

## **RAYMOND FELIX FEROZ**

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**108 Special Education Center  
Clarion University  
Clarion, Pennsylvania 16214  
814.393.2052  
[rferoz@clarion.edu](mailto:rferoz@clarion.edu)**

**Principle Job Title: Professor and Chair**

### **GENERAL INFORMATION**

#### **ACADEMIC DEGREES**

- Ph.D. UNIVERSITY OF PITTSBURGH, Pittsburgh, PA  
Rehabilitation Counseling, 1983  
Internship: Neuropsychological Assessment & Rehabilitation Services,  
Western Psychiatric Institute & Clinic (1982)  
Major Advisor: Lynda Katz, Ph.D.
- M.Ed. BOSTON UNIVERSITY, Boston, MA  
Counseling and Human Services, 1974  
Major Advisor: Eileen T. Nickerson, Ph.D.
- B.A. KENT STATE UNIVERSITY, Kent, OH  
Sociology, 1972

#### **PROFESSIONAL EXPERIENCE**

- 2014 - 2017 CHAIR, Department of Human Services, Rehabilitation, Health and Sport Sciences, School of Health Sciences, Venango College, Clarion University
- 2013 – 2014 CHAIR, Department of Special Education and Rehabilitative Sciences, College of Education and Human Services, Clarion University
- 1999 – Present PROFESSOR, Department of Special Education and Rehabilitative Sciences, Clarion University of Pennsylvania – teach graduate and undergraduate courses in the rehabilitative sciences.
- 1990 - 1999 ASSOCIATE PROFESSOR, Department of Special Education and Rehabilitative Sciences, Clarion University of Pennsylvania – teach graduate and undergraduate courses in the rehabilitative sciences
- 1988 – 1990 ADJUNCT PROFESSOR (part-time) – Graduate School of Counseling, Gannon University – taught counseling and psychology courses

- 1987 - 2004 DIRECTOR (.9 part-time) - Behavioral Health of UPMC Northwest and Northwest Medical Center – directed mental health and substance abuse treatment programming, inpatient and outpatient. \$2M budget, and successfully guided program through two corporate mergers. Member, senior management staff.
- 1988 – 1990 INSTRUCTOR (part-time) - Clarion University of Pennsylvania. Department of Special Education and Habilitation Sciences – taught substance abuse courses
- 1985 – 1987 STAFF PSYCHOLOGIST AND PROGRAM MANAGER - Warren State Hospital, Warren, PA – psychological assessment, individual and group therapy, program design and coordination for Behavior Self Control Unit
- 1978 - 1985 DIRECTOR OF VOCATIONAL REHABILITATION SERVICES (VRS), Polk Center, Polk, PA - Management of vocational programs with 350 residents enrolled and 26 staff
- 1976 – 1987 EMERGENCY DELEGATE (part-time), Mental Health/Mental Retardation Authority, County of Venango, Franklin, PA – on-call for crisis intervention and emergency hospitalization
- 1980 - 1982 RESIDENTIAL UNIT COORDINATOR, Walker Hall, Polk Center, Polk, PA (Concurrent with VRS Director position) – transformed 110 bed skilled nursing facility to intermediate care facility
- 1976 - 1977 REHABILITATION COUNSELOR II, Coordinator for Vocational Rehabilitation Services, Polk Center, Polk, PA – supervision of 5 rehabilitation counselors, and caseload responsibilities
- 1975 – 1976 REHABILITATION COUNSELOR I, Vocational Rehabilitation Services, Polk Center, Polk, PA – caseload of 75 clients, lead work responsibilities
- 1974– 1975 DIRECTOR OF PLACEMENT AND INDUSTRIAL RELATIONS, Goodwill Industries of Northwest Pennsylvania, Seneca, PA – client placement, contract development, public relations
- 1974 ASSISTANT DIRECTOR, Coffman Scout Reservation, Van, PA
- 1972-1974 DRUG AND ALCOHOL EDUCATION SPECIALIST, United States Army, Europe - awarded Army Commendation Medal for meritorious service. Honorable discharge.

## **PROFESSIONAL CERTIFICATIONS**

Certified Rehabilitation Counselor (CRC) # 11,358  
Since April 1978  
National Certified Counselor (NCC) # 20,552  
Since April 1988  
Human Services – Board Certified Practitioner (HS-BCP) # 647  
Since July 2010

## **PROFESSIONAL LICENSURE**

Licensed Professional Counselor (LPC) Pennsylvania # PC002090  
Since April 2002

## **CLARION UNIVERSITY TEACHING LOAD**

### **FALL 2014**

REHB 460.C01	Models of Human Service Delivery Systems	3 cr
REHB 460.V01	Models of Human Service Delivery Systems	3 cr
Special Assignment	Department Chair	6 cr

### **SPRING 2014**

REHB 475.C01	Administering Rehabilitation Delivery Systems	3 cr
REHB 475.V01	Administering Rehabilitation Delivery Systems	3 cr
Special Assignment	Department Chair	6 cr

### **FALL 2013**

REHB 495.V01	Field Experience in Rehabilitative Sciences	3 cr
REHB 460.V01	Models of Human Services Delivery Systems	3 cr
Special Assignment	Department Chair	6 cr

### **SUMMER 2013**

REHB 538.W01	Crisis Intervention in Rehabilitation	3 cr
REHB 495.X02	Field Experience in Rehabilitative Sciences	3 cr
REHB 495.X02	Field Experience in Rehabilitative Sciences	3 cr

**SPRING 2013**

REHB 575.W1	Administering Rehabilitation Delivery Systems	3 cr
REHB 475.C01	Administering Rehabilitation Delivery Systems	3 cr
REHB 475.V01	Administering Rehabilitation Delivery Systems	3 cr
Special Assignment	International Programming and Study Abroad Coordinator	3 cr

