

RONALD J. SPITZNAGEL, ED.D., CRC, CVE
3521 NW 35th Place
Gainesville, FL 32605
(352) 338-0764

PROFESSIONAL EXPERIENCE

University of Florida

Assistant Professor
Associate Professor
Department of Rehabilitation Counseling

Gainesville, FL
April 1988 - 1993
July 1993 - present

Responsible for the development of the Vocational Assessment Lab, marketing of vocational services in the Vocational Consultation Service, provision of vocational assessment and vocational consultation services. Teaches university courses in the rehabilitation service areas as assigned for graduate and undergraduate students. Engages in research and consultation. Advises graduate and undergraduate students in program. Coordinates graduate internship. Serves on department, college, and university committees.

Texas Department of Corrections
Vocational Rehabilitation Supervisor
Coordinator of Vocational Assessment Programs

February 1985 - April 1988

Responsible for planning, developing, and implementing a vocational program for Mentally Retarded Offenders to include vocational evaluation, work adjustment training, and employability development. Provided in-service training and consultation. Participant in research projects.

Auburn University
Extension Program Assistant
Department of Rehabilitation and Special Education
Division of Continuing Education and Extension

September 1982 - January 1985

Coordinator of Rehabilitation Facility Administration Competency-Based Certificate Training Program. Assessed training needs of VR agencies in southeast region. Developed both short- and long-term training schedule. Developed brochures and program announcements. Prepared manuals for each program. Familiarity with all types of audio/visual equipment. Conducted training programs in lieu of consultant. Evaluated programs and conducted research. Principal investigator on one grant and co-principal investigator on three grants.

Auburn University
Graduate Assistant
Department of Rehabilitation and Special Education
Division of Continuing Education and Extension

September 1981 - August 1982

Provided support to the Coordinator/Director of the Rehabilitation Facility Administration Competency-Based Certificate Training Program. Assisted in training programs and grant preparation. Collected data for research.

University of Florida

September 1980 - June 1981

Adjunct Instructor

Department of Rehabilitation Counseling

Worked with Dr. John P. Saxon in presenting materials on vocational assessment in a laboratory setting making use of the Evaluation Center. Clients were those referred by Vocational Rehabilitation. Provided data for and lent assistance in writing two research articles.

State of Florida

November 1973 - September 1981

Supervising Counselor

Department of Health and Rehabilitative Services

Office of Vocational Rehabilitation

From November 1976 developed, implemented, and maintained the Vocational Evaluation and Work Adjustment Center (VEWAC), with five professional staff and two clerical staff. Maintained operating budget of \$185,000. Clients served per year: Vocational Evaluation--275; Work Adjustment--310; Job Development and Placement--150. Provided customary supervisory services. Conducted in-house research and in-service training for employees of DHRS-OVR. Provided consultation to OVR districts wishing to open their own evaluation component.

From December 1977 and concurrent with supervising VEWAC, supervised two professionals and one clerical person at Shands Teaching Hospital. Responsible for Case Service Funds expenditures of approximately \$750,000.

From November 1973 to November 1976 provided supervision to Vocational Rehabilitation units in the Department of Offender Rehabilitation (DOR). Twelve professional staff included rehabilitation counselors and vocational evaluators and six clerical staff. Performed usual supervisory duties. Provided in-service training and conducted in-house research. Acted as liaison with the DOR. Provided consultation to other state correction agencies.

NAACP

May 1973 - October 1973

Social Worker

Research and Demonstration Project

Assisted in research and demonstration project for placement of minority children. Conducted in-service training and presented materials on project to interested organizations, private and public.

State of Florida

January 1973 - May 1973

Supervising Counselor

Division of Vocational Rehabilitation

Duties and responsibilities as described above with the exception that seventeen professional staff were supervised.

State of Florida

January 1970 - December 1972

Vocational Rehabilitation Counselor II

Division of Vocational Rehabilitation

Developed, implemented, and/or continued VR programs within DOR. Counseled clients in VR process. Coordinated services with agencies outside prison setting. Evaluated client's knowledge, skills, abilities, and interests. Prepared client for re-entry into society through individual and group counseling. Indirectly responsible for 95 successes per year.

College of Steubenville
Instructor, Director of Library
Branch--St. John Vianney Seminary

September 1967 - June 1969

Taught courses on undergraduate level in Philosophy and French. Advised undergraduate students. Served as Director of the Branch Library. Built library holdings from 1,000 volumes to 5,000 volumes in two years through grants and solicited donations.

Diocese of Steubenville
Roman Catholic Priest

May 1966 – November 1969

Preached and dispensed the sacraments including Penance or Reconciliation. Counseled with a variety of groups and individuals. Taught at the seminary, French and Philosophy, on the college level for two years. Taught English in the local Catholic High School for one year. In charge of radio and TV programs weekly for approximately six months on a variety of religious and secular topics

EDUCATION

Auburn University (Auburn, AL)
Major: Rehabilitation (Administration and Vocational Evaluation)
Minor: Industrial/Organizational Psychology

Doctor of Education - 1988

Xavier University (Cincinnati, OH)
Major: Education (Administration)
Minor: History

Master in Education - 1966

Catholic University of America (Washington, DC)
Major: Theology
Minor: Counseling

Bachelor Sacred Theology - 1966

Athenaeum of Ohio (Cincinnati, OH)
Major: Philosophy
Minor: Latin

Bachelor of Arts - 1961

COURSES TAUGHT

Graduate:

Vocational Assessment in Rehabilitation Counseling

Medical and Related Aspects of Rehabilitation Counseling

Introduction to Rehabilitation Counseling

Supervised Teaching

Vocational Placement and Training in Rehabilitation

Internship (Coordinator)

Vocational Assessment in Human Services

Vocational Development (Distance Education)

Human Growth and Development Across the LifeSpan

Independent Study

Undergraduate:

Introduction to Human Services (Rehabilitation)

Introduction to Vocational Assessment and Work Adjustment

Rehabilitative Services Practicum I

Rehabilitative Services Practicum II

Independent Study

History of Philosophy

French Language, Literature, and Culture I

French Language, Literature, and Culture II

Vocational Development (Distance Education)

