

SPENCER GAREY NILES

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HIGHLIGHTS

Professor and Co-Director, THRIVE Research and Intervention Center, William & Mary (2020-Present); Visiting Professor, Johns Hopkins University (2020-2021); Dean and Professor, The College of William & Mary (2013-2020); Ranked as the 11th most influential dean of education in the United States; Distinguished Professor, Penn State University; Department Head, Educational Psychology, Counseling and Special Education (2005-2013); Program Chair Counselor Education (2000-2005), Penn State University; Fulbright Senior Specialist, Finnish Institute for Educational Research (2012); Professor and Assistant Dean (1998-2000) Curry School of Education, University of Virginia; Editor, Counselor Education & Supervision (2021-2024); Editor, Journal of Counseling & Development (2008-2013); Board of Examiners, NCATE (2008-2011); University of Alabama, Chi Sigma Iota Legacy Award (2017); American Counseling Association's Thomas Hohenshil Publication Award (2019), ACA's Thomas J. Sweeney Award for Visionary Leadership and Advocacy (2013); ACA's President's Award (2013); Eminent Career Award, National Career Development Association (2007); American Counseling Association Fellow (2007); Fellow, The Pennsylvania Education Policy and Leadership Center (2006-2007); President, Chi Sigma Iota (2014-2015); President, National Career Development Association (2016-2017); President, National Career Development Association (2003-2004); Editor of The Career Development Quarterly (1998-2003); American Counseling Association Extended Research Award (2004); Fellow, National Career Development Association (2004); American Counseling Association David Brooks Distinguished Mentor Award (2003); Honorary Member, Japanese Career Development Association (2003); Honorary Member, Italian Association for Educational and Vocational Guidance (2005); Lifetime Honorary Membership, Ohio Career Development Association (2003); President of the Pennsylvania Association of Counselor Education and Supervision (2001-2002); University of British Columbia Noted Scholar Award (2001); President of the Virginia Career Development Association (1993-1995); author or co-author of approximately 140 publications; delivered over 150 presentations at international, national and regional conferences; conducted training in Argentina, Australia (3x), China (2x), New Zealand, Italy (5x), India, Finland (4x), Portugal, Japan, United Arab Emirates (2x), Ireland (4x), Turkey (5x), South Africa, Canada (7x), Qatar (2x), Sweden, Spain, Belgium, England, Rwanda (3x), Scotland (3x), Switzerland, Singapore, Taiwan, Denmark, and Estonia

EDUCATION

Post-Doctoral Leadership Training
 Institute for Management and Leadership
 Institutes for Higher Education
 Harvard University (June, 2015)

Conversational Leadership Training
 Whidbey Island Institute (2014-2015)

Inner Strengths of Successful Leaders
 Institutes for Higher Education
 Harvard University (December 2012)

NCATE, Board of Examiners Training (April, 2008)

Committee on Institutional Cooperation
 Departmental Executive Officers Seminar (February, 2008)

American Council on Education
 Institute for Deans and Department Heads (February, 2007)

Fellow, Education Policy and Leadership Center (2006-2007)

Management Development Program
 Institutes for Higher Education
 Harvard University (July, 1999)

Doctor of Education, Counselor Education and Supervision
 Department of Counselor Education, Counseling Psychology and Rehabilitation Services,
 The Pennsylvania State University (1986)

Master of Education, Counselor Education
 Lehigh University (1983)

Master's Degree Studies
 Colgate Rochester Divinity School/Crozer Theological Seminary (graduate coursework
 in philosophy and counseling interventions) (1976-1978)

Bachelor of Science, Elementary Education, minor in Sociology
 Bloomsburg University (1976)

EMPLOYMENT

Professor and Co-Director of the THRIVE Research and Intervention Center
 School of Education, The College of William & Mary, Williamsburg, VA (2020-Present)

Counselor Education faculty member. Teach and advise students in the master's and doctoral programs. Co-direct the THRIVE Center focused on identifying

factors contributing to the capacity for people to not only survive but to thrive following traumatic experiences.

Visiting Professor

School of Education, Johns Hopkins University, Baltimore, MD (2020-2021)

Review and evaluate the Counselor Education Program as a special consultant to the Dean of the School; Develop new systems, evaluate current program policies and procedures to ensure compliance with the standards of the Counseling and Related Educational Programs (CACREP); teach in the counselor education program; provide regular reports to the Dean.

Dean and Professor

School of Education, The College of William & Mary, Williamsburg, VA (2013-Present)

Lead administrator for all aspects of the operations for the School of Education. Manage budget for academic program areas and nine centers. Developed, facilitated and implemented successful strategic plan. Lead the development of the first on-line degree programs for the School. Instituted Holmes Scholars initiative within the School. Created university-wide Social Justice Scholars Program. Expanded the Executive Education program and developed a partnership with Miami-Dade School District. Strengthened relationships with key funding agencies (e.g., NSF, IES, VDOE). Oversee personnel, conduct faculty reviews, and foster a “mattering climate” to create a positive, inclusive, and more diverse environment for this highly ranked School of Education. Identified and implemented initiatives to increase the School’s reach, relevance and revenue. Manage annual budget of approximately \$13,000,000. Current development campaign goal for the School of \$32,000,000 with \$19.3 million raised to date. Ranked 11th most influential dean of education in the United States.

Department Head and Distinguished Professor

Educational Psychology, Counseling, and Special Education

The Pennsylvania State University, University Park, PA (2011-2013)

Led and managed all aspects of departmental administration including budget, faculty development, faculty and staff evaluations, curriculum development, fund raising, accreditation reviews, student issues, and strategic planning for 6 academic programs, 55 tenure-line faculty members, more than 1,000 students, 7 staff assistants. Oversaw two large undergraduate programs, 2 undergraduate programs, 7 master’s degree programs, and 5 doctoral programs. U.S. News & World Report ranked all programs in the top 20. Annual budget of \$4.4 million. Led successful merger of two departments. Departmental programs included: Special Education, Educational Psychology, School Psychology, Counselor Education, Counseling Psychology, Rehabilitation and Community Services.

Fulbright Senior Specialist, University of Jyväskylä, Finnish Institute for Educational Research, Jyväskylä, Finland (April/May, 2012)

Conducted research related to public policy and education. Provided training workshops for the University of Jyväskylä, Eastern Finland University, and Finnish professional associations.

Department Head

Counselor Education, Counseling Psychology, and Rehabilitation Services
The Pennsylvania State University, University Park, PA (2005–2011)

Led and managed all aspects of departmental administration including budget, faculty development, faculty and staff evaluations, curriculum development, fund raising, accreditation reviews, student issues, and strategic planning. Created doctoral program and led the effort to secure its initial accreditation. Created and led collaborative relationships with several international universities. Department comprised of 55 faculty members and more than 1,000 students.

Oversaw one undergraduate degree program, four master's degree programs, and two doctoral degree programs. U.S. News & World Report rankings for each departmental program were consistently in the top 10 and all programs underwent successful accreditation reviews (CACREP, NCATE, APA, CORE, PDE) during my time as department head. Rankings in the Chronicle of Higher Education listed both departmental doctoral programs as #1 in the nation for faculty scholarly productivity. Annual budget of \$2.4 million.

Co-Director

Center for the Study of Career Development and Public Policy
Penn State University

Created center to study public policy and legislation related to career and workforce development. Co-founded the National Collaborative for Workforce and Career Development Public Policy, a collaborative initiative among the Center for the Study of Career Development and Public Policy at Penn State, the Center for Education and Work at the University of Wisconsin, the Institute for Educational Leadership, and the National Career Development Association.

Visiting Professor

Hacettepe University, Ankara, Turkey (May, 2010)

Provided lectures and workshops to graduate counseling students and developed a post-graduate program of study plan.

Consultant

Kuder, Inc
Adel, Iowa (March 2009 to Present)

Direct the research program for the Kuder Career Planning System, which provides computer-assisted career guidance interventions to children, adolescents, and adults. Reoriented research program to focus on important policy and

educational outcomes (e.g., graduation, transition to post-secondary education, transition to work).

Professor of Education, Professor-in-Charge (Program Chair) Counselor Education, Coordinator, Doctoral Counselor Education Doctoral Program

Counselor Education Program

Penn State University, University Park, PA (August, 2000–June, 2005)

Directed the Counselor Education Programs that included a doctoral program in counseling and four master's level counselor education programs. Coordinated the secondary school counseling option. Taught courses in career development, school counseling, and professional issues for master's students. Taught doctoral practicum and professional issues seminars. Served on various department and college committees. Led the programs toward initial CACREP accreditation. Program achieved its highest U.S. News and World Report ranking (#5) during my final year as program chair.

Interim Department Head

Department of Counselor Education, Counseling Psychology, and Rehabilitation Services, Penn State University, University Park, PA (Spring, 2002)

Served as interim department head while the permanent department head was on sabbatical leave. Responsible for all administrative aspects of the department (e.g., budget, faculty issues, staff concerns, student issues).

Visiting Professor

University of Padua, Padua, Italy (November, 2005)

Taught graduate classes in adult career development.

Visiting Professor

Johns Hopkins University, Baltimore, MD (Summer, 2004, 2007, 2008).

Taught summer course in career counseling.

Noted Scholar

College of Education

University of British Columbia, Vancouver, Canada (July-August, 2001).

Received Noted Scholar Award from the College of Education. Delivered speech to faculty. Taught career counseling and career development course to students in counseling psychology.

Assistant Dean, Professor, Associate Professor and Assistant Professor

Curry School of Education

University of Virginia, Charlottesville, VA (September 1987-August 2000)

Maintained responsibility for creating, developing, and managing activities

and interactions with the University and external constituents as they related to teacher, school administrator, and school counselor licensure; oversaw student affairs, recruiting, admissions, and professional credential process for graduates; served as the initial Dean's staff contact for academic appeals, special accommodation requests, waiver requests, and grievances by Curry School students; developed and coordinated orientation and information programs for potential students, and Curry students; served as resource person/advisor for Curry's student organizations, including the Education Council and Student Virginia Education Association; managed, organized, and led the Curry School orientation, family weekend, diploma, and hooding ceremonies; served as ex-officio member of Curry committees such as the Student Awards Committee and Academic Affairs Committee; served as the initial contact for prospective Curry School students; collaborated with academic programs and Curry Admissions Committee to maintain student enrollments consistent with the University approved enrollment targets for the Curry School; reviewed the University Record, the Curry School First Year Book, the Curry website, and other university publications that depict Curry School programs for prospective and new students; coordinated, processed, and supervised staff and faculty responses to student and graduates' requests and inquiries about licensure and certification; facilitated and monitored Curry representation to university-wide committee served as the Curry contact person for the University Information Service; conducted information sessions for, and provide liaison with, external constituents as requested.

Professor (2000-1998)

Associate Professor (1998-1993)

Assistant Professor (1993-1987)

Counselor Education Program

Curry School of Education

University of Virginia

Charlottesville, VA

Taught doctoral and master's level courses in the following areas: introduction to career interventions, advanced career counseling, internship supervision for students in the secondary school counseling, community counseling, and student affairs practice option areas, introduction to secondary school counseling, counseling theories and techniques, advanced counseling practicum, and basic counseling skills; managed, supervised, and directed the School of Education's counseling clinic; provided individual and group counseling supervision for masters and doctoral students in the counselor education counseling clinic, assisted in program and curriculum development according to CACREP standard; provided academic advising to doctoral and master's students, provided outreach programs to a variety of community agencies and educational institutions; served on numerous program, school, and university committees.

Visiting Scholar

Aalborg University, Aalborg, Denmark (November, 1998)

Trained school counselors in career and multicultural counseling. Consulted with the Danish Ministry of Education on training programs for school counselors.

Visiting Professor

Department of Counselling Psychology,
University of British Columbia, Vancouver, Canada (July- August, 2006; July-August, 2005; July-August, 2003; July-August, 2001; July-August, 1998)

Taught advanced career counseling and career development course to advanced master's degree and doctoral students.