**FALL 2012**

REHB 565.C01	Seminar in Rehab Service Delivery Systems	3 cr
REHB 460.V01	Models of Human Service Delivery Systems	3 cr
REHB 460.C01	Models of Human Service Delivery systems	3 cr
Special Assignment	International Programming and Study Abroad Coordinator	3 cr

**SUMMER 2012**

REHB 495.X02	Field Experience in Rehabilitative Sciences	3 cr
REHB 495.X02	Field Experience in Rehabilitative Sciences	3 cr
REHB 295.X01	Field Experience in Rehabilitative Sciences	.5 cr

**SPRING 2012**

REHB 575.01	Administering Rehabilitative Delivery Systems	3 cr
REHB 510.W1	Group Process in Rehabilitation	3 cr
REHB 475.01	Administering Rehabilitative Delivery Systems	3 cr
Special Assignment	International Programming and Study Abroad Coordinator	3 cr

**FALL 2011**

REHB 565.W1	Seminar is rehabilitative Delivery Systems	3 cr
REHB 460.01	Models of Human Service Delivery Systems	3 cr
REHB 495.71	Field Experience in Rehabilitative Sciences	3 cr
REHB 495.72	Field Experience in Rehabilitative Sciences	3 cr
Special Assignment	International Programming and Study Abroad Coordinator	3 cr

**SUMMER 2011**

REHB 575.W1	Administering Rehabilitation Delivery Systems	3 cr
REHB 495.71	Field Experience in Rehabilitative Sciences	6 cr
REHB 495.71	Field Experience in Rehabilitative Sciences	6 cr

**SPRING 2011**

REHB 575-01	Administering Rehabilitation Delivery Systems	3 cr
REHB 538-W1	Crisis Intervention in Rehabilitation	3cr
REHB 475-01	Administering Rehabilitation Delivery Systems	3 cr
REHB 470-01	Assessment and Intervention Strategies	3 cr
Special Assignment	International Programming and Study Abroad Coordinator	3cr

**FALL 2010**

REHB 460-01	Models of Human Service Delivery Systems	3 cr
REHB 495-71	Field Experience in Rehabilitation	Var
REHB 510.W1	Group Process in Rehabilitation	3 cr
REHB 565-01	Seminar in Rehab Service Delivery Systems	3 cr
Special Assignment	International Programming and Study Abroad Coordinator	3cr

**SUMMER 2010**

REHB 495.01	Field Experience in Rehabilitative Sciences	3 cr
REHB 495.01	Field Experience in Rehabilitative Sciences	3 cr

**SPRING 2010**

REHB 575-W1	Administering Rehabilitation Delivery Systems	3 cr
REHB 475-01	Administering Rehabilitation Delivery Systems	3 cr
REHB 470-01	Assessment and Intervention Strategies	3 cr
REHB 495-71,72	Field Experience in Rehabilitation	Var
COOP 377-72	Co-op in Rehabilitative Sciences	Var
REHB 250-01	The Helping Relationship Principles & Procedures	3 cr
Special Assignment	International Programming and Study Abroad Coordinator	3cr

**FALL 2009**

REHB 460-01	Models of Human Service Delivery Systems	3 cr
REHB 495-71	Field Experience in Rehabilitation	Var
REHB 538-01	Crisis Intervention in Rehabilitation	3 cr
REHB 565-W1	Seminar in Rehab Service Delivery Systems	3 cr
Special Assignment	International Programming and Study Abroad Coordinator	3cr

**SUMMER 2009**

REHB 495.01	Field Experience in Rehabilitative Sciences	Var
REHB 495.01	Field Experience in Rehabilitative Sciences	Var

**SPRING 2009**

REHB 586-W1	Dual Diagnosis	3 cr
REHB 575-01	Administering Rehabilitation Delivery Systems	3 cr
REHB 475-01	Administering Rehabilitation Delivery Systems	3 cr
REHB 470-W1	Assessment and Intervention Strategies	3 cr
REHB 495-71,72	Field Experience in Rehabilitation	Var
COOP 377-72	Co-op in Rehabilitative Sciences	Var

**FALL 2008**

REHB 565-01	Seminar in Rehab Service Delivery Systems	3 cr
REHB 537-W1	Lifestyle and Career Development	3 cr
REHB 510-01	Group Process in Rehabilitation	3 cr
REHB 496-01	Seminar for REHB 495	1 cr
REHB 495-71,72	Field Experience in Rehabilitation	Var
REHB 460-01	Models of Human Service Systems	3 cr

**SUMMER 2008**

REHB 496-01	Seminar for REHB 495	1 cr
REHB 496-01	Seminar for REHB 495	1 cr
REHB 495-71	Field Experience in Rehabilitative Sciences	Var
REHB 495-71	Field Experience in Rehabilitative Sciences	Var

**SPRING 2008**

REHB 575-W1	Administering Rehabilitation Delivery Systems	3 cr
REHB 565-W1	Seminar in Rehab Service Delivery Systems	3 cr
REHB 495-71,73	Field Experience in Rehabilitative Sciences	Var
REHB 475-01	Administering Rehab Delivery Systems	3 cr
REHB 470-01	Assessment & Intervention Strategies	3 cr

**FALL 2007**

REHB 575-01	Administering Rehabilitation Delivery Systems	3 cr
REHB 565-01	Seminar in Rehab Service Delivery Systems	3 cr
REHB 510-W1	Group Process in Rehab	3 cr
REHB 495-71,72	Field Experience in Rehabilitative Sciences	Var

**SUMMER 2007**

REHB 565-W1	Seminar in Rehab Services Delivery Systems	3 cr
REHB 495-71,72	Field Experience in Rehabilitative Sciences	Var

## SCHOLARSHIP

### PUBLICATIONS

- **NATIONAL REFEREED PUBLICATIONS (ARTICLES)**

Lui, J., Lui, K., Burkhalter, B. & **Feroz, R.** (2007). NRA – Creating a learning environment. Journal of Rehabilitation Administration, 31 (1), 15-22.

