



OHIO CAREER DEVELOPMENT ASSOCIATION

SPRING 2011

2011 OCDA SPRING CONFERENCE

By Ryan Wilhelm & Allison Plunkett

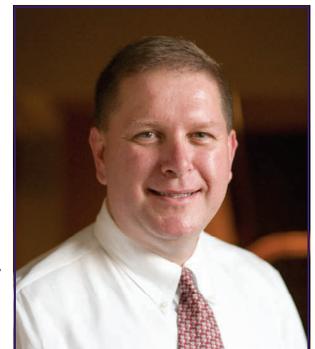
SAVE THE DATE!

When: Friday, May 20, 2011

Where: Ohio Dominican University, Columbus, Ohio

Time: 8:30 am to 3:30 pm & Networking from 8:00 to 8:30 am and during lunch

The Ohio Career Development Association (OCDA) invites you to attend the OCDA Spring 2011 Conference. The distinguished keynote speaker for the conference, **Don Schutt, Jr., Ph.D., NCC, LPC, MCDP, IPMA-CS**, will present *Strength-Based Approach to Career Development*. Don Schutt is the current Director of Human Resource Development at the University of Wisconsin Madison and the Executive Director of the Wisconsin Career Development Association. He is the author of *A Strength-Based Approach To Career Development Using Appreciative Inquiry* and *How to Plan and Develop a Career Center*. Dr. Schutt's presentation will consist of a mix of interactive activities, train the trainer exercises and lecture focusing on the use of appreciative inquiry during the career development process. More information about Dr. Schutt can be found at his website <http://www.donschutt.net/>



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The conference will be hosted at Ohio Dominican University in Columbus, Ohio, on Friday, May 20. Registration and Networking will begin at 8:00 am with the presentation starting at 8:30. Conference fees are outlined on the registration form (see page 6) and will include continental breakfast, lunch and six CEUs. Please submit your registration by Friday, April 29 – although early submission is advised – to confirm your participation at this conference. Additional questions about the conference can be directed to Allison Plunkett, OCDA Membership Chair, at ohiocda@gmail.com. On behalf of the entire OCDA Executive Board, we look forward to seeing you at Ohio Dominican University in May!

Ryan & Allison



PRESIDENT'S WELCOME

By Lacey Kogelnik

"What's happy?"

That's the question I ask at the beginning of every class I teach. It's my attempt to get my students to start their days with an attitude of gratitude. The exercise isn't easy. In fact, most mornings my question is met with silence, at least initially, and then a few students will reluctantly share.

"I'm happy because I got up early enough to make coffee."

"I'm happy because I got a package in the mail"

"I'm happy because intramural sports start this week."

I love these moments – and though most of my students don't admit it until the end of the semester – they enjoy hearing "what's happy?" too. They even say so in my teaching evaluations. Imagine that. However, my students' initial silence and hesitant participation has taught me that while happiness might be contagious, sometimes the feeling is hard to ignite.

I often wonder why the concept of gratitude is so unusual to my students. Certainly, they have much to be happy about, but it seems they are overwhelmed by so much more.

We all remember personal moments from our college days, or in other times in our lives, when people told us "how good we had it"..."how lucky we were"...but we didn't feel the same way.

I realize that when I ask my students "what's happy?" I'm asking them to pause and reflect on the present moment – and this is unusual. As a career advisor, most conversations I have with students are about the future – "How can I help you get from where you are to where you want to be?" While I try to be a positive and supportive coach through this process, I understand that thinking about and planning for the future might not be happy or exciting for everyone. Yet, in order to make a successful career decision, one's attitude does affect the outcome. That's the challenge.

I guess the obvious answer is to help students or clients celebrate the small victories throughout the career devel-

opment process. Or we can help them focus on their positive qualities, instead of the qualities they lack. But we may also consider the "what's happy?" approach – right from the start and before we even ask how we can be helpful. Maybe starting with an attitude of gratitude, even if it has nothing to do with career, will set the foundation for a positive conversation.

I enjoy the happy moments I share with students I advise, though it usually happens at the end of the process. When they have been offered a job... when they have decided to travel or study abroad...when they have had a successful networking opportunity. And I often wish I could bottle that feeling for my students so they can experience that happiness whenever they need it. Since I can't, all I can do is ask the question – "What's happy?" – to help them live in the now as we're working together to plan for the future.