Visiting Scholar

Faculty of Psychology and Education,
University of Lisbon, Lisbon, Portugal (October, 1994)

Lectured in the areas of career guidance in the schools, higher education, and business/industry. Provided a public lecture on the topic of multicultural career guidance in the schools.

Senior Counselor

Career Development and Placement Services,
The Pennsylvania State University, University Park, PA (July 1986-August 1987)

Conducted individual and group counseling for career decision making; taught academic courses dealing with topics such as career and personal decision making and career implementation; coordinated the implementation and utilization of the DISCOVER computer-assisted career guidance program for Commonwealth Educational System; developed and delivered career education outreach programs; supervised graduate student interns; assisted in the orientation of over 1000 corporate recruiters during the academic year.

Instructor of Education and Coordinator of the Vocational Assessment Center.

Division of Counseling and Educational Psychology, The Pennsylvania State University (July 1985-August 1986)

Taught graduate and undergraduate courses in counseling and interviewing skills, introductory guidance and counseling, case recording and case management, and supervised internship experiences for graduate students in the college student personnel program; directed the Division's Vocational Assessment Center; conducted vocational assessments for diverse client populations; delivered presentations to master's and doctoral level classes within the Division of Counseling and Educational Psychology concerning the nature and process of vocational assessment.

Academic Advisor

Freshmen Testing, Counseling, and Advising Program,
The Pennsylvania State University (May 1985-August 1985)

Provided educational counseling to 250 first-year and transfer students.

Counselor

Adult Basic Education Program, State College School District,
State College, PA (January 1984 - May 1985)

Counseled adult learners concerning personal, career, and academic issues; utilized DISCOVER for Adult Learners computer-assisted career guidance program.

Graduate Assistant, Division of Counseling and Educational Psychology,
The Pennsylvania State University (August 1984 - May 1985)

Implemented and coordinated the services of the Division's Vocational Assessment Center; assisted in the teaching of a graduate level career development course.

Graduate Assistant Coach

Track and Cross-Country teams
Lehigh University
(August 1982 - May 1983)

Coached track and cross-country teams; advised athletes; assisted in recruiting; fulfilled administrative duties as assigned by Head Coach.

Assistant Director of Admissions

Mansfield State College, Mansfield, PA
(August 1980 - September 1982)

Interviewed, advised, and recruited high school and college transfer students; coordinated foreign student admissions; conducted training of admissions counselors; planned and coordinated campus visitation days; served on the Advisory Board for the Equal Educational Opportunity Program, the Adult Learners Task Force, and the International Education Committee.

Financial Aid Office

Mansfield State College, Mansfield, PA
(May 1981-August 1981)

Administered the state guaranteed student loan program and delivered orientation day presentations pertaining to financial aid policies and procedures.

Residential Advisor/Counselor

Red Rock Job Corps Center, Lopez, PA
(January 1980-August 1980)

Counseled sixty adolescents in a residence hall setting; planned and delivered group counseling sessions focused on educational, career and personal issues; responsible for overseeing the student judicial process.

Social Worker

Central Harlem Meals on Wheels, New York City Department of Aging
(August 1979-January 1980)

Provided direct services to clients in Harlem area of New York City; served as a client advocate, referral agent, and counselor for the homebound elderly.

Teacher

Rochester City School District, Rochester, NY
(January 1979-June 1979)

Taught classes at the elementary school level.

Coordinator of Summer Youth Employment Program, Bloomsburg School District,
Bloomsburg, PA (Summers 1976-1978).

Supervised work experiences of "at-risk" middle school and high school students; led small groups focused on self and career exploration; introduced students to the Guidance Information System, provided individual counseling.

INTERNSHIP EXPERIENCE

The Center for Action and Contemplation, Albuquerque, NM (March 2007)

The Pennsylvania State University (August 1983 - May 1985)
College of Education Counseling Service

DeSales College (January 1983 - May 1983)
Counseling and Career Development Center

PUBLICATIONS IN REFEREED JOURNALS

Amundson, N. E., Niles, S. G., & Yoon, H. J. (2020). Hope-action theory and practice. *Psychologia Wychowawcza [Educational Psychology]*, 60(18), 91–102. <https://doi.org/10.5604/01.3001.0014.6227>

Santilli, S., Ginevra, M. C., Ferrari, L., Sgaramella, T. M., Niles, S. G., Nota, L., & Soresi, S. (2020). Using the hope-centered career inventory (HCCI)- Italian version with healthcare professionals. *International Journal for Educational and Vocational Guidance*, 21, 145-159.

Niles, S. G., Amundson, N. E., & Yoon, H. J. (2019). Hope-action theory: Creating and

- sustaining hope in career development. In N. Arthur, R. Neault, & M. McMahon (Eds.), *Career theories and models at work: Ideas for practice* (pp. 283–294). Toronto, ON: CERIC.
- Yoon, H. J., Bailey, N., Amundson, N. E., & Niles, S. G. (2019). The effect of a career development programme based on the Hope-Action Theory: Hope to Work for refugees in British Columbia. *British Journal of Guidance and Counselling*, 47(1), 6–19. <https://doi.org/10.1080/03069885.2018.1544827>
- Amundson, N. E., Goddard, T., Yoon, H. J., Niles, S. G. (2018). Hope-centered interventions with unemployed clients. *Canadian Journal of Career Development*, 17, 87-98.
- Clarke, A., Amundson, N. E., Niles, S. G., & Yoon, H. J. (2018). Hope: An agent of change for internationally educated professionals. *Journal of Employment Counseling*, 55, 155-165.
- Coll, K., Niles, S. G., Coll, K. F., Ruch, C. P., & Stewart, R. A. (2018). Education Deans: Challenges and stress. *Journal of Organizational & Educational Leadership*. 4(1), Article 2.
- Yoon, H.J., In, H., Niles, S.G., Amundson, N.E., Smith, B.A. & Mills, L. (2015). The effects of hope on student engagement, academic performance, and vocational identity. *Canadian Journal of Career Development*, 14, 34-45.
- Smith, B.A., Mills, L., Amundson, N., Niles, S., Yoon, H.J. & In, H. (2014). What helps and hinders post-secondary students who maintain high levels of hope despite experiencing significant barriers. *Canadian Journal of Career Development*, 13, 59-74.
- Niles, S. G. (2014). Using an action-oriented hope-centered model of career interventions. *Asia Journal of Counselling and Psychotherapy*, 4, 1-15.
- Niles, S.G., In, H. & Amundson, N. (2014). Using an action-oriented hope-centered model of career development. *Journal of Asia Pacific Counseling*, 4, 1-13.
- Hirschi, A., Niles, S., & Akos, P. (2011). Engagement in adolescent career preparation: social support, personality and the development of choice decidedness and congruence. *Journal of Adolescence*, 34, 173-182.
- Niles, S. G. (2011). Career flow: A hope-centered model of career development. *Journal of Employment Counseling*, 48, 173-175.
- Savickas, M. L., Pope, M., & Niles, S. G. (2011). The Career Development Quarterly: A centennial retrospective. *The Career Development Quarterly*, 59, 528-538.
- Niles, S. G., Amundson, N. E., & Yoon, H.. (2010). The Hope-Action Inventory [Online Assessment] Retrieved from <http://mycareerflow.com>.

- Niles, S. G., Yoon, H., Balin, E., & Amundson, N. E. (2010). Using a hope-centered model of career development in challenging times. *Turkish Psychological Counseling and Guidance Journal*, 4, 101-108.
- Niles, S. G. (2009). Introduction to the commemorative section: John Holland and Kenneth Hoyt. *The Career Development Quarterly*, 58, 98.
- Niles, S. G., Engels, D. W., & Lenz, J. (2009). Training career practitioners: International Perspectives. *The Career Development Quarterly*, 57, 358-366.
- Engels, D.W., Niles, S.G., & Russell, M. (2006). Pioneering work, evolution and research related to employability skills: Practice and policy implications. Invited article in, *Shaping the future: Connecting career development and workforce development. International Symposium on Career Development and Public Policy CD. Sydney: Australian Government, Department of Education, Science and Training.*
- Niles, S. G., Engels, D. W., & Russell, M. (2006). Career development services for workforce development: Practice and policy implications. Invited article in, *Shaping the future: Connecting career development and workforce development. International Symposium on Career Development and Public Policy CD. Sydney, Australian Government, Department of Education, Science and Training.*
- Russell, M., Niles, S.G. & Engels, D.W. (2006). Mature Worker Sustainability. Invited article in, *Shaping the future: Connecting career development and workforce development. International Symposium on Career Development and Public Policy CD. Sydney: Australian Government, Department of Education, Science and Training.*
- Trusty, J., Niles, S. G., & Carney, J. V. (2005). Education-career planning and middle school counselors. *Professional School Counseling*, 9, 136-144.
- Akos, P., Konold, T., & Niles, S. G. (2004). A career readiness typology and typical membership in middle school. *The Career Development Quarterly*, 53, 53-66.
- Trusty, J., & Niles, S. G. (2004). Realized potential or lost talent: High school variables and bachelor's degree completion. *The Career Development Quarterly*, 53, 2-15.
- Trusty, J., & Niles, S. G. (2004). High-school math courses and completion of the bachelor's degree. *Professional School Counseling*, 7, 108-115.
- Hunt, B., Jacques, J., Niles, S. G., & Wierzalis, E. (2003). Career concerns of persons with HIV/AIDS. *Journal of Counseling & Development*, 81, 55-60.
- Niles, S. G. (2003) Career counselors confront a critical crossroad: A vision for the

- future. *The Career Development Quarterly*, 52, 70-78.
- Hartung, P., Lewis, D. M., May, K., & Niles, S. G. (2002). Family interaction patterns and college student career development. *Journal of Career Assessment*, 10, 78-90.
- Niles, S. G. (2001). Using Super's theory to link theory to practice. *International Journal of Educational and Vocational Guidance*, 1, 131-139.
- Niles, S. G., Akos, P., & Cutler, H. (2001). Counselor educators' strategies for success. *Counselor Education and Supervision*, 40, 276-291.
- Amundson, N. E., & Niles, S. G. (2000). Editors' introduction to the joint special issue on collaboration, partnership, policy, and practice in career development. *The Career Development Quarterly*, 48, 291-292.
- Niles, S. G., Anderson, W. P., Jr., & Cover, S. (2000). Comparing intake concerns and goals with career counseling concerns. *The Career Development Quarterly*, 49, 135-145.
- Anderson, W. P., Jr., & Niles, S. G. (2000). Important events in career counseling: Counselors and clients' perceptions. *The Career Development Quarterly*, 48, 251-263.
- Niles, S. G. (1999). Time and timing in career counseling. *The Career Development Quarterly*, 47, 4-6.
- Niles, S. G., & Akos, P. (1999). Career counseling in the new millennium: Coping with life structure issues. *Pennsylvania Counseling Journal*, 1, 40-49.
- Niles, S. G., Anderson, W. P., Hartung, P. J., & Staton, A. (1999). Identifying client types from Adult Career Concerns Inventory scores. *Journal of Career Development*, 25, 173-185.
- Hartung, P., Vandiver, B., Leong, F., Pope, M., Niles, S., & Farrow, B. (1998). Appraising cultural identity in career-development assessment and counseling. *The Career Development Quarterly*, 46, 277-293.
- Niles, S. G. (1998). Developing life-role readiness in a multicultural society: Topics to consider. *International Journal for the Advancement of Counselling*, 20, 71-77.
- Niles, S. G., Anderson, W. P., & Goodnough, G. (1998). Exploration to foster career development. *The Career Development Quarterly*, 46, 262-275.
- Herr, E. L., & Niles, S. G. (1997). Perspectives on career assessment of work-bound youth. *Journal of Career Assessment*, 5, 137-150.
- Niles, S. G. (1997). Annual review: Career counseling practice and research. *The Career*

