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EDUCATION

- Ph.D. in Rehabilitation, specialty: Counseling [2014]
Southern Illinois University Carbondale (SIUC)
- M.S. in Rehabilitation Counseling & Administration [2011]
Southern Illinois University Carbondale (SIUC)
- B.S. in Psychology, minor in Speech Communications [2009]
Southern Illinois University Edwardsville (SIUE)

Other Trainings:

- Life-Care Planning Pre-Certification Program [2016]
Institute of Rehabilitation and Education Training (IRET)
(formerly University of Florida)
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AWARDS

- 2020 Max T. Prince Meritorious Service Award – National Rehabilitation Association
- 2019 Presidential Appreciation Recognition Award – International Association of Rehabilitation Professionals (IARP)
- 2018 Outstanding Professional Award – International Association of Rehabilitation Professional (IARP)
- 2018 Sylvia Walker National Multicultural Award – National Rehabilitation Association (NRA)
- 2018 Presidential Award of Excellence: Vocational Evaluation and Work Adjustment Association [VEWAA]
- 2018 Exemplary Advocate Award: NIU Presidential Commission on Persons with Disabilities [PCPD]
- 2017 Emerging Professional Award – International Association of Rehabilitation Professionals (IARP)
- 2017 Most Valuable Professor (MVP) – Student nominated (NIU)
- 2014 NCRE Doctoral Student of the Year Award
- 2013 SABA Senior Student Presenter Grant Recipient (Association for Behavior Analysts International – ABAI: May 24-28, 2013)
- 2013 Recipient of the Janet and David Stover Scholarship
- 2012 SIU Research Town Hall Meeting Poster Award: COEHS (2nd Place)

- 2011 Recipient of the annual Dorothy Dykema Endowed Scholarship
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CERTIFICATIONS & LICENSES

- **Certified Rehabilitation Counselor** [CRC: # 00113999]: Commission on Rehabilitation Counselor Certification (CRCC)
 - **Licensed Clinical Professional Counselor** [LCPC: # 180.008817]: Illinois Department of Financial & Professional Regulation (IDFPR)
 - **Certified Alcohol & Other Drug Counselor** [CADC: # 29904]: Illinois Alcohol and other Drug Abuse Professional Certification Association (IAODAPCA)
 - **Certified Life Care Planner** [CLCP: #1361]: International Commission on Health Care Certification (ICHCC)
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CLINICAL / PROFESSIONAL EXPERIENCE

- **Partner & Rehabilitation Consultant**, Oak Leaf Consulting Group, LLC (**September 2020 – Current**)
 - Prepare and maintain records and case files, including documentation, such as clients' personal and eligibility information services provided, narratives of client contacts, or relevant correspondence.
 - Confer with clients to discuss their options and goals so that rehabilitation programs and plans for accessing needed services can be developed
 - Develop rehabilitation plans that fit clients' aptitudes, education levels, functional abilities, and career goals.
 - Locate barriers to client employment, such as inaccessible work sites, inflexible schedules, or transportation problems, and work with clients to develop strategies for overcoming these barriers.
 - Participate in job development and placement programs, contacting prospective employers, placing clients in jobs, and evaluating the success of placements.
 - Develop and maintain relationships with community referral sources, such as schools and community groups.
 - Development of life-care plans, cost projections, and custodial claim reports, as well as evaluation and critiques of existing plans and reports.
 - Collaborated with medical, personal, and therapeutic service providers in the development of dynamic, client specific care plans to assist clients in achieving the highest quality of care and personal independence in the least restrictive environment.
 - Participate in the multidisciplinary team by identifying needs in clients and requesting assessments from other disciplines.
 - Provide educational data and referral information for clients, families, and other professionals

- **Rehabilitation Counselor (formerly titled Vocational Rehabilitation Counselor)**,
 Compensated Work Therapy Program, Mental Health Services, Edward Hines Jr. Medical Center, Veteran's Health Administration - Department of Veteran Affairs (May 2019 – Current)
 - Oversaw and placed patients assigned to various competitive employment positions within the Medical Center and the community through the Compensated Work Therapy Program.
 - Provided and assisted in arranging suitable placement of more severely disabled, difficult to place veterans who may require more individualized treatment plans in vocational and academic training, community employment, and conducts follow-up and follow along services on these placements
 - Monitored and reported to the Hines Medical Center the summary data utilized for the associated performance measures, which are involved in this initiative.
 - Provided job coaching, job accommodation and adaptation services to both veterans with psychosis and to those employers who employ these veterans either at the Hines Medical Center or within the local community.
 - Provided vocational rehabilitation, including the assessment of intelligence, vocational interests, aptitude and abilities, through clinical tests, observations, interviews, and specialized vocational assessment equipment.
 - Provided and coordinated a variety of professional rehabilitation counseling and case management services. Assesses data received from medical and psychological reports, develops rehabilitation plans, and as appropriate, provide rehabilitation services.
 - Served as a consultant to the interdisciplinary treatment team regarding patient's problems in his/her area of specialized knowledge.
 - Provided consultation on vocational rehabilitation for the interdisciplinary treatment team and other clinical staff.
 - Assessed training needs and assisted in the determination of vocational goals and objectives of the Veteran
 - Evaluated vocational interests and recommended services such as job seeking skills training, résumé development, or interview skills training
 - Counseled and guided Veteran through difficult transition in the adjustment to employment
 - Evaluated the feasibility of employment and vocational rehabilitation services by using knowledge of the Veteran's skills and abilities
 - Coordinated with various resources in the Medical Center and the community to develop job placement opportunities that will be specifically suitable from the standpoint of the particular needs of the individual
 - Maintained day-to-day contact with potential employers, placement personnel, and other likely placement resources
 - Identified employers with potential job openings, developed job leads for clients with area employers, and set up interviews
 - Acted as liaison between the transitional work experience (TWE) program and work environment/employer

- Participated in treatment team meetings, remained aware of clinical concerns, and shared strategies, progress, and needed support with other members of the treatment team
- Implemented “Falling through the Cracks: Increasing Employment for Veterans in Rural Communities” innovation grant in LaSalle, Joliet, and Kankakee area.
- Presented at the National Innovation Specialist conference in Washington, DC.