Lacey





OCDA CALL FOR NOMINATIONS 2011-2012

By Cynthia Marco-Scanlon

It's time to nominate and prepare for the election of officers!

We need you to continue the mission of OCDA. The OCDA officers meet bi-monthly for 2 hour meeting in-person or through phone conference. We have also had a beginning of the year planning meeting in July in past years. I have found it to be a rewarding experience and hope you will consider taking on a leadership position within your organization.

Listed below are the positions to be filled for the year beginning July 1, 2011:

President: The President shall 1) exert leadership in the achievement of the mission of OCDA, 2) serve as the presiding officer of OCDA, 3) serve as a member of the OCA Board, 4) appoint all necessary committees, and 5) perform such duties as are normally incidental to this office.

President-Elect: The President-Elect shall 1) be responsible for the development of programs, 2) succeed to the President on July 1 following one year as President-Elect or at such time the office of President becomes vacant and 3) complete any other duties as may be assigned by the President.

Secretary: The Secretary shall 1) keep the records and minutes of the meetings of OCDA and its Board of Directors and 2) handle any correspondence and other duties as may be assigned by the President.

Member-at-Large: The Member-at-Large shall represent the membership of OCDA at meetings of the Board of Directors and perform other duties as assigned by the President.

PLEASE RETURN NOMINATION BY MARCH 31, 2011

Submit your nomination via email to Cynthia Marco-Scanlon at cmarco@jcu.edu or fax to 216-397-4348 or mail to JCU Center for Career Services, 2563 South Belvoir, University Heights Cleveland, Ohio 44118. The name of the nominator will be confidential.

President: Name _____

President Elect: Name _____

Secretary: Name _____

Member-at-Large: Name _____

Nominating Member: Name _____

Address _____

Phone _____ Email _____



WELCOME TO NEW OCDA MEMBERS!

By Allison Plunkett, Membership

MEMBERSHIP UPDATE

OCDA welcomes 16 new members who have joined between August 1, 2010 and February 20, 2011! We appreciate their interest in OCDA and look forward to their participation in the coming year.

<u>Name</u>	<u>Member Level</u>	<u>Employer/School</u>
Sue Andrews	Professional	Olentangy Local Schools
Cynthia Applin	Professional	The Ohio State University
Leslie Attwooll	Associate	Balanced 6 Coaching
Sara Brejt	Associate	
Robert Burg	Student	John Carroll University
Ebony Hogan	Professional	Cuyahoga County Public Library
Karen Katz	Student	John Carroll University
Jackie Kuffel	Associate	Mahoning County Career/Technical Ctr.
Heidi Latzan	Student	
Amber Myers	Associate	Atlas Electrical Construction
Daniel O'Donnell	Student	Cleveland State University
Wendy Scott	Professional	Lorain County Community College
Rachel Sivard	Associate	Chamberlain College of Nursing
Virginia Voytek	Student	
Jill Westerfeld	Associate	Ohio Dominican University
Cynthia Wilt	Professional	Retired

In addition, 40 members have renewed their membership:

Alice Bailey	Associate	Tri-Rivers Career Center
Chandra Bell	Professional	Columbus State Community College
Beth Britton	Professional	Beth T. Britton Clinical Counseling
Diana Burns	Associate	Ashland University
Dorian Callahan	Professional	
Carmen Castro-Rivera	Professional	Baldwin-Wallace College
Megan Chrobak	Professional	Baldwin-Wallace College
Erin Corwin	Professional	Lorain County Community College
Marlene Patton Costigan	Professional	Retired
Randy Dineen	Professional	The Ohio State University
Beth Ehrbar	Professional	Baldwin-Wallace College





MEMBERSHIP UPDATE (CONT.)

By Allison Plunkett, Membership

(Continued from page 4)