- Development Quarterly, 46, 115-141.
- Niles, S. G., Erford, B., Hunt, B., & Watts, R. (1997). Decision-making styles and career development in college students. *Journal of College Student Development*, 38, 479-488.
- Niles, S. G., Lewis, D., & Hartung, P. (1997). Using the Adult Career Concerns Inventory to measure task involvement. *The Career Development Quarterly*, 46, 87-97.
- Niles, S. G. (1996). Offering appraisal support in career counseling. *Journal of Employment Counseling*, 33, 163-173.
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- Anderson, W. P., & Niles, S. G. (1995). Career and personal concerns expressed by career counseling clients. *The Career Development Quarterly*, 43, 240-245.
- Long, B. E., Sowa, C. J., & Niles, S. G. (1995). Differences in student development reflected by the career decisions of college seniors. *Journal of College Student Development*, 36, 47-52.
- Niles, S. G., & Anderson, W. P. (1995). A content analysis of career and personal concerns expressed by career counseling clients. *Educational and Vocational Guidance Bulletin*, 57, 59-62.
- Niles, S. G., Sowa, C. J., & Laden, J. (1994). Life role participation and commitment as predictors of college student development. *Journal of College Student Development*, 35, 159-163.
- Sowa, C. J., May, K., & Niles, S. G. (1994). The occupational stress within the counseling profession: Implications for counselor training. *Counselor Education and Supervision*, 34, 19-29.
- Mathieu, P., Sowa, C. J., & Niles, S. G. (1993). Differences in career self-efficacy among women. *Journal of Career Development*, 19, 187-196.
- May, K. M., Sowa, C. J., & Niles, S. G. (1993). Family environments as predictors of personality hardiness and self-efficacy. *The Family Journal*, 1, 131-135.
- Niles, S. G. (1993). The relationship between Holland types and preferences for career counseling. *Journal of Career Development*, 19, 209-220.
- Niles, S. G. (1993). The timing of counselor contact in the use of a computer information delivery system with adult career counseling clients. *Journal of Employment Counseling*, 30, 2-12.

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- Niles, S. G., & Usher, C. (1993). Applying the Career Development Assessment and Counseling model to the case of Rosie. *The Career Development Quarterly*, 42, 61-66.
- Patrick, J., Niles, S. G., Margetick, C., & Cuning, T. (1993). The longitudinal relationship of congruency between initial and final selection of major, persistence, and graduation of college students. *CACD Journal*, 13, 33-37.
- Patrick, J., Niles, S. G., Margetick, C., & Cuning, T. (1993). The longitudinal relationship between extracurricular activities and congruence between initial and final selection of major among college students. *NACADA Journal*, 13, 28-33.
- Niles, S. G., & Sowa, C. J. (1992). Mapping the nomological network of career self-efficacy. *The Career Development Quarterly*, 11, 13-21.
- Niles, S. G., Sowa, C. J., & May, K. M. (1992). The relationship among characteristics of college students and career developmental concerns. *International Journal of Psychology*, 27, 493.
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- Niles, S. G., & Arthur, G. (1991). Cultural and career changes: The case of Ebo. *The Career Development Quarterly*, 40, 20-23.
- Garis, J., & Niles S. G. (1990). The effects of two computer-assisted career guidance systems and a career planning class on undecided university students. *The Career Development Quarterly*, 38, 261-274.
- Niles, S. G., & 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, 237-248.
- Niles, S. G., & Tiffany, S. A. (1990). Strategies for an effective vocational assessment program. *Academic Therapy*, 25, 547-559.
- Niles, S. G. & Wallace, G. (1990). Curry School of Education: Education in the Jeffersonian tradition. *Education*, 111, 156-158.
- Niles, S. G., & Herr, E. L. (1989). Using secondary school behaviors to predict career behaviors in young adulthood: Does success breed success? *The Career Development Quarterly*, 37, 345-354.

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- Herr, E. L., & Niles, S. G. (1988). The values of counseling: Three domains. *Counseling and Values*, 33, 4-17.
- Niles, S. G. (1988). The case of Fabian: Considering the influence of life roles and readiness for career decision-making. *The Career Development Quarterly*, 38, 28-38.
- Patrick, J., & Niles, S. G. (1988). Establishing accountability and evaluation procedures in student affairs offices. *NASPA Journal*, 25, 291-296.
- Herr, E. L., Dambrocio, J. P., & Niles, S. G. (1986). Heterogeneity in a changing work force and in the emerging purposes of cooperative education. *Journal of Cooperative Education*, 22, 26-38.

BOOKS

- Niles, S. G., & Harris-Bowlsbey, J. (2021). *Career development interventions* (6th edition). Columbus, OH: Pearson. (This book is the best-selling book in this area in the world and has been translated into 4 languages.)
- Niles, S. G., Amundson, N. E., Neault, R., & Yoon, H. J. (2020). *Career flow and development: Hope in action*. San Diego, CA: Cognella Press.
- Niles, S. G., Amundson, N. E., Neault, R., & Yoon, H. J. (2020). *Career recovery: Creating careers with hope in difficult times*. San Diego, CA: Cognella Press.
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MONOGRAPHS, MANUALS, WEBSITES

- Niles, S. G., & Harris-Bowlsbey, J. (2013). Instructor's manual and career counseling videos: Career development interventions in the 21st century (4th ed.). Columbus, OH: Pearson.
- Jacob, C., Niles, S. G., Amundson, N. E., & Neault, R. (2011). Instructor's manual:

- Career Flow: A Hope-centered Approach to Career Development. Columbus, OH: Merrill Prentice Hall.
- Harrington, T., Niles, S. G., & Garraway, G. (2006). Instructor's manual: Career planning. Circle Pines, MN: AGS Publishing.
- Niles, S. G. (2005). Best practices in school counseling in transforming school counseling, Education Trust, Washington, DC: Education Trust.
- Niles, S. G., Herr, E. L., Hartung, P. J. (2002). Achieving Life Balance: Myths, Realities, and Developmental Perspectives. Information series no. 387, Columbus, HO: ERIC Clearinghouse on Adult, Career, and Vocational Education.
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BOOK CHAPTERS

- Niles, S. G., Egwu, O., & Niles, J. (2022). Career counseling for social justice. In Butler, S. K., Locke, A. F., & Filmore, J. M. Introduction to 21st Century Counseling: A Multicultural and Social Justice Approach, San Diego: Cognella Academic Publishing.
- Hutchison, B., Niles, S. G., & Trusty, J. G. (2020). Career development interventions in the schools. In B. Erford (Ed.), Professional school counseling: A handbook of theories, programs, & practices (3rd Ed.). Austin, TX: Pro-Ed
- In, H., Akos, P., & Niles, S. G. (2020). Promoting educational and career planning in schools. In B. Erford (Ed.), Transforming school counseling (3rd Ed.). Columbus, OH: Merrill Prentice Hall.
- Niles, S. G., Martin, C., & Herr, E. L. (2020). Trends and issues in career assessment. issues. In K. Stoltz, & S. Barclay (Eds.), A counselor's guide to career assessment instruments (7th ed.). Broken Arrow, OK: National Career Development Association.
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- Niles, S. G., Amundson, N. E., Yoon, H. J. (2019). Hope-Action Theory: Creating and sustaining hope in career development. In *Career theories and models at work: Ideas for Practice*, pp. 283-294, Ottawa, Canada: CERIC.
- Niles, S. G., & Erford, B. T. (2019) Promoting career and individual planning in schools. In B. T. Erford (Ed.), *Transforming the school counseling profession* (5th edition). Pearson: Columbus, OH.
- Niles, S. G., & Gutierrez, D. (2019). Career counseling with soul. In Maree, J. G. (Ed.) *Innovating career counselling theory, research, and practice: In search of promoting inclusion and sustainable employment for all*. New York, NY: Springer
- Niles, S. G. (2015). Un modello dello sviluppo professionale centrato sulla speranza orientata all'azione. In L. Nota & S. Soresi (Eds.). *Il counselling del futuro* (pp 107-114). Padova, Italy: Cleup.
- Niles, S. G. (2014). Training career practitioners: Opportunities and challenges. In G. Arulmani, A. Bakshi, F. Leong, & A. Watts (Eds.) *The handbook of career development: International perspectives* (pp. 727-740). New York: Springer.
- Herr, E. L., & Niles, S. G. (2013). Trends and issues in career assessment issues. In C. Wood & D. Hays (Eds.), *A counselor's guide to career assessment instruments* (6th ed., pp. 13-21). Broken Arrow, OK: National Career Development Association.
- Niles, S. G., & Herr, E. L. (2013). Public Policy and the Psychology of Work. In D. Blustein (Ed.). *The Oxford handbook of the psychology of working* (pp. 311-322). New York: Oxford Press.
- Niles, S. G. (2011). Mental health counselors and career counseling. In A. Palmo, W. Weikel, & D. Borsos (Eds.). *Foundations of mental health counseling* (4th ed.). Springfield, IL: Charles C. Thomas Publisher.
- Akos, P., & Niles, S. G. (2010). Promoting educational and career planning in schools. In B. Erford (Ed.), *Transforming school counseling* (2nd Ed., pp. 195-210). Columbus, OH: Merrill Prentice Hall.
- Hutchison, B., Niles, S. G., & Trusty, J. G. (2010). Evolution of career counseling in the schools. In J. Patrick & E. Eliason (Eds.). *Career development in the schools* (pp. 35-53). Charlotte, NC: Information Age Publishing.
- Niles, S. G. (2010). Career counseling. In S. Nassar-McMillan & S. G. Niles (Eds.). *Developing your identity as a professional counselor: Settings and specialties* (pp. 265-283). Cengage/Brooks Cole Publishers Press.
- Niles, S. G., & Trusty, J. G., & Hutchison, B. (2010). Career development interventions in the schools. In B. Erford (Ed.), *Professional school counseling:*