Peterson, G. & **Feroz, R.** (2007). NRAA/NARL as a provider of professional training. Journal of Rehabilitation Administration, 31 (1), 7-14.

**Feroz, R. F.** (1995). Planned change, or avoiding the inertia-tampering trap. Journal of Rehabilitation Administration, 19 (3), 175-180.

**Feroz, R.F.** (1985). A quality assurance system for proactive results. Mental Retardation Systems, 2 (3), 29-37.

**Feroz, R.F & Katz-Garris, L.** (1984). Incorporating Theory Z into rehabilitation administration. Journal of Rehabilitation Administration, 8, 84-91.

- **BOOK CHAPTERS**

**Feroz, R. & Fenwick M.** (2014). Technology's impact on career development in Education. In Eliason, G., Eliason, T., Samide, J. & Patrick, J. (Eds.) Career Development Across the Lifespan. Counseling for Community, Schools, Higher Education, and Beyond. Greenwich, CT: Information Age Publishing.

**Feroz, R. & Fenwick, M.** (2011). The Evolution of the Virtual Learning Environment and the Internet. In Samide, J. (Ed.) Career Development in Higher Education. Charlotte, NC: Information Age Publishing.

**Katz, L. & Feroz, R.** (1992). Work. In V.B. Van Hasselt & M. Hersen (Eds.), Handbook of social development: a lifespan perspective. NY: Plenum Press, 421-453.

**Feroz, R. F.** (1992). Job seeking skills training. In L. Katz (Ed.), Psychiatric rehabilitation: a handbook for practitioners. St. Louis: W.H. Green, 245-266.

**Feroz, R. F.** (1992). Vocational (re)integration of individuals with psychiatric disabilities. In L. Katz (Ed.), Psychiatric rehabilitation: a handbook for practitioners. St. Louis: W.H. Green, 267-314.

**Katz-Garris, L. & Feroz, R. F.** (1984). Encouragement vs. mandate: the rights of the developmentally disabled and the legacy of the Pennhurst decision. In S.E. Breuning, J.L. Matson & R.L. Barret (Eds.) Advances in mental retardation and developmental disabilities, Volume 2, Greenwich, Conn.: JAI Press, 269-294.

- **PUBLISHED ABSTRACTS**

**Feroz, R.F.** (1983). A comparison of methods for reducing staff absenteeism at a public residential facility. Dissertation Abstracts International, Publication Number 84-11804.

## **INTERNAL AND EXTERNAL FUNDING**

**Feroz, R.** (2008). Rehabilitative Science Advisory Board Retreat. Grant funded by the Clarion University College of Education and Human Services Faculty Professional Development Committee. \$400 funded.

**Feroz, R.** (2005). Rehabilitative Science Advisory Board Retreat. Grant funded by the Clarion University College of Education and Human Services Faculty Professional Development Committee. \$360 funded.

**Feroz, R.** (1999). Measurement of homelessness in Venango County. Grant funded by the Clarion University College of Education Faculty Professional Development Committee. \$1000 funded.

Eckert, J., **Feroz, R.**, Fiscus, D., Reagle, B., Schwab, W., and Stamp, S. (1994). Quality Alliance Education and Training. Grant funded by the Pennsylvania Department of Commerce. \$5000 funded.

## **CONFERENCE PRESENTATIONS**

- **NATIONAL REFEREED PRESENTATIONS**

**Feroz, R.** (2014, October). Refresher on effective counseling skills and techniques. Paper presented at the annual meeting of the National Rehabilitation Association, Des Moines, IA

**Feroz, R. & Swanger, W.** (2013, August). Strategic Planning in Rehabilitation: Making it Practical and Useful. Paper presented at the annual meeting of the National Rehabilitation Association, New York, NY.



**Feroz, R.**, Wiebold, J., Tracy, L., Nunez, P. and Keferl, J. (2013, August). Rehabilitation Professionals Speaking with One Voice. Plenary session at the annual meeting of the National Rehabilitation Association, New York, NY.

**Feroz, R.**, Weibold, J., Lane, F., Keferl, J. and Shedin, S.D. (2012, August). Collaborating with Other Rehabilitation Associations for the Future of the Profession. Panel moderated by B. Stafford, at the annual meeting of the National Rehabilitation Association, Chicago, IL.

**Feroz, R.** (2011, October). Managing Change in a Chaotic Rehab World. Paper presented at the annual meeting of the National Rehabilitation Association, Salt Lake City, UT.

**Feroz, R.**, Uchida, D., Fiore, M. and Stafford, B. (2011, October). Making the Business Case for VR. Panel presentation, moderated by K. Nortz, at the annual meeting of the National Rehabilitation Association, Salt Lake City, UT.

**Feroz, R.**, Keferl, J., Lane, F. and Weibold, J. (2011, October). Collaborating with Other Counseling Associations for the Future of the Profession. Panel moderated by B. Stafford, at the annual meeting of the National Rehabilitation Association, Salt Lake City, UT.

Fiore, M., Stafford, B. and **Feroz, R.** (2010 October). Economic Impact of Rehabilitation. Paper presented at the annual meeting of the National rehabilitation Association, New Orleans, LA.

**Feroz, R.** and Sherman, S. (2009, September). Ethical Decision-Making for Professional Rehabilitation Counselors. Paper presented at the annual meeting of the National Rehabilitation Association, Louisville, KY.

**Feroz, R.** (2009, June). Ethical Leadership in Rehabilitation. Paper presented at the annual meeting of the South East Region of the National Rehabilitation Association (SERNRA), Savannah, GA.