<u>Name</u>	<u>Member Level</u>	<u>Employer/School</u>
Carleton Fitzpatrick	Professional	1-888-OhioComp
Sharma Fox	Associate	Sinclair Community College
Susan Freimark	Professional	Susan Freimark Consulting
Enid German	Professional	Retired
Debra Hurtt	Professional	Stark County
Martin Jaffe	Professional	Jewish Family Services Association
Meagan Kittrick	Student	Case Western Reserve University
Maureen Klein	Professional	Ursuline College
Lacey Kogelnik	Associate	Baldwin-Wallace College
Cynthia Marco-Scanlon	Professional	John Carroll University
Dennis Martin	Professional	Cleveland State University
M. Ellen Matthews	Student	John Carroll University
Helen McHenry	Professional	Electronic Classroom of Tomorrow
Jyl Jyl McLaughlin	Professional	Self-employed
Judy Mey	Associate	Baldwin-Wallace College
Lisa Mohr	Student	
Ann Motayar	Professional	Kent State University
Mason Murphy	Associate	Ashland University
Karen Novakovic	Associate	Stark State College
Nicole Pearch	Associate	New Horizons Computer Learning Ctr.
Allison Plunkett	Professional	The Ohio State University
Mary Jane Preece	Professional	Ohio University
Jeff Robek	Associate	The Ohio State University
Patricia Saddle	Professional	College Planning Center
Elena Seipke	Associate	Storybrook Station
Millicent Simmelink	Professional	Career Links Counseling
Nancy Smith	Professional	
Diane Stump	Professional	
Nancy Westfield	Professional	Ohio Wesleyan University



Welcome to the new members and thanks to each of the renewing members for their continued support and involvement in OCDA!



Ohio Career Development Association

Spring Conference 2011

WHEN: Friday, May 20, 2011
 8:30 am – 3:30 pm
 Registration and Networking: 8:00-8:30am
<http://www.ocdaonline.org>

WHERE: Ohio Dominican University
 235 Griffin Center
 1216 Sunbury Road
 Columbus, Ohio 43219
<http://www.ohiodominican.edu/About-ODU/Campus-Map/>

FEE*: \$65 OCDA Members
 \$80 Non-Members
 \$20 Students
 *Includes continental breakfast, lunch
 and 6 CEU's
 *FREE PARKING

OVERNIGHT Staybridge Suites
ACCOMODATIONS: 2890 Airport Drive
 Columbus, OH 43219
 Phone: 877.238.8889
 Queen \$89, Double \$99

* Deadline to Book is April 19th, Request Code: OCD

OCDA CONFERENCE FEATURED KEYNOTE SPEAKER:

Donald A. Schutt, Jr. Ph.D., NCC, LPC, MCDP, IPMA-CS

*Building on Your Strengths:
 Using an Appreciative Approach with Career Development*

Don Schutt is the current Director of Human Resource Development at the University of Wisconsin Madison and the Executive Director of the Wisconsin Career Development Association. He is the author of *A Strength-Based Approach To Career Development Using Appreciative Inquiry* and *How to Plan and Develop a Career Center*. Dr. Schutt's presentation will consist of a mix of interactive activities, train the trainer exercises and lecture focusing on the use of appreciative inquiry during the career development process. www.donschutt.net

Conference Registration Fees: \$65 OCDA Members \$80 Non-Members* \$20 Students
 *(Non-Member fee includes 1 year OCDA membership valid through June 1, 2012)

Questions can be directed to Allison Plunkett, OCDA Membership Chair at 614-327-7884 or ohiocda@gmail.com.

Mail registration form & fees to: (Deadline April 29, 2011)

Ryan Wilhelm, Ohio State, 226 Younkin Success Center, 1640 Neil Avenue, Columbus, OH 43201

Ohio Career Development Association Conference Registration Form	
*72 hour cancellation notice is required for full OCDA refund	
Name	Phone (Day) (Evening)
Address	Position/Title
City	Organization
Zip	Email
<input type="checkbox"/> \$65 OCDA Members <input type="checkbox"/> \$80 Non-Members <input type="checkbox"/> \$20 Students OCDA Spring Conference check payable to: OCDA Spring Conference If interested in earning CEU's for this event, please indicate type: LPC/LPCC _____ NCC _____ Current OCDA members interested in membership renewal, visit: http://www.ocdaonline.org/Membership.htm and include separate check for membership fee with Spring Conference Registration payable to OCDA. Questions regarding OCDA membership can be directed to Allison Plunkett, OCDA Membership Chair at Plunkett.21@osu.edu .	



DISCOUNTED WORKSHOPS FOR OCDA MEMBERS!

I offer the CDF eLearning training and have offered a discount for OCDA members. My courses are held in Cleveland. I also have the capability to go to a group as long as there are 4 or more attendees. OCDA members will get the discount of \$150 per person. Non OCDA members pay \$995 unless they have a group (of non OCDA members) of 6 or more then they get a \$100 discount. I am the only NCDCA approved CDF instructor in the state of Ohio that is offering the eLearning version of the course.