Chair of Transitional Work Experience Fidelity Review, *Veteran Integrated Service Network (VISN) 12 VA Great Lakes Health Care System*

- Facilitated quarterly meeting of VISN Midwest Healthcare CWT-TWE program locations: Edward Hines Jr. (Hines, IL), Jesse Brown (Chicago, IL), Oscar G. Johnson (Iron Mountain, MI), Capt. James A. Lovell (North Chicago, IL), William S. Middleton Memorial (Madison, WI), Tomah (Tomah, WI), Clement J. Zablocki (Milwaukee, WI), VA Illiana (Danville, IL)
 - Implemented Fidelity Review of CWT – TWE Enhanced Model by coordinating integration of the Enhanced model standards, and developed process and outcome program evaluation mechanisms for each VA Medical Center within VISN 12
 - Coordinated training for continuing education units (CEUs) for VR Counselors with the CRC credential
 - Developed and implemented stakeholder feedback regarding enhanced model (survey to veteran clients and TWE VR Counselors)
 - Commission on Accreditation of Rehabilitation Facilities (CARF) liaison and coordinator for **LaSalle/Joliet Outpatient Clinic(s)**
- **President & Rehabilitation Consultant**, Comprehensive Rehabilitation Services, Inc. (2012 – Current)
 - Made professional evaluations, decisions, and recommendations for treatment planning and implementation
 - Defined client/family problems and maintained an effective counseling relationship
 - Provided complex crisis intervention and stabilization to clients who were in psychological distress
 - Established goals/treatments through a collaborative process with the client utilizing advanced counseling skills, including evidence-based practices and screening/assessment
 - Provided individual and group counseling interventions to clients with and without disabilities
 - Conducted vocational interviews (examining pre- and post- functioning)
 - Performed transferable skills analysis
 - Administered vocational tests (e.g., WRAT V, Shipley 2, Self-Directed Search) and wrote vocational reports
 - Provided job seeking skills training and job placement services
 - Provided supported employment as needed.
 - Conducted job analyses
 - Provide consultation and expert witness testimony for both plaintiff and defense.

- Development of life-care plans, cost projections, and custodial claim reports, as well as evaluation and critiques of existing plans and reports.
 - Collaborated with medical, personal, and therapeutic service providers in the development of dynamic, client specific care plans to assist clients in achieving the highest quality of care and personal independence in the least restrictive environment.
 - Participate in the multidisciplinary team by identifying needs in clients and requesting assessments from other disciplines.
 - Provide educational data and referral information for clients, families, and other professionals
 - Recorded billing payments and compiled account statements for company
 - Contracted as an Impartial Vocational Expert for the Social Security Administration’s Office of Disability Adjudication and Review (name changed to Office of Healing Appeals). [2012 – 2019]

- **Vocational Rehabilitation Consultant**, Applied Vocational Services (AVS) Inc., Carbondale, IL (2013 – 2014)
 - Performed transferable skills analysis and labor market surveys/searches

- **Vocational Rehabilitation Consultant**, Employer’s Vocational Resources (EVR), Geneva, IL (2012 – 2013)
 - Conducted vocational interviews (examining pre and post functioning)
 - Performed transferable skills analysis and labor market surveys/searches
 - Wrote vocational reports.

- **Program Evaluator and Vocational/Job Placement Specialist**, Evaluation and Developmental Center (EDC), Carbondale, IL (2009 – 2013)
 - Managed the Annual State of Illinois Department of Human Resources Block Grant (\$900,000).
 - Administered aptitude and ability testing, interest inventories, and other vocational assessments.
 - Conducted initial interviews, wrote vocational reports, performed labor market surveys, engaged clients with disabilities in job skills club, and placed individuals with disabilities in employment.
 - Served as Organizational Leader of EDC for CARF International
 - Helped Organization to successfully obtain Three-Year CARF Accreditation (2009-2012 / 2012-2015)
 - Responsible for overseeing EDC compliance for on-going CARF Organizational standards
 - Created 5-year Comprehensive Strategic Plan, Health & Safety Plan, Technology Plan, Accessibility Plan, Performance Improvement Plan, Conducted Yearly Cost Analysis
 - Gained comprehensive and intricate knowledge of the organization, and significantly revised data collection system
 - Revised Health & Safety Program, and implemented Diversity Training Program
 - Organized and implemented twice yearly organization orientations

- Prepared staff for transition for shared database utilizing FileMaker software
- Created numerous stakeholder feedback forms
- Created, revised, and managed numerous spreadsheets
- Scheduled and facilitate monthly staff meetings and performance improvement meetings
- Coordinate bi-annual First Aid Training and Facility Orientation for staff and students
- Responsible for obtaining stakeholder feedback (client, employees, DRS Counselors) and designing ways to improve their overall satisfaction
- Coordinated Motivational Interviewing Workshop through the Technical Assistance and Continuing Education (TACE)
- Completed monthly, quarterly, and annual performance reports required by the Illinois Division of Rehabilitation Services
- Served as the facility Building Emergency Response Team Leader and liaison to the Director of Health & Safety at Southern Illinois University
- Responsible for the facility health and safety program including monthly safety and situational drills, and biyearly facility inspection for safety related issues

Vocational & Job Placement Specialist

- Administered vocational assessments to (a) determine barriers preventing employability and placeability [e.g., psychological readiness, mental health concerns, employment hope, work readiness, aptitude, academic achievement], and (b) recommended intervention(s) to remove identified barriers.
- Scored and interpreted vocational assessments and created a comprehensive report for State/Federal Vocational Rehabilitation Counselor
- Identified employment opportunities and resources within the local job market and developed viable work skills that match workforce needs within the geographic area
- Developed employment and on-the-job training opportunities for people with disabilities.
- Provided and coordinated a variety of professional rehabilitation counseling and case management services. Assesses data received from medical and psychological reports, develops rehabilitation plans, and as appropriate, provide rehabilitation services.

