,000 on-campus interviews and over 2,000 counseling appointments per year were completed by SCBA students; assisted nine Commonwealth Educational System (CES) campuses (Eastern PA) in the administration and evaluation of counseling and placement programs and services.

**Affiliate Faculty and Member of the Graduate Faculty**, Division of Counseling and Educational Psychology, The Pennsylvania State University. **1984–1992**

Served as adviser and/or faculty member on doctoral committees for students enrolled in Penn State’s APA approved Ph.D. program in Counseling Psychology; served as the instructor for Counselor Education 505 “Foundations of Career Development Theory and Counseling Information” – a required three-credit course for all Masters and Doctoral graduate students enrolled in the Counselor Education Student Personnel administration option; coordinated, selected, trained and supervised instructors for Liberal Arts 100 – Personal and Career Decision Making; five sections of this credit course (40 students/section) were offered during the academic year.

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**Assistant Director for Counseling**, Career Development Placement Services, The Pennsylvania State University.

**1984–1988**

Planning and management of all CDPS career counseling services; in-service training of full-time staff, graduate assistants, and part-time staff participating in counseling functions; selection and procurement of psychometric instruments used in connection with career development services.

**Coordinator of Placement Services for Nontechnical** **Majors**, Career Development and Placement Services, The Pennsylvania State University. **1981–1984**

Served as liaison for CDPS with the College of Arts and Architecture, Human Development; and Liberal Arts; development and delivery of programs which serve the career-related needs of students enrolled in nontechnical colleges of the University; consultation and training of faculty/staff regarding college student development and instruction of credit courses; organizing and implementing an experiential education program; coordinating additional placement services for students in nontechnical majors.

##  Counselor, Career Development and Placement, The Pennsylvania State - University 1973-1980

Individual and group counseling regarding career planning and implementation; development and delivery of career education outreach programs; instruction of academic courses dealing with topics such as personal and career decision making and career implementation; supervision of doctoral graduate assistant counselors; coordination of CDPS outreach programs provided to over 20,000 students per year.

**Adviser**, Freshman Testing, Counseling and Advising Program, Division of Counseling, The Pennsylvania State University. **1973**

Counseling, advisement, and test interpretation to students and their parents prior to freshman registration at the University.

**Graduate Assistant**, Department of Counselor Education, The Pennsylvania State University. **1972**

Development of a library of psychological and educational measures for use in the department; academic advisement of undergraduate students majoring in Rehabilitation Education; assisted the department head, Dr. Edwin Herr, in research activities related to career education.

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**Management Trainee**, Internship, Office of Chief Statistician, AT&T, Bell of Pennsylvania. **1970**

Marketing research – development and implementation of research concerning the effectiveness of the company’s advertising campaign in the Philadelphia area.

## PROFESSIONAL ACTIVITIES

 **Member:**

* American Psychological Association (APA),

Division 17, Counseling Psychology

* Florida Career Professionals’ Association (FCPA)
* Florida Career Centers’ Consortium (FCC)
* National Association of Colleges and Employers (NACE)
* National Career Development Association (NCDA)
* National University Network of Career Center Directors (UN)
* Southeastern Association of Colleges and Employers (SACE)
* Pennsylvania Psychological Association (PPA)

## Publications

Garis, J.W., Peace, C.S. & Milligan, J.A. (2020) Applications of CIP Theory in the Philippines. Career Development Network Journal. 35(4). 66-81.

Garis, J.W, and Li, Yaoshan Ivy (2015).Using the strong interest inventory to assist college students with their career decisions. Career Planningand Adult Development Journal.

Hoover, M., Lenz, J. & Garis, J. (2013) *Employer Relations and Recruitment: An Essential Part of Postsecondary Career Services.* Broken Arrow, OK: National Career Development Monograph Series.

Garis, J.W. (2013). The value proposition. In E. Contomanolis and T. Steinfeld (Eds.). *Leadership in Career Services: Voices from the Field.* Seattle, WA:Createspace, Amazon.

Garis, J. W., Lenz, J.G. and Reardon, R. C. (2011) Current status and future development of

career centers in the United States. Asian Journal of Counselling. Special Issue: US Career Centers.

Garis, J. W. and Dalton J. (Eds.). (2007). Emerging ePortfolios: Opportunities for Student

Affairs. San Francisco: Jossey-Bass.

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Garis, J. W. (2007). ePortfolios: concepts, designs and integration within student affairs. In J.

W. Garis and J. Dalton (Eds.), Emerging ePortfolios: Opportunities for Student Affairs.

San Francisco: Jossey-Bass.