- A handbook of theories, programs, & practices (2nd ed., pp. 260-273). Austin, TX: Pro-Ed.
- Trusty, J. G., Niles, S. G., & Pertuit, T. (2010). A practical approach to career assessment in the schools. In B. Erford (Ed.), *Professional school counseling: A handbook of theories, programs, & practices* (2nd ed., pp. 516-527). Austin, TX: Pro-Ed.
- Hutchison, B., & Niles, S. G. (2009). Career theories. In Marini, I., & Stebnicki, M. (Eds.) *The Professional Counselor's Desk Reference* (pp. 467-476). New York: Springer Publishing.
- Niles, S. G. (2009). Life-career rainbow. *Encyclopedia of career development*. Thousand Oaks, CA: Sage Publishing.
- Niles, S. G. (2009). Life role balance in career development. *Encyclopedia of Counseling*. Alexandria, VA: American Counseling Association
- Niles, S. G., & Hutchison, B. (2009). Career development theory for career advisors. In K. Hughey (Ed.) *Handbook of Career Advising* (pp. 68-96). San Francisco: Jossey-Bass.
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- Porfeli, E. J., Niles, S. G., & Trusty, J. (2005). Theories of career development: Core concepts and propositions. In J. Patrick, G. Eliason, & Thompson, D. (Eds.) *Issues in career development* (pp. 1-42). Greenwich, CT: Information Age Publishing.
- Niles, S. G., & Trusty, J. G. (2004). Career development interventions in schools. In B. Erford (Ed.), *Professional school counseling: A handbook of theories, programs & practices* (pp. 311-324). Austin, TX: Pro-Ed.
- Trusty, J. G., & Niles, S. G. (2004). A practical approach to career assessment in schools. In B. Erford (Ed.), *Professional school counseling: A handbook of theories, programs & practices* (pp. 431-442). Austin, TX: Pro-Ed.
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- of students in grades K-12. In G. Goodnough & R. Perusse (Ed.), *Advocacy in school counseling*. Columbus, OH: Merrill Prentice Hall.
- Niles, S. G. (2003). Edwin L. Herr: A Legacy of caring. J. West, C. Osborn, & D. Bubbenzer (Eds.). *Leaders and legacies: Contributions to the profession of counseling* (pp. 173-182). New York: Brunner-Routledge.
- Niles, S. G. (2002). *Forward to Counseling employees: A multifaceted approach* (pp.ix-xi). Alexandria, VA: American Counseling Association.
- Niles, S. G., Herr., E. L., & Hartung, P. (2002). Emerging adult career concerns in contemporary society. Traditional career development theories. In S. G. Niles (Ed.), *Adult career development: Concepts, models, and practices* (3rd ed.). Columbus, OH: National Career Development Association.
- Niles, S. G., & Akos, P. (2002). Fostering career and educational planning for secondary school students. In B. Erford (Ed.). *Transforming the school counseling profession* (pp. 153-170). Englewood Cliffs, NJ: Merrill/Prentice-Hall.
- Herr, E. L., & Niles, S. G. (2001). Educating for character. In D. Locke, J. Myers, & E. Herr (Eds.), *The Handbook of Counseling* (pp.629-640). Thousand Oaks, CA: Sage.
- Hartung, P. J., & Niles, S. G. (2000). Using traditional career theories with college students. In D. Luzzo (Ed.), *Career development of college students: Translating theory and research into practice* (pp. 3-22). Washington, DC: American Psychological Association.
- Niles, S. G. (2000). Values sorting exercise. In M. Pope & C. Minor (Eds.), *Experiential activities for teaching career counseling* (pp. 81-85). Columbus, OH: National Career Development Association.
- Niles, S. G., Hartung, P. J. (2000). Using emerging career theories with college students. In D. Luzzo (Ed.), *Career development of college students: Translating theory and research into practice* (pp. 23-42). Washington, DC: American Psychological Association.
- Herr, E. L., & Niles, S. G. (1998). Career: A source of hope and empowerment in a time of despair. In C. Lee & G. Walz (Eds.), *Social action: A mandate for counselors* (pp. 117-136). Greensboro, NC: ERIC/CASS.
- Niles, S. G. (1997). School counselors and career development. In J. Dykeman (Ed.), *School administrator's guide to school counseling* (pp. 81-87). Greensboro, NC: ERIC/CASS
- Herr, E. L., & Niles, S. G. (1994). Multicultural career guidance in the schools. In P. Pederson & J. Carey (Eds.), *Multicultural counseling in schools*. (pp. 177-194). Boston: Allyn and Bacon.

Herr, E. L., & Niles, S. G. (1992). The values of counseling: Three domains. In M. Burke, & J. Miranti (Eds.), *Ethical and spiritual values in counseling*. Alexandria, VA: American Association for Counseling and Development.

SELECTED REVIEWS & ABSTRACTS

Niles, S. G. (2007). [Review of Palmo, A. J., Weikel, W. J., & Borsos, D. P. (Eds.). (2006). *Foundations of Mental Health Counseling*. Springfield, IL : Charles C. Thomas.] In *Counseling Today*.

Niles, S. G. (1997). [Review of *Career transitions in turbulent times*]. Greensboro, NC: ERIC/CASS]. *The Professional School Counselor*.

Niles, S. G. (Winter, 1989-1990). [Review of *Managing the new careerists*]. *Career Planning and Adult Development Journal*, 5, 19.

Niles, S. G. (1989). [Review of *Practical management for productivity*]. *Career Planning and Adult Development Journal*, 5, 11.

Herr, E. L., & Niles, S. G. (1988). [Review of *The Adult Career Concerns Inventory*]. In Kapes, J. T., & Mastie, M. M. (Eds.). *A counselor's guide to career guidance instruments* (2nd edition). Alexandria, VA: National Career Development Association, 160-164.

Niles, S. G. (1987). [Review of *The master's degree: Tradition, Diversity, Innovation*]. *NACADA Journal*, 7, 77.

EDITORIAL BOARD APPOINTMENTS

Counselor Education & Supervision
Editor (2021-2024)
Incoming Editor (2020-2021)

Journal of Counseling & Development
Associate Editor (2013-Present)
Editor (2008-2013)
Incoming Editor (2007-2008)
Editorial Board (1993-1996; 1996-1999)

Journal of Asia Pacific Counselling
Advisory Editor (2010-2013)

South African Journal of Psychology
Editorial Board (2010-2015)

Encyclopedia of Counseling, American Counseling Association
Co-editor, Career Development (2009)

The Career Development Quarterly)
 Editor (Two terms, July 1998-June 2001; July 2001-June 2003)
 Incoming Editor (September 1997-July 1998)
 Associate Editor (1996-1997)
 Editorial Board (1990-1996)
 Select Panel of Reviewers (1988-1990)

International Career Development Journal
 Editorial Board (2000-2006)

International Journal for the Advancement of Counselling
 Editorial Board (1998-2015)

International Journal for Educational and Vocational Guidance
 Editorial Board (1999-Present)

Journal of Career Development
 Editorial Board (1997-2015)
 Reviewer for Thematic Issue on Job Change (1990)
 Journal of College Student Development
 Editorial Board (1996-1999; 1999-2002)

Career Planning and Adult Development Journal
 Book Reviewer (1989-1990)

SAMPLE BOOKS REVIEWED FOR PUBLISHERS

Book review for Allyn Bacon- Days in the Lives of Counselors

Book review for Wadsworth Publishing Company- Becoming an agency counselor in the new millennium: Inner and outer explorations.

Book review for the American Counseling Association- Counseling in a dynamic society (2nd ed.).

Book review for Sage Publications- Handbook of counseling.

Book review for Brooks/Cole Publishing Company- Research for helping professionals.

Book review for Kendall/Hunt Publishing Company- Training for life: A practical guide to career and life planning.

Book review for Scott, Foresman, and Company- Career guidance and counseling through the life span: Systematic approaches (4th ed.).

Book review for Prentice-Hall Publishing- The helping relationship: Process and skills (4th ed.).

Book review for Allyn and Bacon - The skills of helping.

EXTERNAL REVIEWER

Provide 4-6 external promotion and tenure reviews annually.

GRANTS/CONTRACTS

Hope 2 Work – in partnership with MOSAIC, funding by the BC Ministry of Social Development and Social Innovation
\$133,785

Co-principal investigator for study that addressed group counseling interventions for Syrian refugees. The interventions were based on the Hope-Action Model (Niles, Amundson, & Yoon)
(Funded)

Canadian Educational and Research Institute for Counselling (CERIC).
\$90,000

Co-principal investigator for outcome study using the Hope- Action Model with unemployed adults
(Funded)

Canadian Educational and Research Institute for Counselling (CERIC)
\$50,421

Co-principal investigator for study examining relationship between components of the Hope-Action Model, student engagement, and student success with college students.
(Funded)

Career Development Alliance, Comprehensive Employment Services for Veterans
\$20,000

Principal investigator for student examining career services for Pennsylvania National Guard members returning from deployment in Afghanistan and Iraq.
(Funded)

Children, Youth, and Families Consortium, Level II Grant
\$19,465

Principal investigator for study examining career development from childhood to early adulthood. (Funded)

University of Virginia, Grant Development Proposal
\$5,000

School-to-Work Transition literature review.
(Funded)

School-to-Work Transition Grant
\$1,500,000

External Evaluator, University of Eastern Washington and Spokane City Schools.

PROFESSIONAL PRESENTATIONS (International, National, and State)

- Niles, S. G. (2021, June). Hope in career development. Presentation delivered to the Career Development Association of Australia.
- Niles, S. G. (2021, February). Creating and Sustaining Hope. A keynote presentation delivered at the annual conference of the Irish Guidance Counsellors' Institute.
- Niles, S. G, Amundson, N. E., & Fruhling, A. (2021, January). Hope-Action Theory and Practice. Presentation delivered to the CANNEXUS annual conference, Ottawa, Canada.
- Niles, S. G. (2020, December). The Practice of Hope-Action Theory. Keynote delivered to the Finnish Counsellor's Association. Helsinki, Finland.
- Niles, S. G. (2020, October). A Hope-Centered Approach to Career Development. Keynote presentation to the Saudi Aramco conference. Riyadh, Saudi Arabia.
- Niles, S. G. (2020, March). Hope-Action Theory. Keynote presentation to the Singapore Career Development Association.
- Niles, S. G. (2020, July). Hope in Action. Webinar presented to the Career Industry Council of Australia.
- Niles, S. G., & Amundson, N. E. (2020, January). Hope-Action Theory. Paper presented at the annual meeting of CANNEXUS, Ottawa, Canada.
- Niles, S. G., (2019, January). Career counseling with soul. Paper presented at the annual meeting of CANNEXUS, Ottawa, Canada.
- Niles, S. G. (2018, June). Publishing in The Career Development Quarterly. Paper presented at the annual meeting of the National Career Development Association, Phoenix, AZ.
- Niles, S. G., Amundson, N. E., & Yoon, H. J. (2018, June). Hope-Action Theory: Current status and future directions. Paper presented at the annual meeting of the National Career Development Association, Phoenix, AZ.
- Niles, S. G., (2018, April). Transformational leadership: Your professional imperative.

- Keynote speech delivered to the Pennsylvania Chi Sigma Iota Conference, West Chester, PA.
- Niles, S. G. (2018, January). Reclaiming your soul from work. Keynote speech delivered at the annual Cannexus Conference, Ottawa, Canada.
- Amundson, N. E., Yoon, H. J., & Niles, S. G., (2018, January). MOSAIC: Career Intervention with Syrian refugees. Paper presented at the annual Cannexus Conference. Ottawa, Canada.
- Niles, S. G. (2017, December). Hope theory in career development. Paper presented at the Career Development and Credentialing Conference, Shanghai, China.
- Niles, S. G. (2017, November). Using Hope Action Theory to guide your engagement as a Fulbright scholar. Paper presented at the annual conference of the Fulbright Association, Washington, DC.
- Niles, S. G., (2017, October). Helping adolescents develop hope to guide their career and educational planning. Keynote speech delivered at the Rwanda Summit on National Career Guidance: Bridges to Education and Economic Development. Kigali, Rwanda.
- Niles, S. G., Amundson, N. E., & Yoon, H. (2017, June). Status update: Hope in Action model. Paper presented at the annual meeting of the National Career Development Association. Orlando, FL.
- Lee, C. C., Niles, S. G., Bhatt, C. (2017, March). Counseling Globally. Paper presented at the annual conference of the American Counseling Association. San Francisco, CA.
- Niles, S. G., Amundson, N. E., Goddard, T., & Yoon, H. J. (2017, January). Hope-Centered Career Development. Paper presented at the annual conference of CANNEXUS, Ottawa, Canada.
- Niles, S. G. (2016, June). An E-learning intervention study using the Hope-Centered Model of Career Development. Paper presented at the annual conference of the National Career Development Association, Chicago, IL.
- Niles, S. G. (2016, May). Hope-centered career interventions: An action-oriented approach. Keynote speech delivered to the annual conference of the Asia Pacific Career Development Association. Taipei, Taiwan.
- Coll, K., & Niles, S. G. (2015, October). Counselor educators as academic administrators. Presentation delivered at the biannual meeting of the Association for Counselor Education and Supervision. Philadelphia, PA.
- Niles, S. G., (2015, October). Action-oriented hope in education and counseling. Keynote address delivered at the University of Padova Counseling Conference. Padova, Italy.