Disability Management

PROFESSIONAL AND EDUCATIONAL EXPERIENCE

Avon Park Alcohol and Drug Treatment Center	One Week
Florida Institute for Mental Health (Tampa, FL)	One Week
Prosthetics and Orthotics Institute (New York University)	One Week
Vocational Evaluation Training (University of South Florida, Tampa, FL)	Three Weeks
Work Adjustment Training (Auburn University, AL)	Three Weeks
Rehabilitation Facility Administration Competency-Based Program (Auburn University, AL)	Eight One Week Programs
Cornell Management Simulation	One Week

(Auburn University, Orlando, FL)

General Aptitude Test Battery Training
(State of Florida, Gainesville, FL) Two Days

VALPAR Training
(Birmingham, AL) Two Days

Talent Assessment Program Training
(Texas Department of Corrections, Palestine, TX) Two Days

ACCESS U.S.
(NRA Sponsored Training, Biloxi, MS) One Day

Aids in the Workplace (multiple times and places)

Head Injured Clients (multiple times and places)

Workers' Compensation Training (on going) Two Days per year

Legal and Ethics Education
(NRA Pre-Conference Training Program, Louisville, KY) Two Days

(Other training attended to maintain the CRC and CVE, such as attendance at NRA, SE Regional, and FRA conferences, VEWA National Forum, and so on.)

CERTIFICATION

Certified Rehabilitation Counselor (#851) Expires 2009
Commission on Rehabilitation Counselor
Certification

Certified Vocational Evaluator (#00000170) Expires 2010
Commission on Certification of Work Adjustment
and Vocation Evaluation Specialist

PROFESSIONAL AFFILIATIONS

- National Rehabilitation Association (includes FRA, NCFRA)
- National Rehabilitation Counseling Association (includes FRCA)
- Vocational Evaluation and Work Adjustment Association (includes FVEWAA)
- Association of Christian Therapists
- Chi Sigma Iota
- Rho Sigma Epsilon
- National Council on Rehabilitation Education
- Alpha Eta Society

PROFESSIONAL ACTIVITIES

- CCWAVES Commissioner – NCRE Representative 2004 – 2009
- Council of Rehabilitation Education – Surveyor 1993 - present
- Senior Editor, Vocational Evaluation and Work Adjustment Bulletin 1994- 2000
- Consultant Reviewer, Vocational Evaluation and Work Adjustment Bulletin 1992-1994
- Assistant Editor, Vocational Evaluation and Work Adjustment Bulletin 1993-1994
- Editorial Consultant, Journal of Applied Rehabilitation Counseling 1996-1997
1999-2002
- Editorial Review Board, The Teacher Educator present 1998 –
- Vocational Evaluators and Career Assessment Professionals (National) Communications Coordinator
- 2003 President-Elect
- 2003
- 2004 President 2004
- 2005 Immediate President 2005
- Vocational Evaluation and Work Adjustment Association
- Secretary (National) 1992
- Southeast Regional Representative (National) 1993-1998
- FVEWAA--President-Elect 1992
- FVEWAA--President 1993, 1999

FVEWAA--Secretary Communication Coordinator (National)	1996
1999- 2003 Coordinator, VEWAA National Forum	1999-2001
National Rehabilitation Counseling Association SE Region NRCA--Board Member at Large	1990 - 1991
FRCA--Constitution and By-Laws Committee, Member	1990 - 1998
FRCA--Board Member-at-large	1993
Editor, American Rehabilitation Counseling Association (National) Newsletter	1989 - 1992
National Rehabilitation Association FRA State Chapter--Board Member at Large	1989 - 1990
FRA State Chapter--Secretary	1991
NCFRA Local Chapter--President	1990
SE REGION NRA Conference--Program Chair	1991
FRA State Chapter--Chair, Professional Standards Committee	1990 - 1998
Editor, Florida Rehab Association Newsletter	1992 - 1998
FRA Annual Training Conference--Program Chair	1992
FRA--President-Elect	1993
FRA Annual Training Conference--Coordinator	1993
FRA--President	1994
SE REGION NRA Board Member	1994
SE Region NRA President-Elect	1995-96
NRA Awards Committee Member	1996
SE Region NRA President	1997
NRA Program Committee	1998
NRA Program Committee	1999
NRA Board Member at Large (elected)	
2000-2002	
Member, Physically Handicapped Committee for Public Offender in Texas Department of Corrections	1986 - 1988
Developed Vocational Assessment Center for Mentally Retarded Offender Program, Texas Department of Corrections	1985 - 1988
Member, Southeast Region IV Facility Trainers (VR)	1982 - 1984
Member, Equal Employment Opportunity Committee, HRS, District III	1975 - 1977
Wrote proposal and developed Vocational Evaluation and Work Adjustment Center, HRS, District III, Office of Vocational Rehabilitation	1976
Member of Committee for integration of rehabilitative services into Department of Corrections, Florida	1971 - 1975

Member and Secretary, Counselor Advisory Committee;
Division of Vocation Rehabilitation, State of Florida

1970 - 1972

PROFESSIONAL PRESENTATIONS

- “Integrating Mind, Body, and Soul Trilogy into Work Adjustment Practices”
- National Forum on Issues in Vocational Assessment, Portsmouth, VA April 2, 2005
- “Implementing Ancillary Programs to Prepare Students for the CVE” –
National Rehabilitation Educators Conference, Tucson, AZ (accepted) February 18, 2005
- “Ethical Issues in Providing Vocational Evaluation” – NRA/PRA Annual
Training Conference, Philadelphia, PA October 15, 2004
- “Developing Ancillary Programs to Prepare for the CVE” – NRA Southwest
Regional and LRA Annual Training Conference, New Orleans, LA July 28, 2004
- “Diversity Issues and Ethical Concerns Applied to Vocational Evaluation” –
NRA Southwest Regional and LRA Annual Training Conference, New
Orleans, LA July 29, 2004
- “Work Adjustment: Inserting a Spiritual Dimension In Job
Maintenance Skills” – 11th National Forum on Issues in Vocational
Evaluation, Assessment, and Work Adjustment, Charleston, SC March 29, 2003
- “Old Dogs, New Tricks: Modification, Accommodations Applied
to Vocational Evaluation” – 11th National Forum on Issues in Vocational
Evaluation, Assessment, and Work Adjustment”, Charleston, SC March 28, 2003
- “The Role of Rehabilitation in Restorative Justice: Florida Outcomes and
Disability Awareness in the Youth Court Setting” – National Youth Court
Conference, Arlington, VA April 15, 2002
- “Integration of Spirituality with Rehabilitation” – National Rehabilitation
Annual Training Conference, Biloxi, MS November 3, 2001
- ”Diversity Issues In Vocational Evaluation” – National Rehabilitation
Annual Training Conference, Biloxi, MS November 2, 2001
- “Spirituality and Rehabilitation: Time to Take a Closer Look”, NRA South
west Regional Conference, Baton Rouge, LA September 21, 2000
- “Use of Spirituality in the Rehabilitation Process”, National Rehabilitation
Annual Training Conference, Cleveland, OH September 9 & 10, 2000
- “Employer Attitudes and Hiring Persons with Disabilities”, National
Rehabilitation Annual Training Conference, Cleveland, OH September 8, 2000
- “Disability and Ethical Concerns as Applied to Vocational Evaluation”
Training Workshop, Southern University, Baton Rouge, LA July 2000
- “Spiritual Dimension”, National Rehabilitation Annual Training Conference
-2000, Minneapolis, MN November 13, 1999
- “Developing a Writing Style”, Alachua County, Department of Community

