

# Deirdre O'Sullivan, PhD, CRC

Associate Professor

The Pennsylvania State University

Department of Educational Psychology, Counseling, and Special Education

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## Education

Doctor of Philosophy, 2009: University of Illinois at Urbana-Champaign

Major: Community Health with a concentration in Rehabilitation Counseling

Minor: Psychology

Dissertation: Developmental Work Personality: Validation of Psychometric Properties of the *Developmental Work Personality Scale* for Use with Persons with Disabilities and Chronic Illness

Master of Science, 2004: Rehabilitation Counseling, The University of Memphis

Thesis: Racial Identification and Perceptions of Disability in Romantic Partners

Bachelor of Science, 1995: Christian Brothers University, Memphis TN

Major: Psychology

Minor: English Literature

Graduated *Magna cum laude*

## Academic Positions

- Associate Professor, Educational Psychology, Counseling, and Special Education, The Pennsylvania State University, 2015-current
- Assistant Professor, Rehabilitation & Human Services and Counselor Education and Supervision The Pennsylvania State University, 2009-2015

## Courses Taught

*The Pennsylvania State University, 2009-present*

- Trauma-sensitive care for helping professionals, RHS 433
- Medical Aspects of Disability RHS 403
- Client Assessments in Rehabilitation RHS 302
- Foundations of Addiction Counseling CN ED 422
- Substance Use Prevention CN ED 843
- Substance Use and Abuse RHS 197A
- Assessments in Counseling CN ED 525

*The University of Illinois at Urbana-Champaign, 2005-2009*

- Lecturer for Community Health 243 Drug Use and Abuse, 2005-2009
  - Coordinator for all 13 sections of CHLH 243, 2006-2009

- Teaching Assistant for Rehabilitation Practicum/Internship group supervision, Spring 2009
- Teaching Assistant for Rehabilitation 419 Pre-practicum Counseling Techniques, Spring 2008
- Teaching Assistant for Community Health 206 Human Sexuality, Spring 2006

## Publications

### Peer Reviewed Journal Articles

**O'Sullivan, Watts, Strauser** (in press). Trauma-sensitive rehabilitation counseling: Paradigms and principles. *Journal of Vocational Rehabilitation*

Watts & **O'Sullivan, Panlilio, Daniels**. (in press) Emotional abuse and experiential avoidance among persons in treatment for substance use disorders. *Journal of Addictions and Offenders Counseling*

Xiao, Y. & **O'Sullivan, D.** (in press). Development of a rubric to assess state/federal vocational rehabilitation substance use disorders policies and procedures. *Journal of Rehabilitation*.

**O'Sullivan, D., Xiao, Y., Watts, J.** (2019) Recovery capital and quality of life in stable recovery from addiction. *Rehabilitation Counseling Bulletin*, 62 (4), 209-221.  
<https://doi.org/10.1177%2F0034355217730395>

Watts, W. Tu, W., & **O'Sullivan, D.** (2019). Vocational expectations and self-stigmatizing views among collegiate recovery students: An exploratory investigation. *Journal of College Counseling*, 22(3).

**O'Sullivan, D., Watts, J.**(co-lead authors), Shenk, C. (2018). Child maltreatment severity, substance abuse, and disability status. *Rehabilitation Psychology*, 63(2), 313-323.

Watts, **O'Sullivan, Chatters** (2018). Strengthening the working alliance for clients with child maltreatment histories and substance use disorder. *Journal of Mental Health Counseling*, 40 (1), 58-74.

Bates-Maves, J. & **O'Sullivan, D.** (2017). Trauma's impact: Considerations for risk assessment. *International Journal of Criminology and Sociology*, 6, 93-102.

Bates-Maves, J., & **O'Sullivan, D.** (2017) Making the case for specialized caseloads among VR counselors working with ex-offenders. *Rehabilitation Research, Education, and Policy*, 31(2), 121-134.