**Feroz, R.** (2009, May). Ethical Leadership. Paper presented at the annual training meeting of the Youngstown Chapter of the Ohio Rehabilitation Association. Youngstown, OH.

**Feroz, R.** (2008, November). Ethical decision-making for rehabilitation counselors. Paper presented at the Michigan Rehabilitation Conference, Grand Traverse, MI.

**Feroz, R.** (2008, October). Ethical Leadership. Paper presented at the annual conference of the Ohio Rehabilitation Association, Columbus, OH.

**Feroz, R.** (2008, October). Managing change in turbulent times. Paper presented at the annual conference of the Iowa Rehabilitation Association, Council Bluffs, IA.

**Feroz, R.,** Romero, J., Daugherty, R. & Woods, K. (2008, September). Mental health and justice collaboration in rural communities: Success in Venango County. Paper presented at the annual meeting of the National Association of State Mental Health Program Directors, Pittsburgh, PA

**Feroz, R.** (2008, February). Leadership development through creative mentoring. Paper presented at the annual meeting of the Metropolitan New York Chapter of the National Rehabilitation Association. New York, NY.

**Feroz, R.** (2007, November). Ethical and effective board member performance. Paper presented at the Michigan Rehabilitation Conference, Grand Rapids, MI.

**Feroz, R.** (2007, November). Ethical decision-making for professional rehabilitation counselors. Paper presented at the Michigan Rehabilitation Conference, Grand Rapids, MI.

**Feroz, R.** (2007, October). Ethical performance for board members. Paper presented at the annual conference of the National Rehabilitation Association. Tucson, AZ.

**Feroz, R. & Davis, J.** (2006, November). Katrina Disaster Response Team: Counseling First Responders: A Firsthand Account. Paper presented at the annual conference of the National Rehabilitation Association. Orlando FL.

**Feroz, R.** (2006, November). Ethical Performance for Board Members and Leaders. Paper presented at the annual meeting of the National Rehabilitation Association. Orlando, FL.

**Feroz, R.,** Burkhalter, B., Jones, E., Lui, J., Boza, L., Mobley, P., Wigfield, S., & Anderson, C. (2006, November). Mentoring for Rehabilitation Counselors and Supervisors. Panel presentation at the annual meeting of the National Rehabilitation Association. Orlando, FL.

**Feroz, R.,** Sales, A., Hursh, N., Palmer, W., & Muzzio, T. (2006, November). NRA Rehabilitation Counselor Salary Task Force: Update and Interactive Discussion. Panel presentation at the annual meeting of the National Rehabilitation Association. Orlando, FL.

**Feroz, R.** (2006, September). Rehabilitation: The Next 50 Years. Closing keynote address. Annual meeting of the Alabama Rehabilitation Association. Auburn, AL.

**Feroz, R.** (2005, October). The Changing Role of Boards of Directors. Paper presented at the annual conference of the National Rehabilitation Association. Alexandria, VA.

**Feroz, R.** (2003, October). Eight Key Trends in Rehabilitation. Paper presented at the annual conference of the National Rehabilitation Association. Nashville, TN.

**Feroz, R.** (1996, August). The pleasures and pitfalls of team decision making in rural mental health settings. Paper presented at the annual conference of the National Association for Rural Mental Health. Albuquerque, NM.

**Feroz, R.** (1994, July). Continuous quality improvement in rural mental health settings. Paper presented at the annual conference of the National Association for Rural Mental Health. Des Moines, IA.

**Feroz, R.** (1993, June). Weathering turbulent environments: maintaining organizational viability in a world turned upside down. Paper presented at the annual meeting of the American Association on Mental Retardation, Washington, DC.

**Feroz, R.** (1993, June). TQM applications in rural mental health settings. Paper presented at the National Association for Rural Mental Health annual conference, Lincoln, NB.

**Feroz, R.** (1992, May). Making systems improvements a way of life: continuous quality improvement applications in residential and program settings. Paper presented at the annual meeting of the American Association on Mental Retardation, New Orleans, LA.

**Feroz, R.** (1985, May). A compilation of techniques for the reduction of staff absenteeism. American Association on Mental Deficiency, annual meeting, Philadelphia, PA.

Katz-Garris, L., **Feroz, R.F.** & Dolphin, E. (1984, May). The elderly mentally retarded person: post-employment issues, needs, and concerns. American Association on Mental Deficiency, annual meeting, Minneapolis, MN.

**Feroz, R.F.** (1982, June). The application of selected Japanese management techniques in a comprehensive management model for mental retardation services. American Association on Mental Deficiency, annual meeting, Boston, MA.

- **REGIONAL/STATE REFEREED PRESENTATIONS**

**Feroz, R.** (2014, May). Refresher on effective counseling skills and techniques. Paper presented at the Ohio Rehabilitation Association 60<sup>th</sup> Annual Training Conference, Columbus, OH.

**Feroz, R.** (2013, August). Strategic planning in rehabilitation. Paper presented At the Annual Training Conference of the Georgia Rehabilitation Association. St. Simons Island, GA.

**Feroz, R.** (2012, April). Moving toward ethical excellence for mental health counselors. Paper presented at the Professional Development Institute of the Pennsylvania Rehabilitation Association. Harrisburg, PA.

**Feroz, R.** (2011, May). Ethical Practice in Rehabilitation in Light of the Growing World of Social Media. Paper presented at the combined annual meeting of the Southeast Region of the National Rehabilitation Association and the Rehabilitation Association of Mississippi, Biloxi, MS.

**Feroz, R.** (2008, October). Change. Paper presented at the annual meeting of the Iowa rehabilitation Association. Council Bluffs, IA.

**Feroz, R.** (2008, April). Paper presented at the Professional Development Institute of the Pennsylvania Rehabilitation Association. Harrisburg, PA.