- Services, Office of Social Services, Gainesville
1999 (l) August 27,
- “Creative Funding and Collaboration with Other Resources”, State Board of
Community Colleges Task Force Conference, Daytona Beach
1999 (l) June 8,
- “The Spiritual Dimension and the Healing Process: Integration for the
Millenium”, Southeast Regional National Rehabilitation Association,
Louisville, KY (l) April 27, 1999
- “Perceived Professional Status of Vocational Evaluation Professionals”,
Ninth National Forum on Issues in VEWAA, New Orleans, LA March 27, 1999
- “Work Values and Vocational Choices Among Public Offenders”,
(Poster Session), Ninth National Forum on Issues in VEWAA, New
Orleans, LA March 27, 1999
- “Impact of Cochlear Implants on Job Functioning”, (Poster Session),
Ninth National Forum on Issues in VEWAA, New Orleans, LA March 27, 1999
- “Enhancing the Spiritual Dimension in Vocational Evaluation and
Work Adjustment”, Ninth National Forum on Issues in VEWAA,
New Orleans, LA March 26, 1999
- “Vocational Expert Testimony in Social Security Cases”, The Florida
Bar Continuing Legal Education, Miami, FL and Tampa, FL (l)March 4 & 5, 1999
- “Values: Implications for Vocational Counseling, Education, and
Development”, (Poster Session), Fourteenth Annual Research Fair,
College of Health Professions, Gainesville, FL February 26, 1999
- “Impact of Cochlear Implants on Job Functioning”, (Poster Session),
Fourteenth Annual Research Fair, College of Health Professions,
Gainesville, FL February
26, 1999
- “VEWAA Showcase, Special Interests Groups”, National Rehabilitation
Annual Training Conference-1999, Disney World, FL November 6, 1998
- “The Vocational Perspective-A panel Discussion with Vocational
Experts”, 11th Circuit Social Security Seminar, Jekyll Island, GA (l) August 14, 1998
- “Vocational Evaluation/Assessment Techniques and Strategies
Across Ethnicity, Race, Disability, and Age”, Vocational Evaluation
And Assistive Technology Workshop, Southern University, Baton
Rouge, LA (l) July 23, 1998

- "Getting Back to Work After Injury", Health Discoveries '98, Health Science Center, Gainesville, FL** April 4, 1998
- "The Rehabilitation Professional as a Catalyst in the Era of Welfare Reform", 15th Annual Professional Development Symposium, Vancouver, WA.** March 7, 1998
- "The Emergence of the Spiritual Side in Rehabilitation: Transitioning into the Millennium", 15th Annual Professional Development Symposium, Vancouver, WA** March 6, 1998
- "An Investigation on Counselor Education, On-the-Job Experience with Expenditures and Consumer Outcome", Poster Session, College of Health Professions Research Fair, Gainesville, FL** November 20, 1997
- "Attitudes Toward Persons with Disabilities: Additional Research on the Modified Issues in Disability Scale", Poster Session, College of Health Professions Research Fair, Gainesville, FL** November 20, 1997
- "Impact of Vocational Evaluation on Successful Rehabilitation Outcomes", Southeast Region National Rehabilitation Association Training program, Daytona Beach, FL** April 21, 1997
- "Interactive Display on Assessment of Vocational Skills", Mini Medical School, Health Science Center, Gainesville, FL** March 19, 1997
- "From Ideas to Manuscript to Publication", The Eighth National Forum on Issues in Vocational Evaluation and Assessment, Colorado Springs, CO** March 15, 1997
- "Family Transition Program and Evaluation: The Changing Direction of Welfare", The Eighth National Forum on Issues in Vocational Evaluation and Assessment, Colorado Springs, CO** March 14, 1997
- "Spirituality in the Rehabilitation Profession", Manasota Florida Rehabilitation Association Chapter Training Day, Arcadia, FL** (I) December 10, 1996
- "The Spiritual Dimension in Rehabilitation Counseling" (Poster Session), Health Science Center BioMedical Research Week, Gainesville, FL** October 22, 1996
- "Welfare: Florida's Family Transition Program Analyzed" (Poster Session), Health Science Center BioMedical Research Week, Gainesville, FL** October 22, 1996
- "Behavior Identification of Potential Substance Abuse Problems in the Vocational Rehabilitation Process" (Poster Session), College of Health Professions Research Fair, Gainesville, FL** September 26, 1996
- "Family Transition Program: The Challenge of Welfare Change" (Poster Session), College of Health Professions Research Fair, Gainesville, FL** September 26, 1996
- "Water Therapy and Hippotherapy: Modalities Effecting Positive Change in the Individual" (Poster Session), College of Health**