ACADEMIC EXPERIENCE

- **Assistant Professor**, Clinical Mental Health Counseling [CACREP-Accredited], Lock Haven University (**Fall 2019 – Current**)
 - Utilized synchronous and asynchronous teaching modalities to maximize student learning.
 - Stimulated class discussions.
 - Compiled, administered, and graded assessments and assignments.
 - Communicate and collaborate with other CMHC and department faculty.
 - Remain current with new trends and development in field of expertise.

- Conducted grant writing and other scholarly activities
- Served on committees at the program, school, and other levels as appropriate:
 - College Curriculum Committee (CCC) [Fall 2020 – Fall 2023]
 - Clinical Mental Health Counseling Admissions Committee [August 2019 – current]
 - Clinical Mental Health Counseling Practicum / Internship Site Supervisor Trainer: Trauma-Informed Supervision (presentation title: Reasonable Supervision of Clinical Students with Disabilities) [May 2020]
 - Practicum/Internship Orientation Presenter: May 2020 – Supervision & Reasonable Accommodation for Students with Disabilities [May 2020]
- Taught courses within the prescribed curriculum using the D2L platform, including:
 - Clinical Mental Health as a Profession (CMHC 605)
 - Career Development and Counseling (CMHC 640)
 - Lifespan Development: Implications for Counseling (CMHC 620)
 - Research and Evaluation (CMHC 630)
 - Addiction Counseling (CMHC 645)
 - Psychopathology and Differential Diagnosis (CMHC 650)
 - Trauma & Crisis Counseling (CMHC 670)
 - Ethical, Legal and Professional Issues in Counseling (CMHC 685)
 - Internship I (CMHC 695)
 - Internship II (CMHC 696)
- **Assistant Professor**, Rehabilitation Counseling Program, School of Interdisciplinary Health Professions Northern Illinois University (2015 – 2018 [**note: Visiting Assistant Professor from 2015-2016**])
 - Provided quality clinical and administrative supervision to students enrolled in clinical; experiences as outlined by the Council for Accreditation of Counseling and Related Educational Programs (CACREP)
 - Developed and coordinated clinical placements, and provided oversight of administrative agreements
 - Developed and maintained internal clinical experiences
 - Prepared student clinical files to include documentation for CACREP accreditation (e.g., written evaluations, time logs, direct service activities)
 - Provided timely updates to maintain the program’s electronic tracking system
 - Coordinated program’s professional development hours requirement
 - Assisted with program admission process
 - Engaged in marketing activities to promote graduate and undergraduate programs
 - Abided by program policies and procedures
 - Conducted grant writing and other scholarly activities
 - Served on committees at the program, school, and other levels as appropriate:
 - SIHP alternate, College Council (2018-2020) [**College**]
 - SIHP Representative, Faculty Senate (2018 – 2021) [**University**]
 - CHHS Representative, Faculty Senate Steering Committee (2018-2019) [**College**]

- Member, Presidential Commission on Persons with Disabilities **[University]**
- Faculty Advisor for Camp Keseem
- Faculty Advisor for Disability Ally and Advocacy Association (DALLAS)
- Faculty Advisor for Golden Key International Honour Society
- Health Sciences Faculty Search Committee Member (search #6221, 2017 – 2018 AY) **[College]**
- PhD Health Sciences Evaluation Committee (2017 – 2018) **[College]**
- PhD Health Sciences Admissions Committee (2017 – 2018) **[College]**
- Tuition Waiver Review Committee (2017 – 2018) **[College]**
- Advisor PhD in Health Sciences (2017 – Current) **[College]**
- Interdisciplinary Case Study Leader & Table Facilitator (2016, 2017, 2018) **[Department]**
- Awards / Scholarships Committee (2016-17, 2017-18) **[Department]**
- Authorized Departmental Reviewer for Research Projects (2015 – current) **[Department]**
- Rehabilitation Counseling Faculty Search Committee Chair (search #6241, 2017 – 2018 AY) **[Program]**
- Rehabilitation Counseling Faculty Search Committee Member, Interim Search Committee Chair (search #6238, 2016 – 2017 AY) **[Program]**
- Rehabilitation Counseling Program Admissions Committee (2015 – current) **[Program]**
- Rehabilitation Counseling Graduate Re-Organization Committee **[Program]**
- Taught courses within the prescribed curriculum using the Blackboard (converted from D2L) platform, including:
 - Psychiatric Disability in Society (REHB 300)
 - Theories and Techniques of Counseling People with Disabilities (AHRC 682)
 - Workshop in Disability Awareness (AHRS 494)
 - Seminar: Rehabilitation Counseling (AHRC 777 / REHB 777)
 - Disability in Society (AHRS 200 / REHB 200)
 - Employment Services in Vocational Rehabilitation (AHRS 482)
 - Medical Aspects of Disability in Rehabilitation (AHRS 492)
- **Assistant Professor**, Clinical Rehabilitation & Mental Health Program, Department of Rehabilitation Counseling & Human Services, Montana State University – Billings (**2014 – 2015**)
 - Provided quality clinical and administrative supervision to students enrolled in clinical; experiences as outlined by the Council for Accreditation of Counseling and Related Educational Programs (CACREP)
 - Developed and coordinated clinical placements, and provided oversight of administrative agreements
 - Developed and maintained internal clinical experiences
 - Prepared student clinical files to include documentation for CACREP accreditation (e.g., written evaluations, time logs, direct service activities)