Garis, J.W., Dalton, J.C., Akin, G.A. and Wang, H. (2003) Developing a model

for career services in the People’s Republic of China. NACE Journal.

National Association of Colleges and Employers. Fall, 26-30.

Lumsden, J., Garis, J., Reardon, R., Unger, M. and Arkin, S. (2001). A

blueprint for building an on-line career portfolio. Journal of Career

###### Planning and Employment, National Association of Colleges and

Employers (NACE).

Vernick, S., Garis, J. and Reardon, R. (2000). Integrating service teaching and

research in a comprehensive university career center. Career Planning

and Adult Development Journal, 16(1), 7-24.

Herr, E. . Rayman, J. R. and Garis, J. W. (1993). Handbook for the College and

University Career Center, Westport, CT: Greenwood Publishing Group.

Garis, J. W. and Niles, S. G. (1990). The separate and combined effects of

### SIGI and DISCOVER and a career planning course on undecided

university students. Career Development Quarterly, 38, 261-274.

Niles, S. G. and Garis, J. W. (1990). The effects of a career planning course

and a computer-assisted career guidance program (SIGI Plus) on

undecided university students. Journal of Career Development, 16 (4) 237-248.

Garis, J. W. and Hess, H. R. (1989). Comparing effects of Career Navigator and

a credit course on college student job search progress, Career

Development Quarterly, 38, 65-74.

Rayman, J. R. and Garis, J. W. (1989). Counseling and the freshman

Experience. In M. L. Upcraft and J. N. Gardner (Eds.), Enhancing

success in the first year of college: The freshman year experience, San

Francisco: Jossey-Bass, pp. 129-142.

Garis, J. W., Hess, H. R. and Marron, D. J. (1985). Curriculum counts – for

liberal arts students seeking business careers, Journal of College

Placement, Winter (2), 39-44.

### Garis, J. W., Hess, H. R. (1985). A career interview program for liberal arts

students seeking business careers, Journal of College Placement, Winter

(2), 39-44.

Garis, J. W., & Bowlsbey, J. H. (1984, December). DISCOVER and the

counselor: Their effects upon college student career planning progress.

ACT Research Report (No. 85).

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Garis, J. W., Hess, H. R., Shelton, T. O., Slick, J. M., & Swails, R. G. (1981).

On-campus recruiting: How employers screen and select students,

Journal of College Placement, Summer (4), 45-47.

## Grants

 Principal Investigator, Coalition for Careers, A federal grant through the

 Department of Education to develop career services for students with

 disabilities; $327,000 ($109,000) annually, (1993-96).

## Editorial Work

 Select Panel of Reviewers, Career Development Quarterly (1988-91).

Leadership

Faculty Advisor, Golden Key International Honor Society, FSU Chapter, 2002-2011.

Faculty, Career Services Institute (CSI)-East, Summers, 2007 - 2014.

Faculty Member for Technological Applications to Career Services, National Association of Colleges and Employers (NACE) Management Leadership Institute, July, 2002.

Elected as Executive Board Member, Director, Consulting Services, Southern Association of Colleges and Employers (SACE), 2002-2003.

Treasurer, Florida Career Professionals Association (FCPA), 2002-2006

Chair and Treasurer, Florida Career Center Consortium of directors, 1998-2001.

Inventor, FSU on-line Career Portfolio (Patent Pending)

One of seven career center directors that lead development of NACElink, a national college student recruiting system. In addition to FSU, the other six universities were: UCLA; University of California, Berkeley; University of California, San Diego; University of Florida; University of Pennsylvania; Yale University.

## Conference Presentations

 “Developing Career Centers in the Philippines: A USAID STRIDE Project” Asian-Pacific

 Career Development Association (APCDA), Manila, Philippines, May, 2017

 “Competencies Task Force” National Association of Colleges & Employers (NACE)

 Las Vegas, NV, June 2012.

 “Evaluation of Career Centers”, National Association of Colleges & Employers (NACE)

 New York City, May, 2007.

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 Masters Series Invited Speaker, “Preparing for the External Review”

 Southern Association of Colleges and Employers (SACE) Annual

 Conference, Atlanta, GA, December, 2006.

 “Implementation of an ePortfolio as a University-wide Program” European Institute for

 eLeaning (EIfEL), Oxford, UK, October, 2006

 “Graduate Counseling Programs and Career Centers: Opportunities for

 Collaboration” National Career Development Association (NCDA) Annual

 Conference, Orlando, FL, June, 2005

 Masters Series Invited Speaker, “ePortfolios to Demonstrate Student

 Learning” Southern Association of Colleges and Employers (SACE),

 Miami, FL, December, 2005.