- Professions Research Fair, Gainesville, FL September 26, 1996
- "Family Transition Program: The Changing Direction of Welfare",
FRA/F.A.R.F. Training Conference, Miami, FL September 19, 1996
- "Vocational Evaluation and Work Adjustment - An Overview" (three
hours), FRA/F.A.R.F. Annual Training Program, Miami, FL (I) September 19, 1996
- "Two Therapies: Water Therapy and Hippotherapy as Complimentary
Modalities to Effect Positive Change in the Person", Florida
Rehabilitation Association/FL Association of Rehabilitation
Facilities Annual Training Program, Miami, FL September 18, 1996
- "Healing in a Technological Society: Bridge Building for the
Spiritual Dimension in Rehabilitation", National Rehabilitation
Association Annual Training Conference, Norfolk, VA September 6, 1996
- "The 21st Century in Preview: What Counselors and Evaluators Will
Be Facing", National Rehabilitation Association Annual Training
Conference, Norfolk, VA September 8, 1996
- "Healing in a Technological Society: Bridge Building for the Spiritual
Dimension in Rehabilitation", NRCA 13th Annual Professional Development
Symposium (Poster Session), Little Rock, AR March 8-10, 1996
- "Vocational Assessment and Evaluation: An Overview for CVE Exam Takers
and Others", Florida VEWAA Association Training, Orlando, FL (I) March 1, 1996
- "The 21st Century in Preview: What One May Expect in Relation to
Rehabilitation", Rehabilitation Association of Mississippi 38th
Annual Conference, Jackson, MS (I) February 15, 1996
- "The Spiritual Dimension in Persons with Disabilities: Implications
for Counselors and Evaluators", Rehabilitation Association of
Mississippi 38th Annual Conference, Jackson, MS (I) February 15, 1996
- "Focusing on Quality of Life and the Spiritual Dimension in
Rehabilitation: Implications for Rehabilitation Counseling
Programs", Region IV National Council on Rehabilitation Education,
1996 Mid Winter Conference, Atlanta, GA (I) January 20, 1996
- "The Holistic Concept in Rehabilitation Counseling: Analysis of the
Spiritual Dimension", College of Health Professions, Eleventh Annual
Research Fair (Poster Session), Gainesville, FL November 2, 1995
- "Analysis of Selected Demographic Variables in Relation to Vocational
Rehabilitation Outcomes", College of Health Professions, Eleventh
Annual Research Fair (Poster Session), Gainesville, FL November 2, 1995
- "Vocational Evaluation and Assessment of Consumers: An Analysis of
S.A.G.E.'s Aptitude Component", Health Science Center BioMedical
Research Week (Poster Session), Gainesville, FL October 19, 1995
- "Vocational Evaluation: Cookbook Approach, Meeting the Needs of the
Public, Satisfying the Demands of the Consumer", The 1 Conference
on National Vocational Rehabilitation, Halifax, Nova Scotia, CANADA (I) October 11, 1995

- "Partnering the Spiritual Dimension with Other Facets in the Rehabilitation Process", National Rehabilitation Association Annual Training Conference, Dallas, TX September 30, 1995
- "The Spiritual Dimension: A Strategic Factor in the Rehabilitation Process", FRA and F.A.R.F Annual Training Conference, Sarasota, FL September 21, 1995
- "Vocational Assessment and Evaluation: An Overview for CVE Exam Takers and Others", Florida Rehabilitation Association and Florida Association of Rehabilitation Facilities, Pre-Conference Workshop, Sarasota, FL (I) September 19, 1995
- "Multicultural Counseling in Rehabilitation and Vocational Evaluation", Northeast Chapter Florida Rehabilitation Association, Jacksonville, FL (I) August 22, 1995
- "Is Vocational Evaluation Underused or Is Its Importance Overstated?", SE Region National Rehabilitation Association, Savannah, GA (I) April 10, 1995
- "Analysis of Articles on Evaluation Systems: Update from Four Years Ago Plus", Seventh National Forum on Issues in Vocational Assessment, Louisville, KY March 10, 1995
- "The Holistic Approach, Focusing on the Spiritual Aspect: Implications for Counselors and Evaluators", NRCA Symposium, Tucson, AZ March 3, 1995
- "Orientation and Update on Professional Organizations (VEWAA)", Region IV National Council on Rehabilitation Education, Atlanta, GA (I) January 28, 1995
- "Florida VEWAA Workshop: Vocational Evaluation Overview", FRA and F.A.R.F. Training Conference and Trade Show, Tampa, FL (I) September 28, 1994
- "Child Sexual Abuse: Future Impact for Counselors", FRA and F.A.R.F. Training Conference and Trade Show, Tampa, FL September 29, 1994
- "Linkage Between Child Sexual Abuse and Five Major Psychological Disorders: Training Update for the Counselor", Counseling in the 21st Century, Fourth International Conference, Vancouver, BC, Canada July 23, 1994
- "Trends in Vocational Evaluation", Georgia Department of Rehabilitation Services, Vocational Evaluator State Conference, Warm Springs, GA (I) April 20, 1994
- "Fashioning a Difference in the Environment Through User-Friendly Design", Southeast Regional NRA Conference, Mobile, AL April 18, 1994
- "Vocational Evaluation: Analyses of Cost, Training Recommendations, and Outcomes for VR Clients in Florida", College of Health Related Professions, Research Fair (Poster Session), Gainesville, FL April 13, 1994
- "Working Through the Stress-Full Day", Division of Blind Services, Gainesville, FL (I) March 15, 1994
- "Vocational Evaluation: Treating the Limits of Diversity", NRCA 11th Annual Professional Symposium, Fairfax, VA February 12, 1994