**Feroz, R.** (2007, April). Paper presented at the Professional Development Institute of the Pennsylvania Rehabilitation Association. Harrisburg, PA.

**Feroz, R.** (2006, April). Mentoring. Paper presented at the Professional Development Institute of the Pennsylvania Rehabilitation Association. Harrisburg, PA.

**Feroz, R.** (2005, October). Maximizing the Effectiveness of Boards of Directors. Paper presented at the annual conference of the Ohio Rehabilitation Association. Akron, OH.

**Feroz, R.** (2001, June). Homelessness in one Rural Pennsylvania County. Paper presented at the 2001 Rural Health Conference on June 5, 2001. Pennsylvania Office of Rural Health, State College, PA.

**Feroz, R.** (1998, October). Scenario building: an essential tool for strategic planning in the new millennium. Paper presented at the annual conference of the American Association on Mental Retardation, Region IX annual meeting, Williamsburg, VA.

Koch, S. and **Feroz, R.** (1998, May). Continuous quality improvement. Paper presented at the 1998 annual Ohio Drug and Alcohol Studies Institute (ODASI), Ashland University, Ashland, OH.

**Feroz, R.** (1993, September). Implementation of a continuous quality improvement process into agency operations. Paper presented at the annual meeting of the PA Chapter of the AAMR, Harrisburg, PA.

**Feroz, R.** (1992, September). Weathering turbulent environments: preserving organizational viability in a world turned upside down. Paper presented at the annual meeting of the PA Chapter of the AAMR, Harrisburg, PA.

**Feroz, R.** (1988, October). Mental Health Issues in the Population of Persons with Mental Retardation. American Association on Mental Retardation, Region IX annual meeting, Philadelphia, PA.

**Feroz, R.** (1987, October). Effective management in human services organizations: clinical and organizational partnerships. American Association on Mental Retardation, Region IX annual meeting, Martinsburg, WV.

Katz, L. & **Feroz, R.** (1986, October). Ensuring quality in quality insurance. American Association on Mental Deficiency, Region IX annual meeting, Cherry Hill, NJ.

**Feroz, R.** (1985, October). Establishing a quality assurance program in your organization. American Association on Mental Deficiency, Region IX annual meeting, Baltimore, MD.

**Feroz, R.** (1985, May). Methods for reducing staff absenteeism. National Rehabilitation Association annual training conference, Wilkes-Barre, PA.

**Feroz, R.** (1984, October). The effect of deinstitutionalization on vocational rehabilitation programming in institutional and community settings. American Association on Mental Deficiency, Region IX annual meeting, Rehoboth Beach, Delaware.

Best, B., Magee, G. & **Feroz, R.** (1984, March). San Francisco Vocational Competency Scale Results Compared to Actual Productivity Ratings for Clients in a Vocational Training Program. American Association on Mental Deficiency, Pennsylvania Chapter annual meeting, Somerset, PA.

Katz-Garris, L., **Feroz, R.F.** & Dolphin, E. (1983, December). The elderly mentally retarded person: issues, concerns, and needs. American Association on Mental Deficiency, Region IX annual meeting, Williamsburg, VA.

Magee, G. & **Feroz, R.F.** (1983, December). The effect of a simple feedback system on the timely submission of monthly progress reports by vocational instructors, American Association on Mental Deficiency, Region IX annual meeting, Williamsburg, VA.

**Feroz, R.F.** (1983, May). Maximizing staff performance: organizational behavior management, American Association on Mental Deficiency, Pennsylvania Chapter annual meeting, Gettysburg, PA.

**Feroz, R.F.** (1982, May). Application of Theory Z in mental retardation service administration. American Association on Mental Deficiency, Pennsylvania Chapter annual meeting, Grantville, PA.

**Feroz, R.F.** (1981, June). Evaluation of employee performance and program in mental retardation services. American Association on Mental Deficiency, Pennsylvania Chapter annual meeting, State College, PA.

- **LOCAL AND UNIVERSITY PRESENTATIONS**

**Feroz, R.** (2014, April). Keynote address at annual dinner of the *Venango County Human Services*, Titusville, PA.

**Feroz, R.** (2013, September). Keynote address at *United Way of Venango County* annual campaign kick-off breakfast. Franklin, PA.

**Feroz, R.** (2006, May). Time Management, Stress Management and Congruency. *Empowering People Symposium*. State Correctional Institution, Forest, Marienville, PA.

**Feroz, R.** (2001, October). Spiritual Aspects in Behavioral Health. *Bridging the Gap* Conference, NW Medical Center, Franklin, PA.

**Feroz, R.** (2000). Seasonal Depression. The Silver Fox Club, Franklin, PA.

**Feroz, R.** (2000). Leading with Soul. Leadership retreat, Venango Campus, Titusville, PA.

**Feroz, R.** (2000). Depression Among the Elderly. 50-Up Club, Emlenton, PA.

**Feroz, R.** (2000). Surviving and Thriving in a World of Change. Keynote address and two workshops (“Dealing with Change”), Northwest Pennsylvania Association of Hospital Auxiliaries, Franklin, PA.

**Feroz, R.** (2000). Conflict Resolution. Quarterly meeting of the statewide Area Agencies on Aging Ombudsmen, Franklin, PA.

**Feroz, R.** (1999). Strategic Planning. Management retreat for Day Care Services of Venango County, Conneaut Lake, PA

Blake, J., Castonguay, R. & **Feroz, R.** (1998). Strategic planning. Management training for ES2B Architects & Strickland Construction. Cranberry, PA.

**Feroz, R.** (1992 - Present). Specialized Habilitative Services. Behavioral therapy. County of Venango Mental Health/Mental Retardation Administration, Franklin, PA.

**Feroz, R.** & Castonguay, R. (1997). CQI Foundations. Presented to graduate class in library science, Clarion University, Clarion, PA.