 ‘Reactions to the Latest Job Search Tool: Online Portfolios” Midwest ACE,

 Chicago, IL, November, 2004.

 Featured Speaker, “Models for the Delivery of Career Services: Past,

 Present and Future” National Career Development Association (NCDA),

 Denver, CO, June, 2003.

“NACElink: A New National Recruiting Paradigm Shift” Southern Association of Colleges and Employers (SACE) Annual Conference, Jacksonville, FL, December, 2002.

“Developing a Career Portfolio” National Academic Advising Association (NACADA),

Ottawa, Canada, October, 2001.

“On-Line Career Portfolio: Powerful Tools for Colleges and Employers”
National Association of Colleges and Employers (NACE)

 National Meeting, Las Vegas, NV, May, 2001.

###  “Connecting Students and Employers: FSU’s On-Line Career Portfolio,”

 Southern Association of Colleges and Employers (SACE) Annual

 Conference, St. Petersburg, FL, December, 2000.

 “Career Development Interventions: A Competency-Based Approach,”

 National Guidance Counsellors Association of Jamaica and Jamaican

 National Training Agency, Kingston, Jamaica, February, 1999.

 “Career Services Benchmarking,” Florida Cooperative Education and

 Placement Association Annual Conference, Sand Key, FL, June, 1998.

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 “Using Readiness Assessment to Improve the Quality of Career Services,”

 Florida Cooperative Education and Placement Association, Deerfield

 Beach, FL, June, 1997.

 “Career Exploration and Job Satisfaction: Their Role in a Healthy

 Lifestyle,” Florida Alcohol and Drug Abuse Association Statewide

 Prevention Conference, Orlando, FL, April, 1994.

 “A Training Model for Multicultural Counseling,” NCDA National

 Conference, San Antonio, TX, January, 1992.

 “How College Majors and Career Information Can Enhance Students’

 College Awareness and Motivation,” The College Board, Philadelphia, PA,

 January, 1992.

 “Symposium: Computer-Assisted Career Guidance Research”

 International Teleconference on Technology and Career Development,

 Florida State University, Tallahassee, FL, June, 1989.

“Using Computerized Guidance Systems in Counseling First and

 Second Year University Students,” Virginia Counselors Association,

 Charlottesville, VA, November, 1988.

 “A Multi-Modal Approach to Counseling Services,” MAPA, Seven Springs,

 PA, September, 1987.

 “Counselor Effectiveness and Computer-Aided Career Counseling,”

 AACD National Convention, New York, NY, April, 1985.

 “Vocational Skills from a Liberal Education: Who Needs to be

 Convinced?,” National Academic Advising Association National

 Conference, Philadelphia, PA, September, 1984.

 “Development and Evaluation of a Videotape Approach to Resume

 Preparation,” MAPA Fall Conference, Hershey, PA, September, 1984.

 “A Model for the Computerized Evaluation of College Career Counseling

 Services,” ACPA National Convention, Baltimore, MD, April, 1984.

 “Counselors and Computers: Their Effects on Career Planning,” College

 Placement Council (CPC) National Meeting, Anaheim, CA, May, 1983.

 “Evaluation of DISCOVER,” National DISCOVER Users Conference,

 University Park, PA, May, 1983.

 “Research on Selected Technology for Counselors,” APGA National

 Convention, Washington, DC, March, 1983.

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 “Investigation on the On-Campus Recruiting Process through Employer

 and Student Feedback,” MAPA Fall Conference, Hershey, PA, September,

 1980.

 “Group Counseling for Career Exploration,” ACPA National Convention,

 Detroit, MI, March, 1978.

 “A Multi-Faceted Approach to the Delivery of Career Development

and Placement Services,” ACPA National Convention, Detroit, MI, March, 1978.

## CONSULTATION AND TRAINING

 Consultant to develop 23 university career centers throughout the Philippines.

 Consultant to develop a national university career services model with the National

 Ministry of Education, Peoples’ Republic of China, Beijing and Shanghai, China.

Consultant with the University of West Indies to develop career

 services at campuses in Mona, Jamaica, Cave Hill, Barbados and St.

 Augustine, Trinidad.

 Consultant with the University of Costa Rica, San Jose to develop a

 Computer-based career service system, Center for Vocational

 Occupational Orientation Program (COVO).

External review consultant to improve development and delivery of career services with: Stanford University, University of Nebraska, Fort Hayes State University, Indiana University of Pennsylvania, Clemson University, University of Alabama, University of Central Florida (UCF), Florida Atlantic University (FAU), Bradley University, Eastern Kentucky University, University of Tampa, Loyola Marymount University, Southeastern Missouri State University, University of Louisville, Rollins College, Longwood College, and Miami Dade College

 Consultant for counselor in-service training at Rutgers University,

 The University of Delaware, Pennsylvania College of Technology,

 Private Industry Councils of Pennsylvania and the American College

 Testing Service (ACT) -- DISCOVER System.