**O'Sullivan, D., Watts, J., Xiao Y., & Bates-Maves, J.** (2016). Refusal-self efficacy among SMART Recovery members by affiliation length and meeting frequency. *Journal of Addictions and Offenders Counseling*, 37(2), 87-101.

- O'Sullivan, D.,** Blum, J., Watts, J., Bates, J. K., (2015). SMART Recovery: Continuing care considerations for rehabilitation counselors. *Rehabilitation Counseling Bulletin*, 58(4), 203-216.
- O'Sullivan, D.,** & Bates J. K. (2014). Factors contributing to rehabilitation counselor burnout: Implications for rehabilitation counselor wellbeing and service provision practices. *Journal of Rehabilitation Research, Policy and Education*, 28(14), 45-60.
- Strauser, D., Wong, W. K., **O'Sullivan, D.,** & Wagner, S. (2013). Examining differences in developmental work personality between young adult CNS survivors and college students. *Australian Journal of Rehabilitation*, 19(1), 39-45.
- Strauser, D., Wong, W. K., Wagner, S., & **O'Sullivan, D.** (2013). Career readiness, developmental work personality and age of onset in young adult CNS survivors. *Disability and Rehabilitation*, 35(7), 543-550 (doi:10.3109/09638288.2012.703754).
- Kerr, J., Datillo, J., & **O'Sullivan, D.** (2012). Use of recreation activities as positive coping with chronic stress and mental health outcomes associated with unemployment of people with disabilities. *Work: A Journal of Assessment, Prevention, and Rehabilitation*, 43(4), 1-14.
- O'Sullivan, D.** (2012). Working alliance efficacy among rehabilitation service providers by education, experience, and disability category. *Rehabilitation Research, Policy, and Education*. 26(2-3), 217-228.
- O'Sullivan, D.,** Strauser, D. R., & Wong, W. K. (2012). Examining differences in developmental work personality: Implications for individuals with psychiatric disabilities. *Work: A Journal of Assessment, Prevention, and Rehabilitation*, 42(2), 259-267.
- O'Sullivan, D.,** Strauser, D., & Wong, W. K. (2012). Five factor model of personality, work behavior self efficacy, and length of employment for individuals with disabilities: An exploratory analysis. *Rehabilitation Counseling Bulletin*, 55(3), 156-165.
- Strauser, D., **O'Sullivan, D.,** & Wong, W. K. (2012). Work personality, work engagement, and academic effort in a group of college students. *Journal of Employment Counseling*, 42(2), 50-61.
- Wong, W. K., **O'Sullivan, D.,** (co first authors) & Strauser, D. (2012). A confirmatory factor analysis of the revised developmental work personality scale. *Measurement and Assessment in Counseling and Development*, 45(4), 270-291.
- O'Sullivan, D.,** & Strauser, D. R. (2010). Validation of the developmental work personality model and scale. *Rehabilitation Counseling Bulletin*, 54(1), 46-56.
- Strauser, D. R., Lustig, D. C., Chan, F., & **O'Sullivan, D.** (2010). Working alliance and vocational outcomes for cancer survivors: An initial analysis. *International Journal of Rehabilitation Research*, 33(3), 271-274. DOI: 10.1097/MRR.0b013e32833638e3

Strauser, D. R., **O'Sullivan, D.**, & Wong, A. (2010). The relationship between contextual work behaviours and work personality: An initial analysis. *Disability and Rehabilitation*, 32(24), 1999-2008. DOI: 10.3109/09638281003797380

**O'Sullivan, D.**, & Notaro, S. (2009). Racial identity and perceptions of people with disabilities as romantic partners: A pilot study. *Journal of Applied Rehabilitation Counseling*, 40(4), 27-30.

**O'Sullivan, D.**, & Strauser, D. R. (2009). Operationalizing self efficacy, related social cognitive variables, and moderating effects: Implications for rehabilitation research and practice. *Rehabilitation Counseling Bulletin*, 52, 251-258.

Strauser, D. R., & **O'Sullivan, D.** (2009). Developmental work personality. *Work: A Journal of Assessment, Prevention, and Rehabilitation*, 32(2), 171-177.