**Feroz, R.** (1997). Continuous quality improvement. Staff training with Valley Community Service, Connellsville, PA.

**Feroz, R.** (1997). Stress management. Presented to the Shenango Valley Urban League, Inc., Oil City, PA.

**Feroz, R.** (1997). Dual diagnosis. Staff training with Venango County Counseling Center, Oil City, PA.

Blake, J., Castonguay, R. & **Feroz, R.** (1997). Facilitator training. Visiting Nurses Association of Venango County, Oil City, PA.

**Feroz, R.** (1997). Facilitating task force study on the retention and recruitment of nurse assistants in the Erie community. Presbyterian Homes in the Presbytery of Lake Erie, Erie, PA.

Blake, J., Castonguay, R. & **Feroz, R.** (1996). Survival kit for the new realities. Staff training with Rhone-Poulenc, Inc., Franklin, PA.

Blake, J., Castonguay, R. & **Feroz, R.** (1996). Continuous quality improvement. Staff training for Family Services and Children's Aid Society of Venango County, Oil City, PA.

Blake, J., Castonguay, R. & **Feroz, R.** (1995). New realities and new ideas. Post-election workshops for newly elected county, township, and city officials, Titusville & Franklin, PA.

Castonguay, R. & **Feroz, R.** (1994). Institute for municipal secretaries, clerks and administrators. Training on quality management in local government. Shippensburg University, Shippensburg, PA.

Blake, J. & **Feroz, R.** (1994). Total quality transformation. Staff training with Quaker State Corporation, Venango Visiting Nurses Association, City of Oil City, and Day Care Services of Venango County, Oil City, PA.

**Feroz, R.** (1989-1992). Behavior therapist. Clinical therapy for clients, United Community Independence Programs, Franklin, PA.

**Feroz, R.** (1989– 1992). Behavior therapist. Clinical therapy for waiver program clients, Easter Seal Society of Venango County, Franklin, PA.

**Feroz, R.** (1984 – 1987). Instructor. Commonwealth of Pennsylvania Department of Public Welfare Management/Supervisory Development Program. Course: Program Evaluation for Managers.

**Feroz, R.** (1985). Instructor. Penn DOT Highway Maintenance Foreman Training Course. Central Region Training and Coordinating Council, Inc., September-October 1985.

**Feroz, R.** (1984-1989). Behavior specialist. Behavioral assessment and treatment planning for CLA clients. Venango County Mental Health/Mental Retardation Administration, Franklin, PA

**Feroz, R.** (1983). Program evaluator. Review of Base Service Unit casework services. Venango County Mental Health/Mental Retardation Administration, Oil City, PA.

**Feroz, R.** (1983). Program evaluator. Review of selected CLAs in Venango County. United Cerebral Palsy, Meadville, PA.

## **SERVICE**

### **COMMITTEE SERVICE**

#### **• UNIVERSITY SERVICE**

2013 - Present      **Advisor.** Study Abroad Club.

2009 – Present      **International Programming and Study Abroad Coordinator,** Office of International Programs, under Dr. Jocelind Gant, Assistant to the President for Social Equity and Associate VP for International Programs. (University release time 2009-2012, 2013-present, volunteer status).



2009 - Present	<b>Chair</b> of the CU Advisory Council for International Education and Programming.
2009 - 2011	Member, University-Wide Assessment Committee
2009	Member, Search Committee, Clinical Supervisor, University Counseling Services
2007	Sabbatical Project: Development of a Clinical Masters Degree Program Track in Rehabilitative Sciences
2006	Member, Search Committee, <i>Dean</i> , College of Education and Human Services
2005	Member, Search Committee, <i>Administrative Assistant</i> , Office of Social Equity
2004	Member, Search Committee, <i>International Programming and Study Abroad Coordinator</i> , Office of International Programs
2004	Group Facilitator, <i>Spring 2004 Professional Development Series, Resume Roundtable</i> , Career Services.
2000 – 2003	Member, University Promotion Committee
1999 – Present	Member, Undergrad & grad college catalog revision committee.
1999 – 2001	Member, Clarion University Foundation Advisory Development Committee
1998 – 1999	<b>Chair</b> , APSCUF Scholarship Committee
1997 – 2001	<b>Chair</b> , President’s Commission on Sexual Harassment Member since 1994
1996 – 1998	Member, RACS Advisory Board
1997	Member, Clarion University capital campaign
1992 – Present	Member, Interdisciplinary Gerontology Committee
1991 – Present	Member, APSCUF Department Representative Council

- **COLLEGE OF EDUCATION AND HUMAN SERVICES**

2009 - 2011	Member, Field Placement Planning Committee
2002 – 2006	Member, NCATE/PDE Committee
2000 – 2002	Member, Search committee for 2 positions: Assistant/Associate Dean, and Director of Field Services
1994 – 2000	<b>Chair</b> , Faculty Professional Development Committee, College of Education and Human Services

- **DEPARTMENT OF HUMAN SERVICES, REHABILITATION, HEALTH AND SPORT SCIENCES, SCHOOL OF HEALTH SCIENCES, VENANGO COLLEGE (2014 – Present); DEPARTMENT OF SPECIAL EDUCATION, REHABILITATION AND HUMAN SERVICES (Previous Department under the COLLEGE OF EDUCATION & HUMAN SERVICES)**