 Consultant to conduct outplacement programs for displaced executives,

 and staff at Florida Commerce Credit Union, E-Systems, Inc., HRB,

 Corning Glass Company and the Owens-Illinois Company.

Participated in numerous on-site consultations with employers including:

Florida Power and Light, Tampa International Airport, Macy’s, Siemans, CSX Railroad, Motorola, U.S. Immigration and Naturalization Service (INS), Office Depot, Wachovia Bank, Sun Bank, Barnett Bank, Walt Disney World, Dupont, Geisinger Medical Center, General Motors, Kaufmann’s, Marathon Oil, Northrop-Grumman, The Central Intelligence Agency

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(CIA), The Travelers, USX, The University of Virginia – Colgate Darden Graduate School of Business Administration, Virginia Power, and Vitro Labs.

## APA CONTINUING EDUCATION

 Pennsylvania Psychological Association (PPA) Fall Conference, 12 CEUs, November,

 2019

 Pennsylvania Psychological Association (PPA) Fall Conference, 13 CEUs, November,

 2017

 Pennsylvania Psychological Association (PPA) Annual Convention, 21 CEUs,

 June 18-21, 2014.

 MMPI-2 Symposia; University of Minnesota Press, 12 CEUs, November 2-3, 2007.

 Cape Cod Institute, Leadership for an Uncertain Time, presented by

###  Margaret Wheatley, 15 credit hours approved by the American Psychological Association

 August 1-5, 2005.

Association of State and Provincial Psychology Boards (ASPPB), Ethics Law and Avoiding Liability in the Practice of Psychology, 6 CPE credits approved by the American Psychological Association, November 21, 2003.

 Cape Cod Institute, Organizational Communication, Team Building and

###  Career Coaching presented by Phillip Harkins, 15 credit hours approved

 by the American Psychological Association, August 7-11, 2000.

 Cape Cod Institute Albert Einstein College of Medicine, Mediation

 and Dispute Resolution presented by Kenneth Cloke, 15 credit hours

 approved by the American Psychological Association, August 4-8, 1997.

 Training Conference for Cross-Culturally Effective Professionals

presented by Janet Helms and Paul Pederson, 1.7 CEU’s, January 7-9, 1991.

 Strategic Family Therapy Workshop presented by Jay Haley, six APA

 Category 1 CE Credits, April 20, 1988.

 Regional Division 17 Conference on Counseling Psychology, 15 APA

 Category 1 CE Credits, May 20-22, 1988.

Gestalt Therapy Workshop presented by Erving Polster, Six APA-Category 1 CE Credits, October 20, 1988.

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## HONORS

* Florida Career Professionals Association (FCPA) Brownlee Leadership Award, 2008
* Student Leadership Advisor of the Year Award, 2007
* Community Service Award, Division of Student Affairs, 1996
* Outstanding Service Award for 1986-87. Division of Counseling

 and Health Services

* Psi Chi National Honor Society for Psychology
* Phi Kappa Phi National Honor Society for Academic Achievement
* Golden Key International Honor Society

## COMMUNITY ACTIVITIES

* Leon County, Florida, Little League and Junior Major League Head

 Baseball Coach, 1993-2000.

* Leon High School Cross Country Boosters, Treasurer, 1995-1997
* Harris Township Planning Commission, Pennsylvania,

 May, 1988 – 1992

* President, Parent-Teacher Association, Boalsburg, PA,

 Panorama Elementary School, 1986-87 and 1987-88

## BACKGROUND

Married with two grown children--wife Susan is retired from Education Program Associate

 Smeal College of Business, The Pennsylvania State University

 Daughter, Jennifer is Associate Director, FSU Campus Recreation; Son, Gregory

 is Marine Resource Environmental Manager, Florida Department of Environmental

 Protection.

 Enjoy competitive running, outdoor and marine sports as well as reading.

**REFERENCES**

### Dr. Jon C. Dalton

Past Vice President for Student Affairs and Professor in Educational Leadership

The Florida State University

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Tallahassee, FL 32306

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jdalton@admin.fsu.edu

Dr. Mary Coburn, Vice President

Division of Student Affairs

The Florida State University

Room 313 Westcott Building

Tallahassee, FL 32306-1340

mcoburn@admin.fsu.edu

Damon Sims, Vice President

Student Affairs

The Pennsylvania State University

University Park, PA 16802

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