- "Initial Vocational Assessment Strategies for Vocational Rehabilitation Counselors", Division of Vocational Rehabilitation, Gainesville, FL (I) November 19, 1993
- "Know your Rights: What the Americans with Disabilities ACT (ADA) Means to You", Epilepsy Services of North Central Florida, Gainesville, FL (I) July 14, 1993
- "Vocational Evaluation: Testing the Limits of Cultural Diversity", Region IV Human Resource Development Council, Pigeon Forge, TN. June 11, 1993
- "S.A.G.E.: A Retrospective Analysis of a Multi-Trait Work Sample System", College of Health Related Professions, Research Fair (Poster Session), Gainesville, FL. April 14, 1993
- "The Impact of Work Value Instrumentation on Career Counseling in Offender Programs", College of Health Related Professions, Research Fair (Poster Session), Gainesville, FL. April 14, 1993
- "Vocational Assessment of Individuals with Brain Injury", Florida Institute for Neurologic Rehabilitation, Inc., Wachulla, FL March 8-12, 1993
- "Project Independence: Relying on Assessment Techniques for Program Success", Sixth National Forum on Issues in Vocational Assessment. Virginia Beach, VA March 5, 1993
- "Schools: Collaborating with Business/Industry to Assist the Student in Choosing a Career via Vocational Assessment/Evaluation from K through Transition", Division on Career Development and FL Special Needs Association Conference, Daytona Beach, FL February 18, 1993
- "Making a Difference in Offender Rehabilitation: Values and Real Life Choices", National Rehabilitation Association 1992 Annual Training Conference, San Diego, CA December 7, 1992
- "Adventuring into the Land of Differential Perception in Clinical Training: Implications for the Instructor, Clinical Supervisor, and Student Triad", Association of Schools of Allied Health professions 1992 Annual National Conference, Orlando, FL November 20, 1992
- "At the Finish Line: Positive Attitudes Toward People with Disabilities will Project a Clear Winner", Florida Rehabilitation Association Annual Training Conference, Ocala, FL September 9, 1992
- "User Friendly Design: ADA and Implications for the Architect", College of Health Related Professions, Research Fair (Poster Session), Gainesville April 15, 1992
- "The Health Core Team", Health Care Issues Conference, University of Florida Medical College, Gainesville, FL April 8, 1992
- "Applied Gerontology and Geriatrics: Health Human Services Advocacy – Rehabilitation Counseling", Center for Gerontological Studies – Lecture Series, University of Florida, Gainesville, FL April 7, 1992
- "The Aging Client: The New Challenge for the Rehabilitation Professional", National Rehabilitation Annual Training Conference, Louisville, KY November 11, 1991

- "Investigating a Path to Intervention: Developing a State-wide Strategic Plan for Educating Students with Traumatic Head Injury and Traumatic Spinal Cord Injury", International Conference-Division Career Development of CEC, Kansas City, MO October 11, 1991
- "Transitions Between School and Non-School Environments for Head-Injured Students: Making Things Work", International Conference-Division of Career Development of CEC, Kansas City, MO October 11, 1991
- "Rehabilitation Management Simulation Planning for Change", RFCEP, Auburn University, Columbia, SC June 4-8, 1991
- "The Aging Client as a Group and Their Relationship with the Rehabilitation Professional", Southeast Regional National Rehabilitation Association Conference, Ft. Lauderdale, FL April 23, 1991
- "Age Bias: A Factor in VR Decision-Making", College of Health Related Professions – Research Fair (Poster Session), Gainesville, FL April 17, 1991
- "A Meta-Analysis of Vocational Evaluation Systems", Fifth National Forum on Issues in Vocational Assessment, Denver, CO March 7, 1991
- "Preparing for Testimony", North Central Florida Rehabilitation Association, Gainesville, FL October 26, 1990
- "Expert Witness: Courtroom Simulation", North Central Florida Rehabilitation Association, Gainesville, FL October 26, 1990
- "Apticom and S.A.G.E. System's Aptitude Components: Practical Theoretical Comparisons", Florida Rehabilitation Association Annual Training Conference, Jacksonville, FL September 6, 1990
- "Stress Management and the VR Supervisor", VR Supervisors Training Session, Jacksonville, FL September 5, 1990
- "Vocational Evaluation and the Advocacy Process: Courtroom Simulation", Southeast Regional National Rehabilitation Association Conference, Biloxi, MS April 24, 1990
- "Scale Construction Methodology for a Role Expectations' Measure Specific for Special Needs Teachers", College of Health Related Professions – Research Day (Poster Session), Gainesville, FL April 18, 1990
- "Vocational Assessment, Testing, and Evaluation Techniques for Private Practice", Florida Association of Rehabilitation Professionals in the Private Sector and University of Florida (Seminar), Orlando, FL. September 15, 1989
- "Vocational Expert Witness: Courtroom Simulation", National Rehabilitation Association Annual Conference Training Program, Orlando, FL. September 8, 1989
- "Rehabilitation Assessment and Treatment of Low Back-Injured Patient with Chronic Pain", Fourth National Forum on Issues in Vocational Assessment, St. Louis, MO March 10, 1989
- "Vocational Treatment Component in Pain Management Programs", Florida Rehabilitation Association Annual Meeting, Clearwater, FL September 7, 1988

- "Intervention Strategies for the Diabetic to Combat Life Stressors", Anderson County Diabetes Association, Palestine, TX April 12, 1988
- "Orientation to Vocational Assessment", Beto I MROP Social Worker Training, Tennessee Colony, TX January, February, March, 1987
- "Crisis Intervention: Selected Techniques on Counseling Mentally Retarded Offenders", Beta I MROP Training, Palestine, TX April 10, 1986
- "Vocational Assessment: A Tool Texas is Putting to Use in Offender (Re)habilitation", Second National Forum on Issues in Vocational Assessment, Dallas, TX March 13, 1986
- "Program Evaluation", Raleigh, NC January 21-25, 1985
- "Physical Capacities and Employability", Auburn University, AL January 17, 1985
- "Leadership in the Organization", Jackson, MS January 7-11, 1985
- "Personal Achievement Skills Training", Auburn University, AL December 3-5, 1984
- "Cornell Management Simulation", Greenville, NC October 22-26, 1984
- "Financial Management I", Auburn University, AL September 16-21, 1984
- "Cornell Management Simulation", Clearwater Beach, FL May 7-10, 1984
- "Methods Analysis and Work Measurement", Auburn University, AL April 9-13, 1984
- "Employer Development and Marketing", Auburn University, AL March 18-23, 1984
- "Financial Management II", Orlando, FL March 5-9, 1984
- "Cost Estimating and Contract Procurement", Southern Pines, NC January 23-27, 1984
- "Cost Estimating and Management Principles", Jackson, MS January 9-13, 1984
- "Program Evaluation for Rehabilitation Facilities", Auburn University, FL November 13-18, 1983
- "Cost Estimating and Contract Procurement", Atlanta, GA October 17-21, 1983
- "Marketing and Employer Development", Auburn University, FL September 26-30, 1983
- "Vocational Assessment Training for Special Needs Teachers", Auburn University, AL June 12-17, 19-24, 1983
- "Intercorrelations of Selected VALPAR Component Work Samples and General Aptitude Test Battery Scores", Southeast Region National Rehabilitation Association, Tampa, FL May 3, 1983
- "Management of the Individual in the Organization", Auburn University, AL June 13-17, 1982
- "Methods Analysis and Work Measurement", Auburn University, AL May 16-20-1982
- "Job Placement and Contract Procurement", Auburn University, AL March 28-April1, 1982

PUBLICATIONS

Dissertation:

Spitznagel, R.J. (1989). Role expectations: Secondary special education teachers are contrasted with supervisors across actual expectations and teachers' perceived expectations in relationship to role disagreement. (Doctoral Dissertation, Auburn University, 1988.) Dissertation Abstracts International, 50, 2341A.