- Facilitated CACREP-accreditation self-study and full review process.
- Conducted grant writing and other scholarly activities
- Served on committees at the program, school, and other levels as appropriate:
 - DRTC Committee (2014 – 2015) [REHA]
 - Scholarship Committee (2014 – 2015) [REHA]
 - MS Program Graduate Student Screening Committee (2014 – 2015) [REHA]
 - Professional Development Fund Committee (2014 – 2015) [University]
 - Undergraduate Curriculum Committee (2014 – 2015) [University]
 - Honor’s Council (2014 – 2015) [University]
 - Sabbatical Committee (2014 – 2015) [University]
- Instructed graduate level courses in clinical mental health counseling and rehabilitation courses, including:
 - Pre-practicum – online and F2F (REHA 590)
 - Group and Individual Evaluation (REHA 520)
 - Human Growth & Development (REHA 519)
 - Psychiatric Rehabilitation (REHA 503)
 - Individual and Family Response to Disability (REHA 502)
 - Principles of Rehabilitation & Mental Health Counseling (REHA 501)
 - Career Development, Placement, & Support (REHA 525)
 - Seminar: Research and Program Evaluation (REHA 592)
- **Adjunct Professor**, Rehabilitation Counseling Program, School Allied Health & Communicative Disorders
 - Instructed AHRS 482 – post-employment services to people with disabilities
- **Adjunct Professor**, Clinical Rehabilitation & Mental Health Counseling, Department of Counseling and Psychology, Thomas University (2013)
 - Instructed RCE 610 – Internship II (remote – online)

PROFESSIONAL ASSOCIATIONS / LEADERSHIP POSITIONS

- **Editor-in-Chief**, The Rehabilitation Professional, International Association of Rehabilitation Professionals (2019 – 2020)
- **Vice Chair, Chair, Immediate Past Chair** [Forensic Board], International Association of Rehabilitation Professionals, 2018-2021
- **Board Member-at-Large** [SSVE], International Association of Rehabilitation Professionals, 2018-2019
- **President**, Vocational Evaluation and Work Adjustment Association (VEWAA), 2019
- **President-elect, President, Immediate Past President**, Vocational Evaluation and Work Adjustment Association (VEWAA), 2016-2018

- **President-elect, President, Immediate Past President**, International Association of Rehabilitation Professionals (IARP) – Illinois Chapter, May 2016 – May 2021
- **Treasurer**, Illinois Chapter – International Association of Rehabilitation Professionals (IARP), May 2015 – May 2017
- **Co-chair**, NCRE Council on Distance Education (CDE), 2015 – 2017
- **Board Member**, Coalition of Illinois Counselors Organization (CICO), 2015 – Present
- **Board Member**, Education Committee, Illinois Chapter – International Association of Rehabilitation Professionals (IARP), 2015 – 2017

SELECTED RESEARCH PUBLICATIONS

- Aliff, M., & **Sprong, M. E.** (In Press). Qualifications for Rehabilitation Counselors: A Social Justice Issue. *Journal of Applied Rehabilitation Counseling*.
- Shields, J., Pechek, A., Brinck, E., & **Sprong, M. E.** (In Press). Understanding the importance of self-care strategies for Post-Traumatic Stress Disorder (PTSD). *The Rehabilitation Professional*
- Rubin, J., Brinck, E., & Sprong, M. E. (In Press). Vocational exploration for people with psychiatric disabilities. *The Rehabilitation Professional*
- Sprong, M. E.**, Buono, F., Brinck, E., Nerlich, A. P., & Hollender, H. (In Press). Alcohol-related cause of spinal cord injury and the impact on service recommendations. *Journal of Rehabilitation*
- Sprong, M. E.**, Currier-Kipping, K., Hollender, H., Cerrito, B., & Buono, F. D. (2020). The influence of gender and sexism on the vocational rehabilitation recommendations of certificate programs and consumer autonomy. *Journal of Rehabilitation*, 86(1), 4-11.
- Sprong, M. E.**, Iwanaga, K., Mikolajczyk, E., Cerrito, B., & Buono, F. D. (2019). The role of disability in the hiring process: Does knowledge of the Americans with Disabilities Act Matter? *Journal of Rehabilitation*
- Sprong, M. E.**, Dallas, B., Paul, P., & Xia, M. (2018). Rehabilitation technology services and employment outcomes among consumers using Division of Rehabilitation Services. *Disabil Rehabil Assist Technol*, 3, 1-8. doi:10.1080/17483107.2018.1463400
- Moreno-Tucker, V., McCarthy, A. K., & **Sprong, M. E.** (In Press). Unrecognized potential: The value of the rehabilitation professional in the transition process. *Vocational Evaluation and Work Adjustment Association Journal*, 41(2), 67-77.
- Buono, F. D., **Sprong, M. E.**, Lloyd, D. P., Cutter, C., Printz, D. M. B., Sullivan, R. M. & Moore, B. (2017). Delay discounting of video game payers: Comparison of time-duration among gamers. *Cyberpsychology, Behavior, and Social Networking*, 20(2), 104-108.