Respectfully,

Linda D. Woodard, MBM, GCDF, CDFI, CWDP

866-649-6194

www.ldwgroup.biz

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**The 12 Core Competencies of the
CDF Curriculum**

- Helping Skills
- Labor Market Information and Resources
- Assessment
- Working with Diverse Populations
- Ethical and Legal Issues
- Career Development Theories and Models
- Employability Skills
- Training Clients and Peers
- Program Management and Implementation
- Promotion and Public Relations
- Technology and Career Development
- Consultation/Supervision

The 2011 schedule of workshops that we will be offering to career development professionals around North America can be located at the below website. I would be pleased to offer a 10% discount to any OCDA member who wants to attend any of our workshops. Please pass the flyer along to any colleague who might be interested.

Our very next workshop will be in New Orleans, LA on March 28-29-30, 2011 immediately following the American Counseling Association (ACA) conference.

I look forward to seeing you at ACA if you will be attending.

Richard Knowdell

Executive Director

Career Development Network

Post Office Box 611930

San Jose, CA 95161-1930

Tel: 408-272-3085

Fax: 408-259-8438

e-Mail: rknowdell@mac.com

Web Site: www.careernetwork.org



AWARD NOMINATIONS

By Ana C. Berrios-Allison

Extended deadline of April 15th for award nominations:

OCDA is pleased to announce three categories of awards to honor its members. On the website <http://ocdaonline.org/>, there are descriptions, criteria, and application forms to nominate fellow OCDA members for the:

- **Leadership Career Award** (based on exemplary service to the profession as indicated by participation and leadership in professional associations at the local, state, and/or national levels)

This award is presented annually by the Ohio Career Development Association to a career professional in the state of Ohio as recognition of his/her exemplary service to the profession as indicated by participation and leadership in professional associations at the local, state, and/or national levels. The criteria for this award are as follows:

- Nominee must be an active practitioner in the field of career counseling and/or career development in the state of Ohio.
- Nominee must be a member of OCDA.
- A resume or biographical data submitted must include documented evidence of this person providing leadership in professional associations at the local, state, and/or national levels.
- Consideration will be given to significant contributions to the improvement, promotion, development of career counseling and/or career development, and enhancement of professional association activities.

- **Outstanding Career Service Award** (based on outstanding career counseling/service that facilitates the career development process of clients in the state of Ohio)

This award is presented annually by the Ohio Career Development Association to a career professional as recognition of his/her outstanding career counseling/service that facilitates the career development process of clients in the state of Ohio. The criteria for this award are as follows:

- Nominee must be an active practitioner in the field of career counseling and/or career development in the state of Ohio.
- Nominee must be an active member of OCDA.
- A minimum of at least 5 years of service in direct work with clients in regards to career counseling and/or career development in education, business and industry, and/or private practice.
- Nominee is sensitive and responsive to the diverse backgrounds, interest, and needs of clients and their communities.



AWARD NOMINATIONS (CONT.)

By Ana C. Berrios-Allison

- A resume or biographical data submitted must include documented evidence of this person supporting and promoting career counseling and/or career development.
- **Distinguished Career Merit Award** (based on distinguished scholastic activity in the advancement of the career counseling and/or career development field)

This award is presented annually by the Ohio Career Development Association to a career professional in the state of Ohio as recognition of his/her distinguished scholastic activity in the advancement of the career counseling and/or career development field. The criteria for this award are as follows:

- Nominee must be an active practitioner in the field of career counseling and/or career development in the state of Ohio.
- Nominee must be an active member of OCDA.
- A resume or biographical data submitted must include documented evidence of this person supporting the advancement of the career counseling and/or career development field.
- Consideration will be given but is not limited to research activities, conferences and presentations, consultations, special projects, development of materials, and any other data that reflect advancement of the career counseling and/or career development field.
- Entries should include at all possible, writing samples, research materials, career related assessments, career guidance programs, among any other appropriate documentation.
- Contributions/achievements should have been made within the past 5 years.
- The nomination will be judged on the basis of how the scholastic activity was accomplished and the benefits to the career counseling and/or career development field.
- The Merit Award cannot be given to an individual in the following areas:
 - Doctoral dissertations
 - Masters papers

Ana





WHEN JOHNNY COMES MARCHING HOME

Contributing Writer: Judy Mey, Career Advisor - Baldwin-Wallace College

In 2008, it was estimated that over two million veterans would return home from active service in Iraq and Afghanistan. The State of Ohio ranks seventh among the top ten in deployment numbers. These statistics, along with the increased benefits of the Post-9/11 Veterans' Educational Assistance Act created (and continue to create) a potential market for U.S. colleges and universities. However, because this is a special population, institutions of higher education need to develop a plan to attract, service and retain veteran students.