Strauser, D. R., Urek, A., & **O'Sullivan D.** (2009). Using attribution theory to examine community rehabilitation provider stigma. *International Journal of Rehabilitation Research*, 32(1), 41-47.

### **Book Chapters**

**O'Sullivan**, Gilfillan, B., Henry, J.S., (2019). Personality assessment considerations for clinical rehabilitation and mental health counselors. In Chan, F & Strauser, D., (Eds), *Assessment in Clinical Rehabilitation and Mental Health Counseling*. Springer Publishing.

**O'Sullivan**, D., Cambria, A, Gray, J., & Watts, J. (2019). Substance abuse and trauma assessments for use among Clinical Rehabilitation and Clinical Mental Health Counselors. Chan, F & Strauser, D., (Eds), *Assessment in Clinical Rehabilitation and Mental Health Counseling*. Springer Publishing.

Strauser, D., Greco, C., & **O'Sullivan** (2018). Career and Lifestyle Planning in Vocational Rehabilitation Settings. *Career Counseling: Foundations, Perspectives and Application*, 3<sup>rd</sup> Edition. Capuzzo, D., & Stauffer, M. (Eds). Routledge, Taylor & Francis, New York, NY.

Strauser, D., **O'Sullivan, D.** & Wong, W.K. (2017). Work and Wellbeing. In D. Maki, & V. Tarvydas (Eds), *The Professional Practice of Rehabilitation Counseling* (pp.). Springer Publishing: New York, NY.

Watts, J., Xiao, Y., & **O'Sullivan, D.** (2015). Pick it up. In C.S. Bhat, Y. Pillay, & P.R. Selvaraj (Eds.), *Group work experts share their favorite activities for the prevention and treatment of substance use disorders*. Alexandria, VA: Association for Specialists in Group Work.

Strauser, D., Tansey, T., **O'Sullivan, D.**, Lustig, D. (2014) Career and Vocational Counseling in Rehabilitation. In F. Chan, N. Berven, K. Thomas (Eds). *Counseling theories and techniques for rehabilitation and mental health professionals* Springer Publishing: New York, NY.

**O'Sullivan, D.** (2013). Personality development, expression, and assessment in rehabilitation counseling practice. In D. Strauser (Ed), *Career, Employment and Disability: from Theory to Practice* (pp 77-96). Springer Publishing: New York, NY.

Strauser, D., Ritter, E., **O'Sullivan, D.**, Reid, J., Khosravisnasr, S., & Cronin, T. (2013). Theories of career development and work adjustment. In D. Strauser (Ed.), *Career, Employment and Disability: from Theory to Practice* (pp 97-111). Springer Publishing: New York, NY.

Strauser, D. R., Wong, W. K., & **O'Sullivan, D.** (2011). Career development, vocational behavior and work adjustment of individuals with disabilities. In D. Maki, & V. Tarvydas (Eds), *The Professional Practice of Rehabilitation Counseling* (pp. 311-335). Springer Publishing: New York, NY.

### **Manuscripts submitted or in preparation for submission**

Xiao, Y., **O'Sullivan D.** A Systematic Review of State/Federal Vocational Rehabilitation Substance Use Disorders Policies and Procedures. Under review in *Journal of Disability Policy Studies*.

Watts, **O'Sullivan D.** & Cleveland, H. Descriptive survey of Collegiate Recovery Programs from a national sample. In preparation for submission to *The Journal of Recovery Science*.

**O'sullivan, D.**, Xiao, Y., Chang, H.S., Cambria, A. Using the W.H.O.'s International Classification of Functioning, Disability, and Health (ICF) to assess persons in counseling contexts: A clinical, research, and teaching assessment. Submitted to *Australian Journal of Rehabilitation Counseling*

Panlilio, Watts, **O'Sullivan**. Psychological maltreatment, trust, and the working alliance: A path analysis. Data analysis and writing phase.