- Dell, T., & **Sprong, M. E.** (2017). Test Review: Global Appraisal of Individual Needs – Short Screener (V.3.0). *Rehabilitation Counseling Bulletin*, 60(20), 121-124.
- Ysasi, N. A., Marini, I., **Sprong, M.**, & Silva, I. (2016). Differences among life care planners and psychiatrists regarding the likelihood and frequency of secondary complications for persons with spinal cord injury. *Journal of Life Care Planning*, 14(2), 3-37.
- Case, J. C., Blackwell, T. L., & **Sprong, M. E.** (2016). Counselor ethical considerations for end-of-life care. *Journal of Rehabilitation*, 82(1), 48-58.
- Dallas, B., **Sprong, M. E.**, & Kluesner, B. (2016). Multi-university comparison of faculty attitudes and use of universal design instructional techniques. *Rehabilitation Research, Policy, and Education*, 30(2), 148-160
- Buono, F. D., Upton, T. D., Griffiths, M. D., **Sprong, M. E.**, & Bordieri, J. (2016). Demonstrating the validity of the Video Game Functional Assessment-Revised (VGFA-R). *Computers in Human Behavior*, 54, 501-510. doi:10.1016/j.chb.2015.08.037
- Dallas, B., & **Sprong, M. E.** (2015). Assessing faculty attitudes toward universal design instructional techniques. *Journal of Applied Rehabilitation Counseling*, 46(4), 18-28.
- Crtalic, A., Gibbs, R., **Sprong, M. E.**, & Dell, T. (2015). Boundaries with social media: Ethical considerations for rehabilitation counselors. *Journal of Applied Rehabilitation Counseling*, 46(3), 44-50.
- Austin, B. S., Sabo, C. W., McCarthy, A. K., **Sprong, M. E.**, & Noble, L. N. (2015). Utilization of interviewing as an assessment tool to enhance vocational rehabilitation service delivery: Fostering the therapeutic alliance and professionals' judgment accuracy. [Special issue]. *Vocational Evaluation and Work Adjustment Association Journal and Vocational Evaluation and Career Assessment Journal*, 37-52.
- Sprong, M. E.**, Dallas, B., Upton, T. D., & Bordieri, J. (2015). The influence of race, causal attribution, & in-group favoritism on recommendations for rehabilitation services. *Rehabilitation Counseling Bulletin*, 58(4), 227-239. doi:10.1177/0034355214562071
- Buono, F. D., Whiting, S., & **Sprong, M. E.** (2015). Comparison of temporal discounting among obese college students and obese adults. *Behavior Analysis: Research and Practice*, 15(1), 1-9.
- Sprong, M. E.**, Buono, F., Bordieri, J., Mui, N., & Upton, T. D. (2014). Establishing the behavioral function of video game addiction: Development of the video game functional assessment. *J Addict Behav Ther Rehabil*, 3(4). doi: 10.4172/2324-9005.1000129
- Sprong, M. E.**, Dallas, B., Melvin, A., & Koch, D. S. (2014). Substance abuse and vocational rehabilitation: A survey of policies & procedures. *Journal of Rehabilitation*, 80(4), 4-9.
- Dallas, B., Upton, T. D., & **Sprong, M. E.** (2014). Post-secondary faculty attitudes toward inclusive teaching strategies. *Journal of Rehabilitation*, 80(2), 13-21.

- Hillesheim, C., **Sprong, M. E.**, Dallas, B., Upton, T.D., & Musgrave, J.R. (2013). Falling through the cracks: A screening assessment for student veterans with educational barriers. *Vocational Evaluation and Work Adjustment Association Journal*, 40(1), 23-31.
- McCabe, M., **Sprong, M. E.**, Dallas, B., Mui, N., & Upton, T. D. (2013). Program effectiveness of vocational evaluation as quantified by the Career Planning Scale. *Vocational Evaluation and Work Adjustment Association Journal*, 40(1), 13-22.
- Mui, N., **Sprong, M. E.**, Chowdhury, D., Lee, S., & Flowers, C. (2013). An ethical guide for rehabilitation administrators: Revising the NARL Code of Ethics. *Journal of Rehabilitation Administration*, 37(1), 19-24.
- Reinschmiedt, H. J., **Sprong, M. E.**, Dallas, B., Buono, F. D., & Upton, T. D. (2013). Post-secondary students with disabilities receiving accommodations: A Survey of satisfaction & subjective well-being. *Journal of Rehabilitation*, 79(3), 3-10.
- Geiger, J., **Sprong, M. E.**, Kozma, W., & Upton, T. (2012). Predicting driver's licensure using the Ruff 2 & 7 Selective Attention Test. *Vocational Evaluation and Work Adjustment Association Journal*, 39(1), 31-35.
- Sprong, M. E.**, Upton, T. D., & Pappas, M. (2012). Utilization of community rehabilitation programs: Screening for alcohol & drugs. *Journal of Rehabilitation*, 78(2), 13-19.
- Sprong, M. E.**, Lewis, T., Soldner, J., & Koch, D.S. (2011). Emergency preparedness for persons with disabilities: Implications for rehabilitation professionals. *Journal of Rehabilitation Administration*, 35(1), 27-38.

Chapters in Professional Books

- [4] **Sprong, M. E.**, Soldner, J., & Dent, M. (2015). Professional Responsibility. In J. Stano (Eds.), *Ethics in Rehabilitation Counseling: A Case Study Approach*. Osage Beech, MO: Aspen Professional Services. [NIU]
- [3] **Sprong, M. E.**, McDermott, A., Matney, A., & Lucy, M. (2015). The counseling relationship. In J. Stano (Eds.), *Ethics in Rehabilitation Counseling: A Case Study Approach*. Osage Beech, MO: Aspen Professional Services. + [NIU]
- [2] **Sprong, M. E.**, Cioe, N., Yalamanchili, P., & McDermott, A., (2015). Principles of Ethics. In J. Stano (Eds.), *Ethics in Rehabilitation Counseling: A Case Study Approach*. Osage Beech, MO: Aspen Professional Services. [NIU]
- [1] Watt, C., **Sprong, M. E.**, & Upton, T. D. (2011). Functional Capacity Evaluations: A Guide for Rehabilitation Professionals. In: *Private Rehabilitation: Evolving Opportunities*. Ed. T. D. Upton. Linn Creek, MO: Aspen Professional Services. [SIU]

Presentations at Professional meetings

- [64] **Sprong, M. E.**, Jones, J., & Schultz, J. (2017). Rehabilitation educators' perception of implementing adult learning theories. Poster presented at the National Council on Rehabilitation Education Conference, Anaheim, CA (April 20, 2017).