Getting started...Reaching out to the experts

Baldwin-Wallace College, like many other schools, was extremely interested in reaching this population. Deciding what department would lead the initiative was a first step. Since so many current B-W veteran students enroll in the Adult & Continuing Education Program, it seemed logical that the A & CE Department would be the "home" for the veterans' initiative. Administrative staff in Adult & Continuing Education was intent on building a strong foundation. With that in mind, the staff reached out to the Veterans' Administration and Cuyahoga Community College. Because of the VA staff's expertise and Tri-C's model veterans program in place, B-W sought assistance from these groups. Personnel from the VA and Tri-C were extremely helpful in sharing insight and offering advice.

Tapping into established veteran program resources

Utilizing the information presented by the VA and partner school, Baldwin-Wallace staff researched and then pursued viable options. The Financial Aid Office at B-W applied for, and was approved for Yellow Ribbon school status. The Post-9/11 benefit covers the highest tuition of an in-state school. A school in the Yellow Ribbon Program makes up the difference in funding, with the VA to match the deficit. This translates to covering 100% of the veteran's tuition. B-W also applied for and became a member of the SOC (Service Member Opportunity Colleges) Program. Schools in the SOC Program are identified as veteran friendly campuses. Accepting college transfer credit for those planning to attend B-W and transferring military experience as college credit are among some of the benefits of the SOC Program.

Creating a support team

At the suggestion of a Tri-C administrator, B-W formed a Veterans' Support Team. Being in the military is living in a structured environment. So that veteran students' needs are met in the most efficient and effective way, department representatives on campus were identified. Liaisons from Admissions, Advising, Bursar, Career Services, Disability Services, Financial Aid, and Registration & Records collaborate to assist veteran students. One of the first efforts of the Veterans' Support Team was to host a cookout and information night in conjunction

with an Admissions event. The informal setting allowed the opportunity for veterans to meet key B-W staff and learn about available services.

Assessing and addressing needs

Additionally, the A & CE staff conducted surveys, had conversations and established focus groups of current veteran students. Based on the results of the surveys, B-W has organized a student organization that is led by a student and staff member, both veterans. Realizing the value of being able to connect with others having similar experiences and challenges is a very real advantage of this group. B-W is currently looking into a space on campus that is dedicated to veteran students—a place they can relax and meet other veterans.

Focusing on this special student population involved another important consideration—educating faculty and staff. Again, the VA and Tri-C were helpful in connecting B-W with resources in the form of seminars and webinars. True to the philosophy that learning is a life-long process, B-W staff continues to take advantage of opportunities to become better informed to strengthen service to veteran students.

The veteran liaison in Career Services researched information to assist veteran students with career development. Web links were added to the Blackboard site to cover an array of subjects, from adjusting to

(Continued on page 11)



WHEN JOHNNY COMES MARCHING HOME (CONT.)

Contributing Writer: Judy Mey, Career Advisor - Baldwin-Wallace College

(Continued from page 10)

civilian life to career transitioning. A resume writing handout geared to veterans was developed. The department liaison shares information and resources with other Career Services staff members to enhance their ability to work with veteran students. Email communication to introduce liaison and encourage utilizing services is another way to connect to this population.

Spreading the word

Community outreach should not be overlooked as a method of attracting veterans to campus. B-W visited many service organizations in the Berea area, including the VFW and American Legion, to inform member-

ships of the veterans' initiative. Word-of-mouth can be a positive marketing tool. Developing a web site dedicated to veterans was also a planned marketing objective. Content is informative and site is user-friendly.

Implementing special events

This past Veterans Day, Adult & Continuing Education partnered with Career Services to sponsor a Veterans' Breakfast. Along with veteran students, B-W faculty and staff who are veterans were invited to attend. B-W President Richard Durst, a Navy veteran, welcomed the guests. Two alumni and a B-W staff member, all veterans, spoke to the group. Recognizing their service to our country and honoring our vet-

erans on this day was most appropriate and appreciated by all. This was the first of a recurring annual event.