Professional Journal Articles:

Spitznagel, R.J., & Cody, L.S. (2003). The role and functions of vocational experts in workers' compensation in Florida. *Journal of Vocational Analysis*, 6(2), 80-85.

Stevens, M. (student) & Spitznagel, R.J. (2001). Transition from early intervention centers to elementary school. *Teacher Educator*. (submitted)

Spitznagel, R.J. (2001). Situational assessment in rehabilitation. *American Rehabilitation*. (in press).

Saxon, J.P., Holmes, A.E., & Spitznagel, R.J. (2001). Impact of a cochlear implant on Job functioning. *Journal of Rehabilitation*, 67(3), 49-54.

Savietiere, E., & Spitznagel, R.J. (mentor). (2000). Evaluating accommodations provided to students with disabilities at colleges and universities: A pilot study. *Journal of Undergraduate Research University of Florida*, 1(7), on-line: <<http://web.clas.ufl.edu/CLAS/jur/0004/savettierpaper.html>>

Saxon, J.P., Spitznagel, R.J., & Kennison, J.E. (1999). Vocational evaluation: Perceived professional status. *Vocational Evaluation and Work Adjustment Journal*, 32(1), 3-13.

Saxon, M.S., Saxon, J.P., & Spitznagel, R.J. (1998). Identification of potential substance abuse behaviors in the rehabilitation client population. *Vocational Evaluation and Work Adjustment Journal*, 31(2), 36-41.

Sawyer, H.W., & Spitznagel, R.J. (1998). Functional capacity evaluation: Impact of the Americans with Disabilities Act and managed health care. *NeuroRehabilitation* (accepted).

Spitznagel, R.J. (1997). Spirituality in work adjustment: A dimension to be considered. *Vocational Evaluation and Work Adjustment Bulletin*, 30(4), 111-117.

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- Rader, M.C., & Spitznagel, R.J. (1992). *What we know about educating students with traumatic brain injury*. Tallahassee, FL: Florida Department of Education.

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- Rader, M.C., & Spitznagel, R.J. (1991). *Appropriate educational services for students with traumatic head injury and spinal cord injury: An assessment of Florida's needs*. (University Project 90060706). Gainesville, FL (Report submitted to Florida Department of Education - BEES).
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- Spitznagel, R.J., & Brabham, D.A. (1984). *Program Evaluation*. Auburn, AL: Auburn University Press.
- Black, J.B., McDaniel, P., & Spitznagel, R.J. (1983). *Vocational Assessment*. Auburn, AL: Auburn University Press.
- Molinaro, D., Sechrist, T., & Spitznagel, R.J. (1983). *Job Placement and Contract Procurement*. Auburn, AL: Auburn University Press.
- Molinaro, D., Shinnick, M., & Spitznagel, R.J. (1983). *Marketing and Employer Development*. Auburn, AL: Auburn University Press.
- Sechrist, T., & Spitznagel, R.J. (1983). *Cost Estimating and Contract Procurement*. Auburn, AL: Auburn University Press.
- Sechrist, T., & Spitznagel, R.J. (1983). *Financial Management I*. Auburn, AL: Auburn University Press.
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- Shinnick, M., Black, J.B., & Spitznagel, R.J. (1982). *Methods Analysis and Work Measurement*. Auburn, AL: Auburn University Press.
- Spitznagel, R.J., & Shinnick, M. (1982). *Data-Based Management*. Auburn, AL: Auburn University Press.
- Wilson, D.L., & Spitznagel, R.J. (1982). *Management of the Individual in the Organization: Leadership*. Auburn, AL: Auburn University Press.
- Wilson, D.L., & Spitznagel, R.J. (1981). *Management of the Individual: Personnel Management*. Auburn, AL: Auburn University Press.

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- Spitznagel, R.J. (1995). Approaches to basic tools. *Vocational Evaluation and Work Adjustment Bulletin*, 28, 54.
- Nadolsky, J.M., McDaniel, R.S., Harrand, G., & Spitznagel, R.J. (1995). A special editorial: Where should VEWA be? *Vocational Evaluation and Work Adjustment Bulletin*, 28, 81-85.
- Spitznagel, R.J. (1995). Facts, arguments, common sense, and enlarging views! *Vocational Evaluation and Work Adjustment Bulletin*, 28, 26-27.
- Spitznagel, R.J. (1995). When we think we do not just think. *Vocational Evaluation and Work Adjustment Bulletin*, 28, 2.
- Spitznagel, R.J. (1994). Transition. *Vocational Evaluation and Work Adjustment Bulletin*, 27, 160.
- Book Reviews:
- Spitznagel, R.J. [Review of "Medical Aspects of Disability: A Handbook for the Rehabilitation Professional"]
Journal of Rehabilitation, 68(1), 53.
- Spitznagel, R.J. (1999). [Review of "The O*Net Dictionary of Occupational Titles"]. *Vocational Evaluation and Work Adjustment Journal*, 32(2), 129-130.
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- Spitznagel, R.J. (1997). [Review of "Practical Issues in Employment Testing"]. *Vocational Evaluation and Work Adjustment Bulletin*, 30(2/3), 80.