- [63] **Sprong, M. E.**, Thomas, S., Moroni, K., & Currier, K. (2017). The influence of sexism on the recommendations of vocational rehabilitation services. Poster presented at the National Council on Rehabilitation Education Conference, Anaheim, CA (April 20, 2017).
- [62] McCarthy, A., & **Sprong, M. E.** (2016). Using electronic assessment in vocational rehabilitation: Considerations for practice. Concurrent session presented at the Illinois Rehabilitation Association (IRA) 60th Annual Conference, Alsip, IL (May 5, 2016).
- [61] **Sprong, M. E.**, Jones, J., & Schultz, J. (2016). Pedagogy in rehabilitation education: An exploration of educator competencies. Poster presented at NIU AHCD Research Day (April 29, 2016).
- [60] **Sprong, M. E.**, Dallas, B., & Soldner, J. (2016). Effectiveness of emergency-preparedness training and student perceived competence. Poster presented at NIU AHCD Research Day (April 29, 2016).
- [59] **Sprong, M. E.**, Jones, J., Bernacchio, C., & Schultz, J. (2016). Distance education: Course objectives, learning activities, & student evaluations. Panel Discussion presented at the National Council on Rehabilitation Education Conference, Newport Beach, CA (April 22, 2016).
- [58] **Sprong, M. E.**, Jones, J., & Schultz, J. (2016). Pedagogy in rehabilitation education: An exploration of educator competencies. Poster presented at the National Council on Rehabilitation Education Conference, Newport Beach, CA (April 22, 2016).
- [57] **Sprong, M. E.**, Dallas, B., & Soldner, J. (2016). Effectiveness of emergency-preparedness training and student perceived competence. Poster presented at the National Council on Rehabilitation Education Conference, Newport Beach, CA (April 22, 2016).
- [56] Dallas, B., Koop, N. M., McCarthy, A., & **Sprong, M.** (2016). Restructuring the Communicative Disorders Program. Poster presented at the Assessment Expo, Dekalb, Illinois.
- [55] **Sprong, M. E.**, Jones, J., Schultz, J., Bernacchio, C., & Soldner, J. Get out of the dark on distance education: Making Pedagogy Exciting [Panel Discussion]. National Council on Rehabilitation Education Conference, Arlington, VA (October 18, 2015).
- [54] Schultz, J., Jones, J., & **Sprong, M. E.** Grounding distance education in pedagogy and learning theory [pre-conference workshop]. National Council on Rehabilitation Education Conference, Arlington, VA (October 17, 2015).
- [53] Dell, T., McDermott, A., Dell, C., & **Sprong, M. E.** Applying Universal Design for Online Learning: Pedagogical and Practical Considerations [Concurrent Session]. National Council on Rehabilitation Education Conference, Newport Beach, CA (April 24, 2015).
- [52] Austin, B. S., Sabo, C. W., McCarthy, A. K., **Sprong, M. E.**, & Noble, L. N. Utilization of Interviewing as an Assessment Tool to Enhance Vocational Rehabilitation Service Delivery: Fostering the Therapeutic Alliance and Professionals' Judgment Accuracy [Poster]. National Council on Rehabilitation Education Conference, Newport Beach, CA (April 24, 2015).

- [51] **Sprong, M. E.**, Dallas, B., Upton, T. D., & Bordieri, J. Race, Causal Attribution, & In-Group Favoritism on Recommendations for Rehabilitation Services [Poster]. National Council on Rehabilitation Education Conference, Newport Beach, CA (April 24, 2015).
- [50] **Sprong, M. E.**, Buono, F., Hollender, H., & McDermott, A. Traumatic Brain Injury and Substance Use Disorders among Veterans [Poster]. National Council on Rehabilitation Education Conference, Newport Beach, CA (April 24, 2015).
- [49] **Sprong, M. E.**, & McDermott, A. Rehabilitation & Mental Health Professionals and Disasters Response for Persons with Disabilities [Poster]. National Council on Rehabilitation Education Conference, Newport Beach, CA (April 24, 2015).
- [48] Dallas, B., & **Sprong, M. E.** Multi-University Comparison of Faculty Attitudes and Use of Universal Design Instructional Techniques [Poster]. National Council on Rehabilitation Education Conference, Newport Beach, CA (April 24, 2015).
- [47] **Sprong, M. E.**, & Buono, F. D. Measuring Indifference Points of Ethical Issues Among Future Substance Abuse Counselors [Poster]. The Association for Behavior Analysts International (ABAI) Conference, San Antonio, TX (May 25, 2015).
- [46] Buono, F. D., Perate, S., & **Sprong, M. E.** The Marriage Game: Do Financial Constraints Affect Marriage Couples-Revised [Poster]. The Association for Behavior Analysts International (ABAI) Conference, San Antonio, TX (May 25, 2015).
- [45] Buono, F., **Sprong, M. E.**, & Bordieri, J. Establishing the Behavioral Function of Video Game Addiction-Revised: Utilization of the Video Game Functional Assessment (VGFA-R). The Association for Behavior Analysts International (ABAI) Conference, Chicago, IL (May 25, 2014).
- [44] **Sprong, M. E.**, Buono, F., Bordieri, J., Dixon, M., & Upton, T. D. *Video Game Functional Assessment*. The Association for Behavior Analysts International (ABAI) Conference, Minneapolis, MN (May 27, 2013). **SABA Senior Student Presenter Grant Recipient**
- [43] Dent, M., Mui, N., Upton, T.D., & **Sprong, M.E.** *Increasing ADA knowledge among customers of a community-based rehabilitation program*. National Council on Rehabilitation Education Conference, San Francisco, CA (April 18, 2013).
- [42] Dallas, B., Ramisch, J., & **Sprong, M.E.** *The Role of Family in the Transition of Students with Autism Spectrum Disorders (ASD) to Postsecondary Settings*. National Council on Rehabilitation Education Conference, San Francisco, CA (April 18, 2013).
- [41] **Sprong, M.E.**, Chowdhury, D., & Upton, T.D. *The Ambivalent Counselor: A Study Measuring Hostile and Benevolent Sexism*. Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 17, 2012).
- [40] **Sprong, M. E.**, Soldner, J., Upton, T. D., & Bordieri, J. *Emergency Preparedness of Future Rehabilitation Professionals: Measurement of Knowledge Competencies*. Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 17, 2012).