- Niles, S. G., Sweeney, T., Bobby, C., & Clawson, T. (2015, October). Transformational leadership: It's importance for the counseling professional. Presentation delivered at the biannual meeting of the Association for Counselor Education and Supervision. Philadelphia, PA.
- Niles, S. G. (2015, June). Teaching career development courses. Presentation at the annual meeting of the National Career Development Association, Denver, CO.
- Niles, S. G., 2015, (April). Career flow and action-oriented hope. Keynote address at the annual meeting of the Virginia Career Development Association, Williamsburg, VA.
- Niles, S. G., Bobby, C., Clawson, T., & Lausch, L. (2015, March). Professional identity and excellence in counselor education. Presentation delivered at the annual meeting of the American Counseling Association, Orlando, FL.
- Niles, S. G., & Amundson, N. E. (2015, March). An action-oriented, hope-centered career counseling approach to economic and employment stability. Paper presented at the annual meeting of the American Counseling Association, Orlando, FL.
- Niles, S. G., In, H., Su, N. (2014, March). The action-oriented hope theory toolkit. Paper presented at the annual meeting of the American Counseling Association. Honolulu, HI.
- Niles, S. G. (2013, September). An action-oriented hope theory of career development. Keynote address presented to the International Association for Counseling Congress. Istanbul, Turkey.
- Harris-Bowlsbey, J., Trusty, J., & Niles, S. G. (2013, July). An Internet-based career planning system: Key elements in providing effective tools for students and clients. Paper presented at the annual conference of the National Career Development Association, Boston, MA.
- Lent, R., Brown, S., Juntunen, C., Niles, S. G., & Blustein, D. (2013, July). Work hope. Paper presented at the annual conference of the National Career Development Association, Boston, MA.
- Niles, S. G., & Amundson, N. E. (2013, July). Hope-centered career development. Invited featured session at the annual conference of the National Career Development Association, Boston, MA.
- Amundson, N. E., Niles, S. G., Smith, B., & In, H. (2013, June). Hope-centred career development: Theory and practice. A webinar presented to the Canadian Education and Research Institute for Counselling. Ottawa, Canada.
- Niles, S. G. (2013, March). Intentional Interventions to Create Hope in Career

- Counseling. Invited keynote address presented at the India Career Development Association Conference, Delhi, India.
- Niles, S. G. (2013, March). East Meets West: Career Counseling Theory and Practice. Paper presented at the India Career Development Association Conference, Delhi, India.
- Niles, S. G., Amundson, N. E., Yoon, H. J., In, H., & Smith, B. (2013, January). Hope-centered career development with college students. Paper presented at the annual Cannexus Conference, Ottawa, Canada.
- Niles, S. G., Harris-Bowlsbey, J. H., Suen, H., & Trusty, J. G. (2012, October). Using ICT to impact educational and career planning across the lifespan. Paper presented at the International Association for Educational and Vocational Guidance, Mannheim, Germany.
- Niles, S. G., & Trusty, J. G. (2012, October). Creative approaches to career development: Using the hope-centered model and inventory to influence social justice and prosperity. Paper presented at the International Association for Educational and Vocational Guidance, Mannheim, Germany.
- Niles, S. G., In, H., Chen, F., Sen, N., Yoon, H., & DeShields, S. (2012, June). Building hope based on research: Implications from a review of the literature. Paper presented at the National Career Development Association Conference, Atlanta, GA.
- Krumboltz, J., Hackett, G., Johnston, J., & Lenz, J. (2012, June). Laying the foundations for dreams. Closing Plenary Session, National Career Development Association Conference, Atlanta, GA.
- In, H., Niles, S. G., & Su, N. (2012, March). The hope-centered model of career development and inventory: A new approach to effective career counseling. Paper presented at the American Counseling Association Conference, San Francisco, CA.
- Niles, S. G. (2012, March). Leadership and standards: Keeping career counseling at the core of our profession. Paper presented at the American Counseling Association Conference, San Francisco, CA.
- Watson, J., Balkin, R., Degges-White, S., Clauss-Ehlers, C., Duffey, T. Furbish, D., Hays, D., Lemberger-Truelove, M., McCarthy, C., Niles, S., Pearson, Q., Southern, S., Strohmer, D., Toporek, R., Trusty, J., Wood, C. (2012, March). Publishing in ACA refereed journals. Paper presented at the American Counseling Association Conference, San Francisco, CA.
- Niles, S. G., Amundson, N. E., & Neault, R. (2011, July). Career flow: A hope-centered approach. Paper presented at the National Career Development Association Conference, San Antonio, TX

- Savickas, M., Pope, M. L., Trusty, J. & Niles, S. G. (2011, July). A centennial celebration of The Career Development Quarterly. Paper presented at the National Career Development Association Conference, San Antonio, TX.
- Hansen, S., Goodman, J., Engels, D., Savickas, M., & Niles, S. G. (2011, July). Teaching courses in career development. Paper presented at the National Career Development Association. San Antonio, TX.
- Niles, S. G., Amundson, N. E., & Neault, R. (2011, March). Career flow: A hope-centered approach to purposeful transformation. Paper presented at the British Columbia Career Development Association Conference, Vancouver, British Columbia.
- Niles, S. G. (2010, November). Hope-centered career counseling. Keynote address for the Michigan Counseling Conference, Grand Rapids, MI.
- Niles, S. G., Amundson, N. E., & Neault, R. A. (2010, June). Career flow: A hope-centered approach to career development. Paper presented at the National Career Development Association Conference, San Francisco, CA.
- Niles, S. G., Russell, M., Soares, L., & Solberg, S. (2010, June). The federal role in career development. Paper presented at the National Career Development Association Conference, San Francisco, CA.
- Niles, S. G. (2010, May). Hope-centered student success. Keynote address to Turkish/Azerbaijan Education Conference held at Hacettepe University, Ankara, Turkey
- Niles, S. G., Nassar-McMillan, S, & Sharp, J. (2010, March). Career counseling courses: Diversity, advocacy, and social policy. Poster presented at the annual meeting of the American Counseling Association, Pittsburgh, PA.
- Schwitzer, A., Bauman, S., Black, L., Dollarhide, C., Duffey, T., Farly, N., Kress, V., Niles, S., Roland, C., Trepal, H., Trusty, J., Watts, R. (2010, March). Publishing in ACA Refereed Journals: Suggestions from the Council of Editors. Paper presented at the annual meeting of the American Counseling Association, Pittsburgh, PA.
- Niles, S. G. (2010, February). Career interventions to stimulate STEM interests in secondary school students. Keynote address to the ITEST NSF Summit, Washington, DC.
- Engels, D., Russell, M., & Niles, S. G. (2009, November). Masterful career counseling: Strategies from master counselors. Paper presented at the annual meeting of the International Association for Educational and Vocational Guidance Conference, Wellington, New Zealand.

- Niles, S. G. (2009, November). The impact of using the Kuder Career Planning System: School performance, career decision-making, and educational transitions. Paper presented at the annual meeting of the International Association for Educational and Vocational Guidance Conference, Wellington, New Zealand.
- Niles, S. G. (2009, October). Infusing social Justice, advocacy, and public policy into career courses. Paper presented at the Association for Counselor Education and Supervision Conference, San Diego, CA.
- Niles, S. G. (2009, October). Publishing in the Journal of Counseling & Development: The Editor's perspective. Paper presented at the Association for Counselor Education and Supervision Conference, San Diego, CA.
- Nassar-McMillan, S., & Niles, S. (2009, July). Infusing Career Courses with Policy and Advocacy Strategies: Addressing Biases and Creating Change. Paper presented at the National Career Development Association Conference, St. Louis, MO.
- Russell, M., Engels, D., & Niles, S. G. (2009, July). The National Collaborative on Workforce, Career Development and Public Policy. Paper presented at the annual meeting of the National Career Development Association. St. Louis, MO.
- Lenz, J., Brown, S., Nassar-McMillan, S., Reardon, R., Sampson, J., & Niles, S. G. (2009, June). Examining cognitive career theories: Current status, future trends, and implications for the development and implementation of guidance services. Thematic session presented at the annual meeting of the International Association for Educational and Vocational Guidance Conference, Jyväskylä, Finland.
- Nassar-McMillan, S., & Niles, S. G. (2009, June). Social justice and public policy in training career practitioners. Paper presented at the annual meeting of the International Association for Educational and Vocational Guidance Conference, Jyväskylä, Finland,
- Niles, S. G., (2008, November). Career decision-making in the 21st century: Simple techniques for complex times. Keynote address delivered at the annual meeting of the North Carolina Career Development Association, Raleigh, NC.
- Niles, S. G. (2008, July). Career development and public policy. (Co-chair) Pre-conference symposium held at the annual meeting of the National Career Development Association, Washington, DC.
- Niles, S. G., & Amundson, N. (2008, July). Career flow. Workshop provided at the annual meeting of the National Career Development Association, Washington, DC.
- Niles, S. G., Russell, M., Watts, A. G., McCarthy, J., Pope, M., Engels, D.,

- Schwallie-Giddis, P., Vuorinen, R., Galashan, L, & Oakes, L. (2008, July). Public policy and career development. Featured session presented at the annual meeting of the National Career Development Association, Washington, DC.
- Niles, S. G. (2008, March). Career interventions in the current context. Keynote address presented at the annual meeting of the Irish Association of Guidance. Maynooth, Ireland.
- Niles, S. G. (2008, March). Integrating subjective and objective assessment activities in career counseling. Paper presented at the annual meeting of the Irish Association of Guidance. Maynooth, Ireland.
- Niles, S. G. (2008, March). Making career interventions relevant to the current context. Keynote address presented at the annual meeting of the Oregon Career Development Association, Portland, OR.
- Niles, S. G., & Amundson, N.E. (2007, September). Career flow. Paper presented at the annual meeting of the International Association for Educational and Vocational Guidance. Padova, Italy.
- Niles, S. G., (2007, September). Training career practitioners. Symposium leader. Joint symposium of the International Association for Educational and Vocational Guidance, National Career Development Association, and the Society for Vocational Psychology. Padova, Italy.
- Niles, S. G., & Amundson, N. E. (2006, July). Career flow. Professional development workshop delivered at the annual meeting of the National Career Development Association. Chicago, IL.
- Niles, S. G., Glavin, K., & Dorn, F. (2006, July). Career counseling using Super's C-DAC model. Paper presented at the annual meeting of the National Career Development Association, Chicago, IL.
- Dorn, F., Niles, S. G., Herr, E. L., Krumboltz, J. D., & Hansen. S. D. (2006, July). Unclear employment in uncertain times. Paper presented at the annual meeting of the National Career Development Association, Chicago, IL.
- Engels, D.W., Niles, S.G. & Russell, M. (2006). Pioneering Work, Evolution and Research Related to Employability Skills: Practice and Policy Implications. 24 Nation International Symposium on Career Development and Public Policy: Shaping the Future: Connecting Career Development and Workforce Development. Sydney: April.
- Niles, S.G., Engels, D.W. & Russell, M. (2006). Human Resource Development and Sustainability. 24 Nation International Symposium on Career Development and Public Policy: Shaping the Future: Connecting Career Development and Workforce Development. Sydney: April.
- Russell, M., Niles, S.G. & Engels, D.W. (2006). Mature Worker

Sustainability. 24 Nation International Symposium on Career Development and Public Policy: Shaping the Future: Connecting Career Development and Workforce Development. Sydney: April.