2014 – 2017	<b>Chair</b> , Department of Human Services, Rehabilitation, Health and Sport Sciences, School of Health Sciences, Venango College
2013 - 2014	<b>Chair</b> , Department of Special Education, Rehabilitation and Human Services, Clarion University.
2012 – Present	<b>Chair</b> , Rehabilitative Sciences Committee <b>Chair</b> , Undergraduate Rehabilitation Education Program, CORE. Successful CORE accreditation earned for Undergraduate Rehabilitation Education Program, April 2013.
2011- 2012	<b>Chair</b> , Rehabilitation Sciences Faculty Search Committee
2011 - 2012	<b>Chair</b> , Rehabilitative Sciences Committee
2011 – 2013	<b>Acting Chair</b> , Department of Special Education and Rehabilitative Sciences (for purpose of writing Dept Chair promotion letters).
2007-2009	<b>Chair</b> , Promotion Committee Member, Rehabilitation Committee, Tenure, Evaluation, and Search Committees
2005 - 2006	<b>Chair</b> , Evaluation Committee
2005	Member, Rehabilitation Committee, Tenure Committee, Promotion Committee

2004	<b>Chair</b> , Promotion Committee
2000 – Present	Member, Special Education Faculty Search Committee
1999 – 2000	<b>Chair</b> , Promotion Committee
1997 – 1999	<b>Chair</b> , Evaluation Committee
1996 – 1997	<b>Chair</b> , Rehabilitation Faculty Search Committee
1996 – 1997	Member, Special Education Faculty Search Committee
1996 – 1997	<b>Co-chair</b> , Evaluation Committee
1995 – 1996	<b>Chair</b> , Rehabilitation Faculty Search Committee
1995 – 1996	<b>Chair</b> , Evaluation Committee
1995 – Present	Member, Evaluation, Tenure and Promotion Committees
1991 – 1992	<b>Chair</b> , Rehabilitation Faculty Search Committee
1991 – 1999	<b>Chair</b> , Rehabilitation Committee

- **ADDITIONAL GENERAL COMMUNITY AND PROFESSIONAL SERVICE**

2014	<b>1<sup>st</sup> Vice Chair, newly constituted</b> Workforce Investment Board (WIB) of Northwest Pennsylvania (effective July 2014)
2014	<b>Trainer</b> , Facilitator Training, PA OVR Supervisor Training Series. State College, PA, (May AND September 2014)
2013-2014	<b>Member</b> , Middle States Planning Committee, St. Stephens School, Oil City, PA
2013-2014	<b>Vice President</b> , Board of Directors, Venango Area Chamber of Commerce (completed two three-year terms)
2012	<b>Facilitator</b> , Strategic Planning Retreat, Child Development Centers, Inc. (April 12-13)

2012 – Present      **President**, Venango County Mental Health, Developmental Services, Children & Youth Services Advisory Board, and Substance Abuse Executive Commission Board

2011-2013      **Member**, NW Pennsylvania Workforce Investment Board and collateral board, Regional Center for Workforce Excellence

2009      **Moderator**, Venango County Focus on Our Future Forum, April 23, Titusville, PA

2006 - 2008      **Facilitator**, Venango County Justice and Mental Health Program Planning Grant., Franklin, PA.

2006 – Present      **Member**, Board of Directors, Venango Area Chamber of Commerce

2006      **Facilitator**, *Strategic Planning Retreat*, Board of the Community Services of Venango County, July 17, Oil City, PA

2006      **Member**, Venango County Mental Health Crisis Response Team

2006      **Team Member, Katrina Relief**, *Suicide Prevention and Education with First Responders and Municipal Employees*, HHS Substance Abuse & Mental Health Services Administration, January, New Orleans, LA.

2006 – 20010      **President**, Venango County Mental Health/Mental Retardation Advisory Board and Venango County Substance Abuse Executive Commission. Franklin, PA.

2004      **Moderator**, *A Discussion of the Brookings Institution Study*. Oil Region Alliance of Business, Industry & Tourism, August 19, Oil City, PA.

2004      **Facilitator**, *Working Women's Luncheon panel*, Oil City Area Chamber of Commerce, April 21, Oil City, PA.

2004      **Keynote Speaker**, *Annual Meeting*, Venango County RSVP, April 23, Franklin, PA.

2004 - Present      **Member**, Board of Directors, American Red Cross, Allegheny Region Chapter. Member, Executive Committee.

2004      **Facilitator**, *Focus on our Future*, Annual Conference, Titusville, PA

- 2003 - present      **Volunteer**, *Warren State Hospital Dinner Theatre*, North Warren, PA
- 2002                    **Commencement Speaker**, DuBois Business College, Oil City, PA.
- 2002                    **Luncheon speaker**, Venango Coordinated Services, Franklin, PA.
- 2001 – 2004          **Member**, *Venango County Mental Health Response Team*, Franklin, PA
- 2001                    **Introductory speaker**, Health Career Fair, Venango County School Districts, Franklin, PA.
- 2001                    **Speaker**, “Stress Management and Road Rage,” Franklin Car Club, Franklin, PA.
- 2001                    **Speaker**, “Parental and Child Stress,” staff development training, Child Development Centers, Inc., Franklin, PA
- 2000                    **Facilitator**, VNA Strategic Retreat, Visiting Nurses Association of Venango County, Conneaut Lake, PA.
- 2000                    **Keynote speaker**, “Leadership’s Learning Imperative,” for the Opening retreat of the 2000-2001 Leadership Erie class, Dunkirk, NY.
- 2000 – 2002          **Treasurer**, Sugar Valley Lodge Board of Directors, Franklin, PA
- 1999                    **Keynote speaker**, Annual dinner, Foster Parents Association of Venango County
- 1999                    Speaker, “Stress Reduction & Dealing with Difficult Patients,” Annual Meeting of the PA Radiologic Technologists, Meadville, PA
- 1999                    **Keynote speaker**, “Leadership’s Learning Imperative,” for the opening retreat of the 1999-2000 Leadership Erie class, Dunkirk, NY
- 1999                    Speaker, “Leadership Styles and Characteristics,” Venango Campus of Clarion University, 1999 Student Leadership Retreat, Titusville, PA
- 1999                    **Keynote speaker**, United Way of Venango County, Kickoff breakfast, Oil City, PA