- [39] **Sprong, M.E.**, Hillsheim, C., Musgrave, J., & Upton, T. *Falling through the Cracks: A Screening Assessment for Student Veterans with Educational Barriers*. Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 17, 2012).
- [38] Geiger, J., Kosmo, W., **Sprong, M. E.** *Predicting driver's licensure using the Ruff 2 & 7 Selective Attention Test*. Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 17, 2012).
- [37] **Sprong, M.E.**, Hillsheim, C., Musgrave, J., & Upton, T. *Falling through the Cracks: A Screening Assessment for Student Veterans with Educational Barriers*. National Council on Rehabilitation Education Conference, San Francisco, CA (April 14, 2012).
- [36] **Sprong, M.E.**, Geiger, J., Kosmo, W., & Upton, T. *Predicting driver's licensure using the Ruff 2 & 7 Selective Attention Test*. National Council on Rehabilitation Education Conference, San Francisco, CA (April 14, 2012).
- [35] Dent, M., Mui, N., Dallas, B., Upton, T. D., & **Sprong, M. E.** *Understanding Barriers to Successful Employment*. National Council on Rehabilitation Education Conference, San Francisco, CA (April 13, 2012).
- [34] Lewis, T., **Sprong, M. E.** *Community response planning for special and functional needs – shelter in place*. 8th Annual Rural Public Health Institute Conference, Effingham, IL (March 14, 2012).
- [33] **Sprong, M.E.**, Pappas, M., & Upton, T. *Utilization of community rehabilitation programs: Screening for alcohol & drugs*. National Council on Rehabilitation Education Conference, Arlington, VA (October 31, 2011).
- [32] Musgrave, J.R., & **Sprong, M.E.** *A model for developing a specialized vocational assessment using O*NET abilities data element*. Illinois Department of Rehabilitation Services (IDRS), Alton, IL (May 5, 2011).
- [31] Musgrave, J.R., & **Sprong, M.E.** *Learn-To-Work: A model for comprehensive vocational evaluation employment exploration*. Illinois Department of Rehabilitation Services (IDRS), Alton, IL (May 5, 2011).
- [30] **Sprong, M. E.** *Knowledge and attitudes of persons with disabilities towards emergency preparedness*. Illinois Department of Rehabilitation Services (IDRS), Alton, IL (May 5, 2011).
- [29] **Sprong, M. E.** *Relationship of work motivation and job search attitudes*. Illinois Department of Rehabilitation Services (IDRS), Alton, IL (May 5, 2011).
- [28] **Sprong, M. E.** *Utilization of community rehabilitation programs: Screening for alcohol & drugs*. Illinois Department of Rehabilitation Services (IDRS), Alton, IL (May 5, 2011).
- [27] **Sprong, M. E.** *Program effectiveness of vocational evaluation as quantified by the Career Planning Scale*. Illinois Department of Rehabilitation Services (IDRS), Alton, IL (May 5, 2011).
- [26] **Sprong, M. E.** *Predicting driver's licensure using the Ruff 2 & 7 Selective Attention Test*. Illinois Department of Rehabilitation Services (IDRS), Alton, IL (May 5, 2011).

- [25] Geiger, J., Kosmo, W., **Sprong, M. E.** *Predicting driver's licensure using the Ruff 2 & 7 Selective Attention Test: A Proposed Study.* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 12, 2011).
- [24] McCabe, M., Musgrave, J.R., Upton, T., & **Sprong, M.E.** *Program effectiveness of vocational evaluation as quantified by the Career Planning Scale.* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 12, 2011).
- [23] **Sprong, M.E.**, Klein, J., & Pappas, M. *Screening for alcohol and drug use among persons with disabilities.* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 12, 2011).
- [22] **Sprong, M.E.**, Yalamanchili, P., & Bordieri, J. *Video Game & Addiction.* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 12, 2011).
- [21] **Sprong, M.E.**, Deppen, K., Musgrave, J.R., & Koch, D.S. *Relationship of work motivation and job attitudes.* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 12, 2011).
- [20] **Sprong, M.E.**, Pappas, M., Deppen, K., & Koch, D.S. *Emergency preparedness: Information for new rehabilitation professionals.* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 12, 2011).
- [19] **Sprong, M.E.**, Pappas, M., Deppen, K., & Koch, D.S. *Emergency preparedness: Rural challenges in Southern Illinois.* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 12, 2011).
- [18] Hollender, H., Cioe, N., Koch, D.S., & **Sprong, M.E.** *A proposed treatment approach for co-existing brain injury and substance use.* National Council on Rehabilitation Education Conference, Manhattan Beach, CA (April 8, 2011).
- [17] **Sprong, M.E.**, Pappas, M., Deppen, K.D., Mitchell, A., Hollender, H., Watt, C., & Koch, D.S. *Emergency preparedness for persons with disabilities: Becoming aware of the issues.* National Council on Rehabilitation Education Conference, Manhattan Beach, CA (April 7, 2011).
- [16] **Sprong, M.E.**, Pappas, M., Deppen, K.D., Mitchell, A., & Koch, D.S. *Increasing knowledge of emergency preparedness.* National Council on Rehabilitation Education Conference, Manhattan Beach, CA (April 7, 2011).
- [15] **Sprong, M. E.**, & Koch, D.S. *Emergency preparedness for persons with disabilities: Roles and functions for counselors.* Tennessee Counseling Association Conference, Nashville, TN (November, 2010).
- [14] **Sprong, M. E.**, Cioe, N., Hollender, H., Watt, C., & Koch, D. S. *Preparing for emergencies: Incongruent patterns associated with dialogue and implementation.* National Rehabilitation Association Annual Training Conference, New Orleans, LA (October 17, 2010).
- [13] Cioe, N. J., Hollender, H., **Sprong, M. E.**, & Upton, T. D. *Cannabis use following traumatic brain injury.* National Rehabilitation Association Annual Training Conference, New Orleans, LA (October 17, 2010).