- Niles, S.G. (2005, November). Contextually relevant career counseling. Keynote address presented to the Mid-Atlantic Career Counseling Association. Lancaster, PA.
- Niles, S. G., Savickas, M., Sampson, J., & Brott, P. (2005, June). Modern and post-modern interventions in career counseling. Symposium at the annual meeting of the National Career Development Association. Orlando, FL.
- Niles, S. G., Amundson, N. E., & Garraway, G. (2005, June), Possibility and probability thinking in career development. Symposium at the annual meeting of the National Career Development Association. Orlando, FL.
- Akos, P., Konold, T., & Niles, S. G. (2005, March). Career readiness typology and typical membership in middle school. Paper presented at the annual meeting of the American Educational Research Association. San Diego, CA.
- Niles, S. G. (2004, November). Critical issues confronting career counselors. Keynote address delivered at the Italian Association for Educational and Vocational Guidance Congress. Padova, Italy.
- Niles, S G. (2004, June). Counseling for the life structure. Paper presented at the Joint Symposium of the National Career Development Association-International Association for Educational and Vocational Guidance. San Francisco, CA.
- Niles, S. G. (2003, September). Life structure counseling for career development. Presentation at the Congress of the International Association for Educational and Vocational Guidance. Berne, Switzerland.
- Amundson, N. E, Niles, S. G., & Herr, E. L. (2003, June). Transformational career counseling. Presentation at the annual meeting of the National Career Development Association. Denver, CO.
- Niles, S. G. (2003, March). Career counselors confront critical crossroads: Building on our past to construct a vision for the future. Keynote address at the annual meeting of the Japanese Career Development Association. Tokyo, Japan.
- Niles, S. G. (2003, March). Life structure counseling for career development. Workshop presented to the Japanese Career Development Association. Tokyo, Japan.
- Kelly, V., Niles, S. G., Amundson, N., Ginter, E., Carlson, J., Engels, D., Herring, Hughy, K., R., Kelly, K., Owens, & Parker, R. (2003, March). Publishing in ACA refereed journals: Suggestions from the council of editors. Paper presented at the annual meeting of the American Counseling Association. Anaheim, CA.
- Niles, S. G., & Pope, M. (2002, October). Making career courses lively. Presentation at the Association for Counselor Education and Supervision. Park City, UT.

- Colozzi, E., Niles, S. G., & Luzzo, D. A. (2002, July). Moving beyond objective assessment. Paper presented at the annual meeting of the National Career Development Association. Chicago, IL.
- Reh fuss, M., & Niles, S. G. (2002, July). Using objective and storied approaches in Career counseling. Paper presented at the annual meeting of the National Career Development Association. Chicago, IL.
- Ward, L., & Niles, S. G. (2002, July). Strategic planning in NCDA. Presented at the annual meeting of the National Career Development Association. Chicago, IL.
- Kelly, V., Niles, S. G., Amundson, N., Ginter, E., Carlson, J., Engels, D., Herring, Hughy, K., R., Kelly, K., Owens, & Parker, R. (2002, March). Publishing in ACA refereed journals: Suggestions from the council of editors. Paper presented at the annual meeting of the American Counseling Association. New Orleans, LA.
- Niles, S. G. (2001, October). Career development interventions for the 21st century. Paper presented at the annual meeting of the Pennsylvania Counselors Association. Harrisburg, PA.
- Niles, S. G., Colozzi, E., & Luzzo, D. A. (2001, June). Beyond objective assessment in career interventions. Paper presented at the annual meeting of the National Career Development Association. Tucson, AZ.
- Niles, S. G., & Harris-Bowlsbey, J. H. (2001, June). Career interventions in the 21st century. Paper presented at the annual meeting of the National Career Development Association. Tucson, AZ.
- Niles, S. G., Jepsen, D., Helwig, A., Mau, W. , Sheu, H., Dickson, G. (2001, March), Using longitudinal research to inform career guidance practice. Paper presented at the annual meeting of the American Counseling Association. San Antonio, TX.
- Kelly, V., Niles, S. G., Amundson, N., Ginter, E., Carlson, J., Engels, D., Herring, R., Kelly, K., Owens, N, Delucia-Waack, J., Szymanski, E., & Parker, R. (2001, March). Publishing in ACA refereed journals. Paper presented at the annual meeting of the American Counseling Association. San Antonio, TX.
- Hartung, P., Lewis, D., Niles, S. G., & May, K. (2000, August). Family influences on role salience and vocational identity. Paper presented at the annual meeting of the American Psychological Association. Washington, DC.
- Niles, S. G. (2000, June). Lessons learned from career counseling with adults. Paper presented at the meeting of the National Career Development Association, Pittsburgh, PA.
- Niles, S. G., Toepfer-Hendey, L., & Rayman, J. (2000, June). Using a case study

- approach to teaching career development. Paper presented at the meeting of the National Career Development Association, Pittsburgh, PA.
- Niles, S. G., Akos, P., & Cutler, H. (2000, March). Mentoring in counselor_education. Paper presented at the meeting of the American Counseling Association, Washington, DC.
- Niles, S. G. (2000, January). Career counseling with adults: Lessons learned from clients. Keynote address, NATCON Conference, Ottawa, Canada.
- Niles, S. G., Akos, P., & Cutler, H. (1999, October). Mentoring counselor educators: Navigating by the stars. Paper presented at the meeting of the Association for Counselor Education and Supervision, New Orleans, LA.
- Niles, S. G. (1999, August). Comparing intake concerns and goals with career counseling content. Paper presented at the meeting of the International Association for Educational and Vocational Guidance, Warwick, England.
- Niles, S. G. (1999, July). Career counseling process research in a university-sponsored counseling center. Paper presented at the meeting of the National Career Development Association, Portland, OR.
- Niles, S. G. & Hartung, P. J. (1998, August). Family influences on life-role_salience. Paper presented at the meeting of the International Association of Applied Psychology, San Francisco, CA.
- Niles, S. G. (1998, August). Participation and commitment as predictors of college student development. Paper presented at the meeting of the International Association of Applied Psychology, San Francisco, CA.
- Niles, S. G. & Hartung, P. J. (1998, July). Career counseling clients: What their concerns are and what they talk about in career counseling. Paper presented at the annual meeting of the National Career Development Association, Chicago, IL.
- Niles, S. G. (1997, October). Career counseling in the post-modern era. Keynote speech delivered at the annual meeting of the New Mexico Career Development Association, Albuquerque, NM.
- Niles, S. G. (1997, October). Career counseling with the C-DAC Model. Paper presented at the annual meeting of the New Mexico Career Development Association, Albuquerque, NM.
- Niles, S. G., Vandiver, B., & Herr, E. L. (1997, April). The C-DAC model and the case of Deryl. Paper presented at the annual meeting of the American Counseling Association, Orlando, FL.
- Niles, S. G. (1997, January). ACCI scores: What they mean and how to use them. Paper presented at the meeting of the National Career Development Association Daytona, FL.

- Niles, S. G., & Hartung, P. (1997, January). Family influence on life-role salience. Paper presented at the meeting of the National Career Development Association, Daytona, FL.
- Harrington, T., Herr, E. L., & Niles, S. G. (1997, January). Operationalizing a chunk of Super's theory: Abilities and self-beliefs. Paper presented at the meeting of the National Career Development Association, Daytona, FL.
- Niles, S. G. (1996, November). Counseling of adult career explorers. Paper presented at the annual meeting of the Virginia Counselors Association, Roanoke, VA.
- Niles, S. G., Hartung, P. J., & Lewis, D. M. (1996, August). The validity of a behavioral Adult Career Concerns Inventory. Paper presented at the annual meeting of the American Psychological Association, Toronto, Canada.
- Niles, S. G. (1996, May). Developing life-role readiness in a multicultural society: Topics to consider. Paper presented at the meeting of the International Roundtable for the Advancement of Counseling and the Canadian Counsellors Association, Vancouver, Canada.
- Hartung, P. J., Leong, F., Niles, S. G., Pope, M., & Vandiver, B. (1996, April). Multicultural counseling using the C-DAC model. Paper presented at the annual meeting of the American Counseling Association, Pittsburgh, PA.
- Niles, S. G. (1995, August). Developing life-role readiness in secondary school students. Paper presented at the annual congress of the International Association for Educational and Vocational Guidance, Stockholm, Sweden.
- Niles, S. G. (1995, April). The C-DAC model: A demonstration. Paper presented at the annual meeting of the American Counseling Association, Denver, CO.
- Niles, S. G. (1994, November). Important moments in career counseling. Paper presented at the annual meeting of the Virginia Counselors Association, Williamsburg, VA.
- Niles, S. G. (1994, November). What college students and adults expect from life. Paper presented at the annual meeting of the Virginia Counselors Association, Williamsburg, VA.
- Niles, S. G. (1994, July). Work Importance Study research in the United States. Paper presented at the congress of the International Association Applied Psychology, Madrid, Spain.
- Niles, S. G. (1994, July). Concerns of adult career counseling clients. Paper presented at the Congress of the International Association of Educational and Vocational Guidance, Madrid, Spain.

- Niles, S. G. , & Ayers, D. (1994, April). Developing and using an educational and career planning portfolio with secondary school students. Paper presented at the convention of the Virginia School Counselors Association, Charlottesville, VA.
- Niles, S. G. , & Robinson, C. S. (1994, April). Counselors' and clients' perception of important moments in career counseling. Paper presented at the convention of American Counseling Association, Minneapolis, MN.
- Niles, S. G. , Herr, E. L., Osborne, L., Brown, S. & Usher, C. H. (1994, April). Using the C-DAC Model in career counseling. Paper presented at the convention of the American Counseling Association, Minneapolis, MN.
- Super, D. E., Niles, S. G. , Osborne, L., & Herr, E. L. (1993, March). Using the C-DAC model to examine career developmental differences in university and adult client populations. Paper presented at the convention of the American Counseling Association, Atlanta, GA.
- Gressard, C., Niles, S. G., & Sowa, C. (1993, November). Counseling for substance abuse and stress in the workplace. Paper presented at the convention of the Virginia Counselors Association Reston, VA.
- Niles, S. G. (1993, November). Using the C-DAC model to compare two college clients populations. Paper presented at the convention of the Virginia Counselors Association, Reston, VA.
- Niles, S. G. (1993, February). What student affairs professionals should know about adults in career transition. Paper presented at the convention of the Virginia College Personnel Association, Graves Lodge, VA.
- Niles, S. G. (1992, November). A world-class career education model. Paper presented at the convention of the Virginia Counselors Association, Richmond, VA.
- Dorn, F., & Niles, S. G. (1992, September). The pluralistic nature of clients: integrating personal and career counseling. Paper presented at the convention of the Association of Counselor Education and Supervision, San Antonio, TX.
- Niles, S. G. (1992), July). Using the Adult Career Concerns Inventory to predict characteristics of university students. Paper presented at the XXV International Congress of Psychology, Brussels, Belgium.
- Niles, S. G. (1992), July). Career development and adjustment: The relation between concerns and stress. Paper presented at the International Seminar on Career Development sponsored by the Organizational Psychology Division of the International Association of Applied Psychology, University of Ghent, Belgium.
- Niles, S. G. (1992), June). Life after sport. Paper presented at the University of Virginia Sport Psychology Conference, Charlottesville, VA.

- Niles, S. G. , & Sowa, C. J. (1992), March). Mapping the nomological network of career self-efficacy. Paper presented at the annual convention of the American Association for Counseling and Development, Baltimore, MD.
- Patrick, J., & Niles, S. G. (1992, March). The longitudinal effects of extracurricular activities on congruence within university students. Paper presented at the annual convention of the American Association for Counseling and Development, Baltimore, MD.
- Super, D. E., Niles, S. G. , Osborne, L., & Smith, J. (1992, March). Achieving excellence through career counseling. Paper presented at the annual convention of the American Association for Counseling and Development, Baltimore, MD.
- Niles, S. G. , & Garis, J. W. (1992, January). A training model for cross-culturally effective career counseling. A paper presented at the national conference of the National Career Development Association, San Antonio, TX.
- Niles, S. G. (1991, November) Using Super's C-DAC model in career counseling with adults. Paper presented at the annual conference of the Virginia Counselors Association, Norfolk, VA.
- Niles, S. G. (1990, October). Addressing counselor/client concerns in the use of the ASVAB. Presentation made for the Virginia Department of Education's State Teleconference on the use of the ASVAB in school counseling.
- Niles, S. G. , & Patrick, J. (1990), March). A case study approach to establishing evaluation procedures in student affairs offices. Paper presented at the annual convention of the American Association for Counseling and Development, Cincinnati, OH.
- Niles, S. G. (1989, June). The effects of a career planning course and two computers-assisted career guidance systems on undecided university students. Paper presented at the International Teleconference on Technology and Career Development, Tallahassee, FL.
- Niles, S. G. , & Patrick, J. (1989, April). Establishing evaluation procedures in student affairs offices. Paper presented at the annual conference of the Pennsylvania College Personnel Association, Seven Springs, PA.
- Niles, S. G. , & Benner, R. (1989, March). Taking control: A 1-day developmental workshop for recent alumni. Paper presented at the annual convention for the American Association for Counseling and Development, Boston, MA.
- Niles, S. G. (1988, July). Career counseling with college athletes. Paper presented at the University of Virginia Sports Psychology Conference, Charlottesville, VA.
- Niles, S. G. , Sowa, C. J., Pate, R. H., & Riffenbary, D. (1988, October). Developmental

stages of counselor educators. Paper presented at the national convention of the Association for Counselor Education and Supervision, St. Louis, MO.