- Spitznagel, R.J. (1997). [Review of "Career Counseling for People with Disabilities: A Practical Guide to Finding Employment"]. *Vocational Evaluation and Work Adjustment Bulletin*, 30(2/3), 81.
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- Spitznagel, R.J. (1995). [Review of "60 Minutes Towards Computer Literacy" and "Internet Explained: Short & Sweet" - two audio tapes]. *Vocational Evaluation and Work Adjustment Bulletin*, 28, 87.
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- Spitznagel, R.J. (1992). [Review of "The Vocational Expert Primer"], *Journal of Rehabilitation*. (Accepted)
- Spitznagel, R.J. (1992). [Review of "Contemporary Conservative Care for Painful Spinal Disorders"], *Journal of Rehabilitation*, 58(4), 51.
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- Spitznagel, R.J. (1982), [Review of "Employment after Spinal Cord Injury"], *Journal of Rehabilitation*, 48(2), 7-8.
- Unpublished Works:
- Reynolds, J.E., & Spitznagel, R.J. (1993). The role of work values in career counseling for offenders. (submitted-*Journal of Addictions and Offender Counseling*).
- Spitznagel, R.J., & Pappas, A. R. (1993). Adjustment techniques and readiness strategies: A prelude to and an epilogue for job placement. (submitted-*Journal of Job Placement*).
- Asenjo, W., & Spitznagel, R.J. (1993). A Janus-Faced dilemma: Substance abuse and vocational rehabilitation. (submitted-*Rehabilitation Education*).
- Spitznagel, R.J. (1992). Index of expectations: A new scale for evaluating special needs teachers.
- Rader, M.C., & Spitznagel, R.J. (1992). Preparing school personnel to meet the needs of students with traumatic brain injury: In-service priorities. (Submitted)
- Spitznagel, R.J. (1992). Internship Manual, Department of Rehabilitation Counseling.
- Spitznagel, R.J. (1983). The beginnings of knowledge. (paper presented for course, Education in the Modern Society).

Spitznagel, R.J. (1983). Correlates of strain indices with organizational size, workshop attendance, and workshop expectations.

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Spitznagel, R.J. (1982). Equal pay for equal work or comparable work: Which one or both?

Spitznagel, R.J. (1981). Learning curves and practice effects.

Spitznagel, R.J., Wright, D., & Richard, M. (1981). Material handler work sample manual.

SERVICE

University:

Institute on Aging – Faculty	2001- 2003
Faculty Advisor – Pro-Life Alliance	2000 - present
Committee on Committees	2000 – 2004
Health Center Student Conduct Standards Committee present	1999-
University Libraries Committee 1999-2001	
UF Senate Nominating Committee, Chair	1998-2000
UF Senate Steering Committee (elected) Chair	1997 - 1999 1998 – 1999
Search Committee Member (Coordinator - Student Financial Aid)	1996
University Senate (elected)	1996-1998 2001-2003
Commencement Committee	2002 - 2003 1995 - 2000
Commencement Marshal Associate Chief Marshal	1992 – present 2003 – present
Advisory Committee, Department of Independent Study & Distance Education	1994 - 2002
University Student Petitions Committee - College Interviewing Officer	1993 - Present
Member, University Senate Committee on Student Petitions	1991 - 1992 2001 - 2003

Advisory Board Member, Florida Network
(College of Education - Department of Special Education) 1992 - 1999

Member, University of Florida Brain Institute 1992 - 2000

Member, Institute on HIV and AIDS 1991 - Present

Faculty Associate and Member, Center for
Gerontological Studies 1991 - Present

Member, Pediatric Neuro-Oncology Group 1990 - 1999

Mentor, University Minority Mentor Program
1990 - 1992
1993 - Present

College:

Member, HP *ad hoc* Curriculum Committee 1996

Member, HP College Research Committee 1996 - Present

Chair, HP Financial Aid/Scholarship Committee 1991 - Present

Member, HP College Curriculum Committee 1991 - 1998

Chair, HP College Ad-Hoc Committee, Teacher of
Year Award 1990 - 1995

Faculty Advisor, Health Professions
College Council 1989 - Present

Grant Awarded: 1990

Department of Education, Bureau of Education
for Exceptional Students

\$99,986.32

"Appropriate Educational Services for THI/SCI Students in Florida Schools" (with M. Rader,
Physical Therapy)

Department:

Faculty Advisor, University Rehabilitation
Association 1992 - present

Chair, Faculty Search Committee, Rehabilitation
Counseling (three searches) 1990, 1997

Grant Application:

OAOC

Local Regional Vocational Rehabilitation Core Service Providers
(with Rehab & Industrial Counseling Offices, Inc., Orlando)

2000

Veterans Administration

Counseling and Evaluation Services, Gainesville, FL
(with Groble and Associates, Jacksonville)

1999

Veterans Administration Nursing Home CareGivers: Stress/Burnout and Treatment through Group Spiritual Training (with Mary Colin Shaw, Ph.D., VA Hospital)	1998
Eastside Clinic Career Development and Achievement Skills (awarded \$2,000)	1998
Spirituality in Rehabilitation (Fetzer Institute)	1996
University of Florida College Placement Program (with L. Shaw, Rehabilitation Counseling)	1991
Vocational Evaluator Training Program (Rehabilitation Services Administration)	1993

Contract Award:

Social Security Administration Provide expert Witness Testimony \$ 7,625.00 (billed since 01/01/04)	2004
Social Security Administration \$ 9,800.00 (amount billed)	2003
Social Security Administration \$ 6,500.00 (amount billed)	2002
Social Security Administration Provide expert Witness Testimony \$ 2,425.00 (amount billed since 1/1/01)	2001
Social Security Administration Provide Expert Witness Testimony \$ 3,820.00 (amount billed)	2000
Social Security Administration Provide Expert Witness Testimony \$ 11,965.00 (amount billed)	1999
Social Security Administration Provide Expert Witness Testimony \$ 10,755.00 (amount billed)	1998
Social Security Administration Provide Expert Witness Testimony \$ 10,380.00 (amount billed)	1997
Social Security Administration Provide Expert Witness Testimony November – December 1996 \$ 405.00 (amount billed)	1996

2001	Division of Vocational Rehabilitation On contract to provide vocational services by referral	1998 –
	Division of Vocational Rehabilitation \$15,000 Provide vocational evaluation services to 30 clients during FY 96-97 through Vocational Consultation Service	1996-1997
	Division of Vocational Rehabilitation \$37,500 Provide vocational evaluation services to 75 clients during FY 95-96 through Vocational Consultation Service.	1995-1996
	Division of Vocational Rehabilitation \$37,500 Provide vocational evaluation services to 75 clients during FY 94-95 through Vocational Consultation Service.	1994-1995
	Division of Vocational Rehabilitation \$15,000 to \$22,500 Provide vocational evaluation services to 30 - 45 clients between 04/94 and 09/94 through Vocational Consultation Service	1994
	Vocational Consultation Service Coordinator Vocational Evaluator	1988 - Present
	Coordinator, Internship	1991 - Present
	Coordinator, Undergraduate Admissions	1991 - 1993
	Community:	
	Boy Scouts of America – Assistant Scoutmaster District Committee Member	1999 – present 2003 – present
	Catholic Charities – Member, Board of Directors	2001 – present
	LifeSouth – Community Blood Centers Board Member Executive Board Member	1997 – present 2000 - present
	Radio Reader, Radio Reading Service WUFT	1993 - Present
	Board of Directors, Briarwood Center for Independent Living (Gainesville, FL) Secretary	1992 - 1994 1993 - 1994
	March of Dimes (Solicitor and Walker)	1978 - 1981 1990 - present
	Alachua County School System Rockin' Reader Surrogate Parent	1989 - 2000 1990 - Present