- [12] **Sprong, M. E.**, Cioe, N., Hollender, H., Watt, C., & Koch, D. S. *Emergency Preparedness Initiative: Addressing the need to incorporate planning for persons with disabilities*. National Rehabilitation Association Annual Training Conference, New Orleans, LA (October 17, 2010).
- [11] **Sprong, M. E.**, Hollender, H., Cioe, N. J., Watt, C., & Koch, D. S. *Administrators' need to implement medical packets: Persons with disabilities may be better served when the Emergency Response Team arrives to help*. National Rehabilitation Association Annual Training Conference, New Orleans, LA (October 17, 2010).
- [10] **Sprong, M. E.**, Hollender, H., Cioe, N., Bunton, D., Mbugua, A., Watt, C., & Koch, D. S. *Training future rehabilitation counselors' procedures necessary to address issues regarding emergency preparedness for persons with disabilities*. National Rehabilitation Association Annual Training Conference, New Orleans, LA (October 17, 2010).
- [9] **Sprong, M. E.**, Klein, J.A., Johnson, A., Mbugua, A., Bunton, D., Cioe, N. J., Hollender, H., & Koch, D. S. *Individuals with co-existing visual impairment and substance use concerns: How are VR agencies handling these individuals?* Research Town Hall Meeting, Carbondale, IL (April 19, 2010).
- [8] Cioe, N. J., **Sprong, M. E.**, Hollender, H., Upton, T. D. *Veterans returning from Iraq & Afghanistan: What are rehabilitation counselor training programs doing to prepare their students?* Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 19, 2010).
- [7] **Sprong, M. E.**, Cioe, N. J., Bordieri, J., Musgrave, J. R. *Validity of the O*NET Ability Profiler for Use in Comprehensive Vocational Evaluation*. Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 19, 2010).
- [6] Hughes, A., **Sprong, M. E.**, Hollender, H., Cioe, N. J., Klein, J. A., & Upton, T. D. *Negative Attitudes Towards Individuals with Cognitive Impairments (formerly Mental Retardation)*. Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 19, 2010).
- [5] Mbugua, A. W., Johnson, A. M., Bunton, D. A., **Sprong, M. E.**, Klein, J.A., & Koch, D. S. *Matrix of Hope Final Evaluation*. Research Town Hall Meeting, Carbondale, IL (April 19, 2010).
- [4] Johnson-Melvin, A., Davis, S. J., Mbugua, A., **Sprong, M.E.**, Klein, J.A., Bunton, D., & Koch, D.S. *Recognizing suicide risk in consumers with HIV/AIDS*. Research Town Hall Meeting, Carbondale, IL (April 19, 2010).
- [3] Grayson, K., **Sprong, M. E.**, & Koch, D. S. *Screening, Brief Intervention, and Referral to Treatment: Implications for co-existing HIV/AIDS and substance abuse service providers*. Research Town Hall Meeting, Carbondale, IL (April 19, 2010).
- [2] **Sprong, M. E.**, Klein, J. A., Bunton, D., Hollender, H., Cioe, N. J., Johnson, A., Mbugua, A., & Koch, S. *Emergency Preparedness for Persons with Disabilities: Are we prepared to serve individuals in rural areas*. Research Town Meeting and Fair, Southern Illinois University, Carbondale, IL (April 19, 2010).

- [1] Ruvolo, D., Norsic, J., **Sprong, M. E.**, & Willits, E. *Social anxiety: A moderating variable between daily hassles and working memory performance*. Midwestern Psychological Association, Chicago, IL (April, 2009).

Technical Research Reports

- [1] **Sprong, M. E.**, Klein, J., & Koch, D. S. (2009). *Model Training Program for Access to Treatment and Prevention Services for Persons with Disabilities: Final Evaluation Report*. Carbondale, IL: Rehabilitation Institute at Southern Illinois University.

TEACHING EXPERIENCE

Courses Taught (Southern Illinois University) / Teaching Assistant

REHB 521	Vocational Development & Placement
REHB 571	Advanced Disability Seminar
REHB 560	Private Sector Rehabilitation
REHB 471	Rehabilitation and Treatment of Alcohol & Drug Abusers
REHB 461	Introduction to Alcoholism & Drug Addiction
REHB 574	Staff Development & Training for Rehabilitation Educators
REHB 490	Community-Based Employment for Persons with Disabilities
REHB 530	Assessment Procedures in Rehabilitation Counseling
REHB 400	Introduction to Rehabilitation Counseling

OTHER SERVICE

- Certified Vocational Evaluator Task Force Member – Commission on Rehabilitation Counseling Certification (Spring 2020 – FA 2020) – Creating CVE training module
- Clinical Supervision (Lucy Parker – NIU Counselor Ed Program – FA 2017)
- NCRE Spring Conference Proposal Reviewer (2013 – 2016)
- Reviewer, Journal of Rehabilitation (JOR), 2015 – Current
- Reviewer, Vocational Evaluation & Work Adjustment Association (2014 – Current)

PROFESSIONAL ORGANIZATIONS MEMBERSHIPS

- 2016 – 2020 National Rehabilitation Association (NRA)
- 2016 – Present Vocational Evaluation and Work Adjustment Association (VEWAA)
- 2015 – Present International Association of Rehabilitation Professionals (IARP)
- 2010 – 2017 Member of the National Council of Rehabilitation Educators (NCRE)
- 2014 – Present Member of the American Counseling Association (ACA)
- 2014 – 2018 Member of the American Rehabilitation Counseling Association (ARCA)