There are many factors for a college/university to consider "when Johnny comes marching home." Veteran students are a special population and need to be regarded as such. If the school reaches out to find the resources available, identifies the key players, puts a solid plan into place and follows it, the outcome can be a win-win situation.

Judy

VETERAN STUDENT CAREER DEVELOPMENT FACTS AND FACTORS TO CONSIDER

AVERAGE AGE IS 24
 GI BILL HAS INCREASED 4-YEAR SCHOOL ENROLLMENT
 FIRST YEAR GPA AND CREDITS EARNED ARE CRITICAL
 REMEDIAL COURSES IN ENGLISH AND MATH ARE ENCOURAGED
 EXCEL IN COMMUNICATIONS AND SOCIOLOGY COURSES
 ADJUSTING TO CIVILIAN LIFE
 RESUME MARKETING
 TRANSFER MILITARY JARGON TO CIVILIAN-SPEAK
 HIGHLIGHT TRANSFERRABLE SKILLS
 JOB SEARCHING
 RE-ENTERING THE CIVILIAN JOB MARKET
 MILITARY TO CIVILIAN CAREER/JOB TRANSITION
 CONTINUING EDUCATION TO REALIZE VIABLE EMPLOYMENT OPTIONS
 CONNECTING TO APPROPRIATE RESOURCES TO MEET SPECIFIC NEEDS

Source: Innovative Educators Webinar
 "When Johnny Comes Marching Home"

OHIO CAREER DEVELOPMENT ASSOCIATION



OCDA membership encompasses all career development providers including counselors, educators, business professionals, graduate students and paraprofessionals. The OCDA community represents a wide array of settings: education, private practice, business, and public and private institutions. Members are dedicated to promoting the career development of all people over the lifespan and improving the standards of professional career service in Ohio.

OCDA, founded in 1975, is a division of the Ohio Counseling Association (OCA) and the Ohio division of the National Career Development Association (NCDA), which was founded in 1913. NCDA is a division of the American Counseling Association (ACA).

WHY JOIN OCDA? Each OCDA member receives:

- Networking opportunities with career development professionals from all over Ohio
- Access to the OCDA Linked In group for additional networking and professional development
- Opportunities to build leadership skills by participating on the OCDA executive board
- Access to the OCDA quarterly newsletter and the ability to publish articles
- A free subscription to NCDA's monthly web magazine Career Convergence
- Discounts for workshops including the OCDA Spring Conference
- Access to multiple career-related online interviews each month through Careerwell
- Several opportunities each year to earn CEU's
- Notifications about volunteer opportunities with community organizations seeking career professional expertise
- Opportunities to apply for and be nominated for professional development and career-related grants/awards
- A chance to increase professional recognition for career development and counseling by being part of a state organization

OCDA MEMBERSHIP APPLICATION

Membership expires one year from date of joining/renewal*

First Name: _____ Last Name: _____

Street/Apt: _____

City: _____ State: _____ Zip: _____

E-mail: _____

Home Phone: _____ Work Phone: _____

Employer: _____ Title: _____

Ethics Agreement: As a member of OCDA, I do hereby agree to uphold the NCDA Code of Ethics www.ncda.org (click on guidelines).

Signature _____ Date _____

Type of Membership

- Professional \$20 (Master's in Counseling/related field)
 Associate \$20 (Degree, no counseling credential)
 Retired \$10
 Student \$10

License/Certification (check all that apply)

- LPCC/PCC
 LPC/PC
 NCC
 GCDF/CDF
 Other _____

Status New Renewal

Make Checks Payable to OCDA & mail to:

Allison Plunkett OCDA Membership Chair 328 Weydon Road Worthington, OH 43085
Questions? Call 614-327-7884 or Email OhioCDA@gmail.com



2010 - 2011 OCDA EXECUTIVEBOARD & COMMITTEE CHAIRS

OFFICERS	NAME	EMAIL
President	Lacey Kogelnik, MA	lkogeni@bw.edu
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Secretary	Carla Owens, MA	cowens@kent.edu
Treasurer	Meagan Kittrick	meagan.kittrick@case.edu
Member-at-Large	Beth Ehrbar, M.Ed	behrbar@bw.edu
Membership	Allison Plunkett	plunkett.21@osu.edu
Newsletter	Michael Morley, MA, LPC	mpmorle@uakron.edu
Website	Ellen Matthews	michaeellen@gmail.com
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Nat'l Career Dev Mo	Jessica Wood, PC	jwood@lakelandcc.edu
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