- 1999                    **Keynote speaker**, Annual Dinner, Big Brothers and Big Sisters of Venango County, Oil City, PA
- 1999                    **Keynote speaker**, “Volunteerism,” Annual Volunteer Week Recognition Dinner, Presbyterian Home, Oil City, PA
- 1999                    Speaker, “Dealing with Change,” Annual Nursing Congress, Visionquest, Tionesta, PA
- 1999                    Speaker, “Leadership and Teamwork,” Clarion Rehabilitation Services, Clarion, PA
- 1999                    Speaker, “Stress Management,” Franklin Public Library, Franklin, PA
- 1999                    **Keynote speaker**, “The learning imperative,” for the opening retreat of the 1998-1999 Leadership Erie class, Dunkirk, NY
- 1998 - 2002            Instructor, InVEST program to develop work skills for unemployed Venango County citizens
- 1998 – Present        Member, Beverly Healthcare Advisory Council, Shippenville & Clarion, PA
- 1998                    Speaker, “Psychosocial Rehabilitation,” to the administrative, medical and clinical staff of Warren State Hospital
- 1998 – 2003            **Chairperson**, Polk Center Task Force, appointed by the Venango County Commissioners.
- 1998                    **Facilitator** for the Venango County United Way’s Community Council
- 1998                    Presenter at the mid-year retreat of the 1997-98 Leadership Erie class, Erie, PA
- 1997                    Speaker, Working Women’s Luncheon, Oil City Chamber of Commerce
- 1997                    Presenter at the mid-year retreat of the 1996-97 Leadership Erie class, Erie, PA
- 1997                    Speaker, Venango County Supervisors Training Kick-Off

1996 – 2003      **Manager**, Cranberry Junior & Intermediate Girls Softball Team

1996              Speaker, Clarion Rehabilitation Services

1996              Speaker, Titusville YWCA Y-ette group

1996              Speaker, Giant Eagle Employee Stress Management Class

1996              **Retreat Facilitator**, Oil City Chamber of Commerce  
Speaker, Sixth Annual Oil History Conference

1996              **Facilitator**, Strategic Planning Session for the Oil City Community  
Development Corporation

1995 – 1996      **President**, Board of Trustees, Warren State Hospital

1995              **Chair/Facilitator**, United Way of Venango County, Needs-Based  
Allocation Committee

1995              Panelist, Commissioner debate, Venango County League of  
Women Voters

1995              **President**, Quality Alliance of Northwest Pennsylvania

1994              **Facilitator**, Let's Build Oil City (revitalization effort)

1993 – 1994      Speaker, Fall Conference, Polk Center

1993 – 1994      **President**, Board of Directors, Sugar Valley Lodge  
(Board member since 1992)

1993 – 1999      Staff Trainer, Community Services of Western Pennsylvania

1992 – 2000      Member, Quality Alliance of Northwest Pennsylvania

1992 – Present    Member, Venango Coordinated Services

1992 – Present    Member, Board of Trustees, Warren State Hospital

1991              Speaker, Annual Dinner, Easter Seal Society of Venango County

1991              Speaker, Human Services Seminar, Penelec

1991              Speaker, Annual Employee Recognition Awards Dinner, Venango  
County Assistance Office

1991 – 2003	Member, Board of Directors, Sugar Valley Lodge
1991 – 1992	<b>President</b> , Board of Directors, Literacy Council of Venango County
1990 – 1994	Member, Board of Directors, Literacy Council of Venango County
1988 – Present	<b>Chair</b> , Pastoral Finance Committee, Our Lady Help of Christians

## **PROFESSIONAL AND ACADEMIC ASSOCIATION MEMBERSHIPS AND SERVICE**

American Association on Mental Retardation (now AAID)

1989 – 1995 **Newsletter Editor**, Pennsylvania Chapter

1987 **Chairperson**, Pennsylvania Chapter

1984 – 1986 Region IX Vocational Rehab Division **Chair**

American Counseling Association

Association for the Advancement of Behavior Therapy, 1992- 2000

Journal of Rehabilitation Administration

2004 - 2009 **Board Member**

Journal of Teaching in the Addictions

2005 – 2010 **Consulting Editor**

National Association for Rural Mental Health

National Organization for Human Services

National Rehabilitation Association

2013 Member, Executive Director Search Committee

2009 **Past President**

2008 **President**

2007 **President-Elect**

National Rehabilitation Counseling Association

1998 – 2000 **Board Member-at-Large**



National Association for Rehabilitation Leadership

2006 **Past President**  
2005 **President**  
2004 **President-Elect**  
2001- 2003 **Secretary**  
1985 **Regional Chair**

Pennsylvania Rehabilitation Association

2010 **Past President**  
2009 **President**  
2008 **First Vice Chairperson**  
2007 **Second Vice Chairperson**

Pennsylvania Rehabilitation Administration Association

1990 – 1996 **Secretary/Treasurer**

Pennsylvania Rehabilitation Counseling Association

Rehabilitation Counselors and Educators Association

2007 **Past President**  
2006 **Founding President**

Rehabilitation Counselors and Educators Journal

2007 - Present **Founding Co-Editor**

## **HONORS/AWARDS**

President's Award, received from President H.S. "Butch" McMillan, 2009  
President of the National Rehabilitation Association. September, 2009.

Dr. Ralph N. Pacinelli Memorial Award for Leadership, presented by the  
Pennsylvania Rehabilitation Association. April, 2009.

Social Equity Award, Clarion University, 2000.

Region IX Leadership Award, American Association on Mental Retardation,  
1988.

Recognition Award for Outstanding Mental Health Professional of the Year.  
Venango County Mental Health/Mental Retardation Administration, 1987.