Pate, R. H., Lee, C., Sowa, C. J., & Niles, S. G. (1988, October). Counselor education and clinical psychology: Strange bedfellows. Paper presented at the national convention of the Association for Counselor Education and Supervision, St. Louis, MO.

Niles, S. G. , & Garis, J. W. (1988, November). Using computer assisted career guidance systems in career counseling with college students. Paper presented at the annual conference of the Virginia Counselors Association, Charlottesville, VA.

Niles, S. G. (1987, June). An update of DISCOVER for College Students and Adults. Paper presented at the Pennsylvania State University Counseling Conference, University Park, PA.

Long, T. E., Niles, S. G. , & Ream, D. D. (1986, June). Transitions and self-esteem: Facts high school students wished teachers knew about them. Paper presented at the annual meeting of the Pennsylvania Vocational Education Association, Lancaster, PA.

SELECTED WORKSHOPS AND SEMINARS

Niles, S. G. (2021, July). Niles, S. G. Professionalizing career development: Continuing professional development and training. Career Development Institute (UK), International Think Tank.

Niles, S. G., Amundson, N. E., & Fuhrling, A. (2021, June). Using self-reflection and counseling skills in career intervention. Workshop delivered to the Career Industry Council of Australia.

Niles, S. G. (2021, May). Hope-Action Theory in practice. Presentation delivered to the State of Talent Conference sponsored by the Society of Human Resources Management (SHRM).

Amundson, N. E., & Niles, S. G. (2021, January). Graduate engagement program. Workshop delivered at CANNEXUS Conference, Ottawa, Canada.

(2019, January). Transformational excellence: Your ethical imperative. Keynote address delivered at the Chi Sigma Iota Induction Ceremony, Williamsburg, VA.

Niles, S. G. (2019, January). Reclaiming your soul from work: Making choices to honor your authentic self. Keynote and workshop presented at the annual meeting of the Louisiana Career Development Association, Baton, Rouge, LA.

- Niles, S. G. (2018, December). Hope-Action Theory research findings. Keynote presented at the PAC Conference, Shanghai, China.
- Niles, S. G. (2018, December). Essential elements of career intervention. Panel presentation at the PAC Conference, Shanghai, China.
- Niles, S. G. (2018, October). Reclaiming your soul from work: Making choices to honor your authentic self. Keynote provided at the Career Practitioners' Institute, Portland, OR.
- Niles, S. G. (2018, April). Transformational leaders. Keynote talk provided to the University of North Carolina Charlotte, Chi Sigma Iota Chapter. Charlotte, NC.
- Niles, S. G., (2018, April). Leading from a transformational perspective: Your professional imperative. Keynote talk provided to the Virginia Commonwealth University, Chi Sigma Iota Chapter. Richmond, VA.
- Niles, S. G. (2017, March). Training counselors to develop and sustain hope in their students/clients. Workshop provided to school and community-based counselors. Tallinn, Estonia.
- Niles, S. G. (2017 (March). Transformational Leadership. Keynote talk provided Rho Chapter of Chi Sigma Iota. Tuscaloosa, AL.
- Niles, S. G. (2017, December). Hope-Action Theory of Development. Paper presented at the meeting of the PAC Conference, Shanghai, China.
- Niles, S. G. (2017, December). Reflections of career development theory. Panel presentation at the meeting of the PAC Conference, Shanghai, China.
- Niles, S. G. (2016, May). Using the hope-centered model of career development. Workshop delivered at the annual conference of the Asia Pacific Career Development Association, Taipei, Taiwan.
- Niles, S. G. (2016, May). Career advisor training. Qatar Foundation, Doha, Qatar.
- Niles, S. G. (2016, April). Reclaiming your soul from work. Keynote address and workshop presented to the Colorado Career Development Association, Denver, CO.
- Niles, S. G. (2016, March). Transformational excellence. Keynote address at University of Colorado- Colorado Springs Chi Sigma Iota Induction Ceremony. University of Colorado- Colorado Springs, Colorado Springs, CO.
- Niles, S. G. (2015, November). Transformational excellence. Keynote address at Bradley University Chi Sigma Iota Induction Ceremony. Bradley University, Peoria, IL.

- Niles, S. G. (2015, April). Career advisor training. A workshop provided to educators and ministry of education officials. Qatar Foundation, Education City, Doha, Qatar.
- Niles, S. G., & Amundson, N. E. (2014, December). Action-oriented, hope-centered career development for adolescents and adults. A workshop provided for the Ministry of Education in Melbourne, Australia.
- Niles, S. G. (2014, March). Career flow and action-oriented hope. A workshop presented to the Virginia Employment Commission, Hampton, VA.
- Niles, S. G. (2013, May). Hope-centered career interventions. Workshop presented to counselors, faculty, and students at the University of Padova, Padova, Italy.
- Amundson, N. E., & Niles, S. G. (2013, June). Hope-centered career interventions. A workshop presented for continuing education students at the University of British Columbia, Vancouver, Canada.
- Niles, S. G., (2013, May). Career advisor training. A workshop provided for the representatives of government of the United Arab Emirates, Dubai.
- Niles, S. G. (2012, April). A hope-centered model of career development. Workshop presented to the faculty and students at Jyvaskyla University, Jyvaskyla, Finland.
- Niles, S. G. (2012, April). Hope-centered career assessment and virtual career counseling. A workshop presented at the University of Eastern Finland, Joensuu, Finland.
- Niles, S. G., Christ, B., Easterling, W., Achampong, F. (2012, April). Strategies for enhancing leadership effectiveness. A panel presentation to the Academic Leadership Forum, Penn State University, University Park, PA.
- Niles, S. G. (2012, March). Hope-centered career interventions with adolescents and adults. Keynote presentation to the spring meeting of the Wake Forest University chapter of Chi Sigma Iota, Winston-Salem, NC.
- Niles, S. G., (2011, May). Making career decisions in the 21st century. Workshop presented to the Bahcesehir University, Istanbul, Turkey.
- Niles, S. G. (2010, May). Using hope to foster student success. Keynote presentation provided to the joint education conference for Turkish and Azerbaijan Education. Hacettepe University, Ankara, Turkey.
- Niles, S. G. (2008, March). Making career interventions relevant in the 21st century. Keynote address delivered at the annual conference of the Irish Guidance and Counselling Association, Maynooth, Ireland.
- Niles, S. G. (2008, March), Making career interventions relevant. Workshop presented to

- the counseling department at the University College, Cork, Ireland.
- Niles, S. G. (2007, October). Career development and public policy in the United States. Fourth International Symposium on Public Policy and Career Development. Co-leader. Aviemore, Scotland.
- Niles, S. G. (2007, July). Career flow. Seminar presented to E-NET Association, Vancouver, British Columbia.
- Niles, S. G. (2005, October). Career development theory and practice. Seminar presented to counselors at the University of Padova, Padova, Italy.
- Niles, S. G. (2004, March). Creative career counseling strategies. Seminar presented to the Japanese Career Development Association, Tokyo, Japan.
- Niles, S. G. (2003, May). Preparing career counselors for the current context. Ohio Career Development Association, Columbus, OH.
- Niles, S. G. (2001, July). Counseling for life structure issues: The future of career counseling. University of British Columbia, College of Education, Vancouver, Canada.
- Niles, S. G. (1999, July). Fostering life role development in a multicultural society. Penn State University, College of Education, University Park, PA.
- Niles, S. G. (1998, November). Career counseling strategies in the schools. Workshop presented to school counselors in training. Odense, Denmark.
- Niles, S. G. (1998, November). Multicultural counseling interventions in the schools. Workshop presented to school counselors. Aalborg, Denmark.
- Niles, S. G. (1998, April). Tips on getting published. Workshop presented at the annual meeting of the American Counseling Association, Indianapolis, IN.
- Niles, S. G. (1997, November). Career counseling theories and models. Workshop presented to the Danish Counsellors Association.
- Niles, S. G. (1995, March). Career concerns and life-role expectations of college students. Paper presented to faculty and students in the College of Human Development, University of Rochester, Rochester, NY.
- Niles, S. G. (1994, October). Multicultural career guidance in the schools, universities, and armed forces. Paper presented to the Faculty of Psychology and Education, University of Lisbon, Lisbon, Portugal.
- Niles, S. G. (1994, October). Career guidance and counseling in the schools. Seminar presented to graduate students in Counseling Psychology, University of Lisbon, Lisbon, Portugal.

- Niles, S. G. (1994, June). Basics of career counseling. Workshop presented to community counselors through the Richmond Continuing Education Center, University of Virginia.
- Niles, S. G. (1993, October). Career education in the schools. Workshop presented to school counselors through the Northern Virginia Continuing Education Center, University of Virginia.
- Niles, S. G. (1993, October). Identifying your managerial style. Lecture presented as part of the President's Lecture Series, Institute of Textile Technology, Charlottesville, VA.
- Niles, S. G. (1992, April). Re-employment training for the hardcore unemployed. Seminar presented to the Piedmont Job Training Administration, Charlottesville, VA.
- Niles, S. G. (1992, March). Coping with job loss. Workshop presented to dislocated employees of GE-Fanuc, Charlottesville, VA.
- Niles, S. G. (1992, February). Writing an effective resume. Workshop presented to the Piedmont Job Training Administration, Charlottesville, VA.
- Niles, S. G. (1992, January). Identifying the job you need. Workshop presented to clients of Charlottesville Social Services, Charlottesville, VA.
- Niles, S. G. (1991, June). Managing the career plateaued employee. Seminar presented at the annual conference of the U.S. Treasury Department, Charlottesville, VA.
- Niles, S. G. (1991, October). Self-assessment in the career planning process. Lecture presented as part of the President's Lecture Series, Institute of Textile Technology, Charlottesville, VA.
- Niles, S. G. (1990, October). Defining your job values: An application of research findings. Seminar presented as part of the President's Lecture Series, Institute of Textile Technology, Charlottesville, VA.
- Niles, S. G. (1989, November). Developing job acquisition skills. Lecture presented as part of the President's Lecture Series, Institute of Textile Technology, Charlottesville, VA.
- Niles, S. G. (1988, June). Careers after college. Workshop presented to recent college graduates through the Office of Continuing Education, University of Virginia, Falls Church, VA.
- Niles, S. G. (1988, Fall; 1987, Fall). Personalizing instruction. Seminar presented to teachers in the Roanoke City Schools.