Human Relations Advisory Board, City of Gainesville Member (by Invitation)	1979 - 1981
Member, Civitan International - Gainesville Club Treasurer, Gainesville Civitan Club	1988 - Present 1979 - 1981
Member, Epilepsy Foundation of America	1979 - 1981
House Manager, Gainesville Community Playhouse Membership Chairman Member	1979 - 1981 1977 - 1980 1975 - 1981
Radio program "Insights Into Daily Living" Steubenville, OH	Six months - 1969
TV program "Community Awareness" Steubenville, OH	Three months - 1969

CONSULTATION

Harlan County (KY) Rehabilitation Center Program Evaluation	1981
Rose Hill (NC) Rehabilitation Training Center Program Evaluation	1981
Achievement Center, Lee County (AL) Program Evaluation	1983
Division of Vocational Rehabilitation, Gainesville (FL) Vocational Evaluation	1989-Present
Florida Institute for Neurologic Rehabilitation, Inc.	1993
Vocational Expert Witness, Social Security Administration Hearings and Appeals	1996- present
Southern University, Baton Rouge, LA (External Consultant and Advisory Board member)	1998 - present

HONORS AND CITATIONS

VECAP – Plaque in recognition of dedication and service to organization	April 2005
Order of the Arrow (BSA) – Election Ordeal Brotherhood	March 2003 June 2003 May 2004
Community Service Award – LifeSouth	September 2003
WUFT-FM Radio Reading Service	February 2003

Certificate of Appreciation for Service (10 years)

National Rehabilitation Association Certification of Appreciation and Gift	October 2002
University Rehabilitation Association Appreciation Gift for Faculty Advisor	May 2002
Health Professions College Council Appreciation Gift for Faculty Advisor	May 2002
13 th Annual Graduate and Professional Student Forum 2002 Certificate of Appreciation	April
University Rehabilitation Association Appreciation gift	May 2001
WUFT-FM Radio Reading Service Certificate of Appreciation for Continued Service (8 years)	January 2001
Rehabilitation Students Appreciation Gift (curved glass with picture)	Fall 2000
LifeSouth (Civitan) Blood Center – Executive Council Member Appreciation gift	September 2000
Ronald E. McNair Scholars Program (1999-2000) Certificate of Participation – Faculty Research Mentor 2000	May
Florida Network (Service Award)	October 1999
WUFT-FM – Outstanding Volunteer 5 year award	August 1998
University Rehabilitation Association For Outstanding Service (plaque)	April 1998
Alachua County School System – Glen Springs Elementary Rockin' Reader Program (Certificate of Appreciation)	February 1998
WUFT-FM Radio Reading Service (appreciation: books and tapes)	November 1997
Southeast Region National Rehabilitation Association Outstanding Leadership Award Plaque (for being President of SERNRA)	April 1997
Teacher Improvement Program (TIP) Award, University of Florida (\$5,000 salary increase)	December 1996
Florida Vocational Evaluation and Work Adjustment Association Rabucha, Mack, Gilmour Award (formerly Rabucha Award) (plaque)	September 1996
Florida Rehabilitation Association Achievement Award	

(plaque)	September 1996
National Rehabilitation Association (Certificate of Recognition)	September 1996
Civitan Regional Blood Center - Plaque and Certificate Ten Galloneer	1996
College Council, Health Professions (Appreciation - Personalized Business Card Holder)	May 1996
University Rehabilitation Association (Appreciation - Personalized Shirt, Plaque)	May 1996
Teacher of the Year (University of Florida/College of Health Professions) (Monetary Award, Plaque, Certificate)	May 1996
University of Florida Minority Mentor Program (Certificate of Appreciation)	April 1996
Alachua County School System - Glen Springs Elementary School Rockin' Reader Program (Certificate of Appreciation)	1996
Vocational Evaluation and Work Adjustment Association (Certificate of Appreciation - SE Region Representative, Senior Editor - <u>VEWA Bulletin</u>)	1995
Florida Rehabilitation Association (Certificate of Appreciation-Past President and Newsletter Editor)	1995
Radio Reading Service, WUFT-FM, University of Florida (Service Pin and Certificate of Appreciation)	1995
National Rehabilitation Counseling Association - (Certification of Appreciation)	1995
Florida Rehabilitation Association Award (Plaque)	1995
Vocational Evaluation and Work Adjustment Association (Engraved Gift/Appreciation Award)	1994
Florida Rehabilitation Association Award for Serving as President of FRA - 1994 (Plaque)	1994
Radio Reading Service, WUFT-FM, University of Florida (Certificate of Appreciation)	1994
Briarwood Center for Independent Living (Certificate of Appreciation)	1993
College of Health Related Professions College Council (Certificate of Appreciation)	1993
Florida Rehabilitation Association (Certificate of Appreciation)	1993

Vocational Evaluation and Work Adjustment Association (Certificate of Appreciation)	1993
A Grand Marshall - University of Florida Homecoming Parade	1992
Who's Who in the South and Southwest (23rd edition) [nominated]	
Civitan Regional Blood Center, Inc. (Appreciation Award)	1992
Alpha Eta Society (elected)	1992
University Rehabilitation Association (Service Award)	1992
College of Health Related Professions College Council (Certificate of Appreciation)	1992
Florida Rehabilitation Association (Certificate of Appreciation)	1991
American Rehabilitation Counseling Association (Certificate of Appreciation - Newsletter Editor)	1990
Florida Rehabilitation Association (Certificates of Appreciation)	1990
Rho Sigma Epsilon, Auburn University (elected)	1983
State of Florida, Merit Award	1972
Fredin Memorial Scholarship, Xavier University	1967