SERVICE

Professional Associations and Service (International)

Fulbright Scholar Program

Reviewer (2016-Present)

Fulbright Scholar, Finnish Institute for Educational Research, Jyvaskyla University, Jyvaskyla, Finland (2012)

International Centre for Career Development and Public Policy
Board of Directors (2011-Present)

British Columbia Career Development Association
Honorary Lifetime Member

International Association for Educational and Vocational Guidance
Board of Directors, (2004-2007)

United States National Correspondent (1996-2002)

Scientific Committee, 2012, International Conference, Manheim, Germany

Scientific Committee, 2013, International Conference, Quebec, Canada

Journal of African Career Development
Editorial Board, 2018-Present)

Career Development Association of Australia
Scientific Committee, 2011 International Career Conference
Cairns, Australia

International Association for Education and Vocational Guidance
Editorial Board (2010-Present)

Center for Action and Contemplation
Board of Directors (2013-2015)

Chi Sigma Iota International

Past-President (2016-2017)

President (2015-2016)

President-elect (2014-2015)

By-laws Chair

Co-advisor, Rho Alpha Mu Chapter, Penn State University (2000-2001)

Professional Associations and Service (National)

Advisory Committee, National Coalition for Career Development (2016-Present)

American Counseling Association

Senior Associate Editor, Journal of Counseling & Development (2018-Present)

Consulting Editor, Journal of Counseling & Development (2013-2018)

Editor, Journal of Counseling & Development (2008-2013)

Governing Council Member (2008-2011)

Publications Committee (2008-2011)
 Financial Affairs Committee (2008-2011)
 20/20 Vision Committee (2010-2013)
 Member, Council of Editors (2008-2013)

American Educational Research Association
 Divisions: Administration, Organization, and Leadership; Counseling and Human
 Development

National Board for Certified Counselors
 Foundation Board of Trustees (2016)

National Career Development Association
 Past-President (2019-2020)
 President (2018-2019)
 President-elect (2017-2018)
 President-Elect-Elect (2016-2017)
 International Collaboration Task Force, Chair (2018)
 Credentialing Review Committee (2016-2017)
 Counselor Educator Academy (2015-Present)
 Representative to the Governing Council for the American Counseling
 Association (2008-2011)
 NCDA Board of Directors (2008-2011)
 Co-chair, International Symposium on Career Development (2010)
 Eminent Career Award Selection Committee (2008-2013)
 President (2003-2004)
 President-Elect (2002-2003)
 North Atlantic Regional Trustee (2004-2005)
 NCDA Representative to ACA Presentation Proposal Review Committee (2005)
 NCDA Fellow (2002)
 Chair, Public Policy and Career Development Council (2006- present)
 Co-chair, Long Range Planning Committee (2001-2002)
 Board of Directors, Trustee-at-Large (1996-1999)
 Research Awards Committee (1997, 1998)
 Publications Task Force, Chair (1996)
 Chairperson, Counselor Educator and Graduate Student Career Development
 Network (1988-1991)
 Chairperson, International Committee (1997-1998)
 Chairperson, Graduate Student Research Award Committee (1988-1991)
 Ethics Committee (1996-1998)
 Archives Committee (1992-1997)
 Editor, Counselor Educator and Graduate Student Career Development Network
 Newsletter (1988-1991)
 Member, Delegate Assembly (1991, 1992, 1994, 1995)
 Research Committee (1993-present)

NCATE Board of Examiners (2008-2012)

E-NET Society
Honorary International Director (2006-Present)

Career Development Leadership Alliance
Board of Directors, (2004-Present)

Maine Department of Education
Reviewer of Proposed Career and Life Development Standards (2006)

American College Personnel Association
Commission VI

American College Counseling Association
Chair, Media Committee (1994-1995)
Co-authored successful proposal for the creation of the Journal of College Counseling

Association for Counselor Education and Supervision
Editor, Counselor Education and Supervision (2021-Present)
National Awards Committee (1992)
Chair, College Student Affairs Preparation Interest Network (1997-1999)

Council for the Accreditation of Counseling and Related Programs (CACREP)
Site Reviewer (1996-Present)
Doctoral Programs (1996-2010)
Team Chair (2002-2010)

Education Trust and Pennsylvania Department of Education
Consultant for implementing the Transforming School Counseling Model in Pennsylvania (2004-2013)

American Red Cross
Mental Health Disaster Training (2002)

Educational Testing Service
NTE, School Guidance and Counseling Examination, Committee of Examiners (1991-2010)

Project Discovery ,Inc.
Designed career education curricula for grades 6-12.

Professional Associations and Service (State)

Pennsylvania Career Development Association
President (2004-2006)

Pennsylvania Association for Counselor Educators and Supervisors
President (2001-2002)

Virginia Career Development Association
 President (1994-1995)
 President (1992-1993)
 President-Elect (1991-1992)
 Editor, Career Directions (1991-1994)
 Executive Committee Member (1991-1997)
 Outstanding Member Award (1993)
 Virginia College Personnel Association
 Invited Speaker VCPA Conference (1993)

Virginia Counselors Association
 Board of Directors (1992-1993) (1994-1996)
 Co-Chairperson, Special Events Planning Committee for the 1988 Convention

Virginia Department of Education
 Career Education Advisory Committee (1990-1992)
 Career Assessment Review Committee (1990-1991)
 Consultant (1993), Created Educational and Career Planning Portfolio used by secondary school counselors throughout the Commonwealth of Virginia.

University and Community Service

William & Mary
 President's Cabinet (2018-2020)
 University Strategic Planning Committee (2015-2020)
 Review Committee for the Dean of Arts & Sciences, William & Mary
 Policies and Procedures Committee, William & Mary (2013-2020)
 Review Committee, Vice-President of Human Resources, William & Mary
 Williamsburg-James City County Schools, Advisory Council (August, 2013-Present)
 Faculty Executive Committee, Chair
 Literacy for Life, Board of Directors, Williamsburg, VA (2013-2016)

Center for Action and Contemplation, Board of Directors, Albuquerque, NM (2013-2015)

Penn State University:
 University and Community
 Career Services Director Search Committee (2010-2011)
 Globalization Task Force (2008)
 Graduate School, Program and Curricula Review Subcommittee (2006)
 Faculty Associate, Career Services (2003-2013)
 Member, Lesbian, Gay, Bisexual, and Transgendered Support Network (2002-2013)
 Career Services Search Committee (2002)
 Advisory Board, Career Development Leadership Alliance (2003-2013)
 Volunteer Counselor, Red Cross Disaster Mental Health

College

Member, Dean's Advisory Council (2005-2013)
 Chair, Merger Committee (2010-2011)
 Member, Re-Design Committee (2010)
 Co-Chair, Merger Design Committee (2009-2010)
 Member, AD-14 (Review of the Dean) Committee (2010)
 Member, Director of International Studies Search Committee (2008)
 Chair, Associate Dean for Research, Graduate Studies, and Faculty Development Search Committee (2007)
 Member, Associate Dean Review Committee (2007)
 Chair, College of Education Sabbatical Review Committee (2006)
 Member, Coordinator of College Relations Search Committee (2005)
 Chair, College Promotion and Tenure Committee (2003 – 2005)
 Chair, Diversity and Community Enhancement Committee (2003 – 2004)
 Co-Chair, Diversity and Community Enhancement Committee (2002 – 2003)
 Chair, Search Committee, College Student Affairs Program (2004)
 Co-Chair, Search Committee, Higher Education Program (2002)
 Advisory Board, SCOPE Program (2002 – present)
 Co-Chair, Special Education Search Committee (2003)
 Member, School Psychology Search Committee (2003)
 Student Awards and Scholarships Committee (2002)
 College Student Personnel Program Review (2000-2013)
 Doctoral Program Assessment Review Committee, Educational Theory and Policy Studies Program (2001)

Department

Department Head, Educational Psychology, Counseling, and Special Education (2011-2013)
 Department Head, Counselor Education, Counseling Psychology, and Rehabilitation Services (2005-2011)
 Member, Counselor Education Search Committee (2003)
 Interim Department Head (2002)
 Professor-in-Charge, Counselor Education Program (2000-2005)
 Coordinator, Doctoral Program (2000-2004)
 CACREP Liaison (2003-2004)
 Coordinator, Secondary School Counseling Program (2000-2001)
 Chair, CACREP Accreditation Self-Study (2000-2003)
 Chair, Counselor Education Search Committee (2002)
 Chair, Curriculum Committee (2001-2002)
 Co-Chair Counselor Education Program and Higher Education Program Search Committee (2001-2002)
 Co-Chair, Counselor Education Search Committee (College Counseling) (2004-2005)
 Promotion and Tenure Committee (2000-2002)

University of Virginia:

University and Community

Awards Committee, College of Education, Penn State University (2000)

Faculty Advisor, Phi Delta Kappa, University of Virginia Chapter (1997-1999)
 University Commencement and Convocation Committee (1988-2000)
 University Admissions Committee (1998-2000)
 University Committee on Residential Staffing (1998-2000)
 International Students Committee (1999-2000)
 Trainer, Communication Techniques for Resident Staff, University of Virginia (1988, 1989)
 Board of Directors, Sexual Assault Resource Agency, Charlottesville, VA (1988-1990)

Curry School of Education (University of Virginia)
 Promotion and Tenure Committee, School of Education (1996-1999; 1993-1996)
 Academic Affairs Committee, Vice-Chair (1997-1999)
 Administrative Council, Department of Human Services Representative (1997-1999)
 Curry School of Education Honors Committee Representative (1993-Present)
 Curry School of Education Development Committee (1996-1997)
 Curry School of Education Academic Affairs Committee (1991-1992)
 Department of Human Services Curriculum Review Committee (1992)
 Marshal, Curry School of Education Graduation Ceremonies (1987-1993)
 Selection Panelist for the Lynchburg City Schools' Teacher Achievement Award (1989)
 NCATE Subcommittee IV, Faculty, Curry School of Education (1989)
 Dean's Fellowship Committee, Curry School of Education (1989)
 Curry School of Education Dissertation Awards Committee (1989)
 Faculty Development Subcommittee, Curry School of Education (1989)
 Group Leader, Values in Education Institute, University of Virginia (1989)

Counselor Education Program

Coordinator, Student Affairs Practice in Higher Education (1994-1998)
 Chair, Counselor Education Search Committee (1996)
 Ph.D. and Ed.D. Admissions Committee, Chairperson, Counselor Education Program (1996-1997)
 M.Ed. Admissions Committee, Chairperson, Counselor Education Program (1987-1996)
 Counselor Education Curriculum Review Committee (1992)
 Counselor Education Policies and Procedures Committee (1992)
 Counselor Education Search Committee (1988-1989)
 Faculty Director, Personal and Career Development Center (1987-2000):
 As director of the Personal and Career Development Center I supervised the total operation of this center, which serves as a training facility for, advanced students in Counselor Education and a counseling resource for community residents. My responsibilities included providing supervision to the student coordinator of the Center, conducting individual and group supervision of counselors, providing training in career counseling and assessment techniques to counselors, providing workshops to community residents, maintaining a client caseload, and consulting with area agencies.

AWARDS AND HONORS

American Counseling Award, Thomas Hohenshil Publication Award (2019)
University of Alabama's Thomas J. Sweeney Legacy Award (2017)
Outstanding Alumni Award, Counselor Education Program, Penn State University (2015)
American Counseling Association's President's Award (2013)
American Counseling Association's Thomas J. Sweeney Award for Visionary Leadership and Advocacy (2013)
Fulbright Senior Specialist (2012), Finnish Institute for Educational Research
Distinguished Professor, College of Education, Penn State University (2011-2013)
Chair, U.S. Delegation to Fifth International Symposium on Career Development and Public Policy, New Zealand (2009)
Chair, U.S. Delegation to Fourth International Symposium on Career Development and Public Policy, Aviemore, Scotland (2008)
U.S. Delegate to Third International Symposium on Career Development and Public Policy, Sydney, Australia (2007)
Eminent Career Award, National Career Development Association (2007)
Fellow, American Counseling Association (2007)
American Counseling Association's Extended Research Award (2004)
American Counseling Association's David Brooks Distinguished Mentor Award (2003)
Honorary Member, Italian Association for Educational and Vocational Guidance (2004)
Honorary Lifetime Member Award, Ohio Career Development Association (2003)
Fellow, National Career Development Association (2002)
Noted Scholar Award, University of British Columbia (2001)
Sesquicentennial Award, University of Virginia (1995)
Outstanding Member Award, Virginia Career Development Association (1993)
Curry School of Education Research Award, University of Virginia (1990)
Curry School of Education Research Award, University of Virginia (1988)