Parker, L., **O'Sullivan D.**, Conyers, L. Assessing the psychometric properties of a scale designed to measure harm reduction based beliefs and behaviors among college age students referred for alcohol and drug program. Data analysis and writing phase.

### **Conference Presentations**

**O'Sullivan D.** (2019, May 31). *Trauma informed rehabilitation counseling: Application to Rehabilitation Counseling Leadership*. Invited talk to Illinois VR Leadership Academy: I-Hotel, University of Illinois at Urbana-Champaign, Champaign, IL

Watts, J. & **O'Sullivan, D.** (2017, Sept. 21) *Addressing Treatment Needs for Individuals with Substance Use Disorders and a History of Child-Maltreatment*. Paper presented at the Annual University of North Texas Recovery Conference, Denton, TX, University of North Texas.

- Watts, J. & **O'Sullivan D.** (2017, July 30<sup>th</sup>) *Child maltreatment, trust, and the working alliance in a clinical sample of adults receiving treatment for substance use disorder*. Paper presented at American Mental Health Counseling Association meeting, Washington, D.C. Mayflower Hotel.
- Xiao, Y. & **O'Sullivan, D.** (2017, April 20<sup>th</sup>). *Review of policies regarding substance use disorders in State/Federal VR*. Paper presented at National Conference for Rehabilitation Educators, Anaheim, CA., Marriott Conference Center.
- O'Sullivan, D.** & Watts, J. (2017, April 21<sup>st</sup>) *Child Maltreatment, Substance Use Disorder, and Disability*. Poster presented at National Conference for Rehabilitation Educators, Anaheim, CA. Marriott Conference Center.
- Watts, J., **O'Sullivan, D.** (2016, September 22<sup>nd</sup>). *SMART Recovery: Approach, principles, and mechanisms for change*. Paper presented at 4<sup>th</sup> Annual North Texas Recovery Conference, University of North Texas, Denton, TX.
- O'Sullivan, D.** Xiao, Y., Chang, H.S. (2015, September 18<sup>th</sup>). *Using the W.H.O.'s International Classification of Functioning, Disability, and Health (ICF) to assess persons in counseling contexts: A clinical, research, and teaching assessment*. Paper presented at Association for Assessment and Research in Counseling, Doubletree Hilton, Memphis, TN.
- O'Sullivan, D.** , Watts, J., Xiao, Y. (2015, October 9<sup>th</sup>). *Relapse Prevention Planning: Findings from a multi-study sample of SMART Recovery participants*. Paper presented at National Association for Addictions Professionals, Marriott, Bethesda, MD.
- O'Sullivan, D.**, Blum, J., & Watts, J. (2013, September). *Examining factors relevant to relapse prevention among participants of SMART Recovery groups: Findings from participants and facilitators for clinical practices*. Paper presented at National Conference on Addiction Disorders & Behavioral Healthcare Leadership Summit, Marriott, Anaheim, CA.
- O'Sullivan, D.** (2013, August). *Five factor model of personality, work behavior self-efficacy, and length of employment for individuals with disabilities: An exploratory analysis*. Invited presentation at National Rehabilitation Association's (NRA) annual training conference, Brooklyn Bridge Marriott, New York, NY. (Presented research findings from paper. *Rehabilitation Counseling Bulletin*, 55(3), which was awarded the NRA editor's research choice award for 2013.)
- Bates, J., & **O'Sullivan, D.** (2013, April). *Predicting working alliance efficacy: The impact of double stigma on persons with disability and ex-offender status*. Poster presented at National Conference for Rehabilitation Educators, Marriott, Burlingame, CA.
- Bates, J., & **O'Sullivan, D.** (2013, March). *Predicting working alliance efficacy: The impact of double stigma on persons with disability and ex-offender status*. Poster presented at Annual Conference for the American Counseling Association, Cincinnati, OH.
- O'Sullivan, D.**, Blum, J., & Watts, J. (2013, April). *SMART recovery: Who attends, facilitates, and what rehabilitation counselors need to know*. Poster presented at National Conference for Rehabilitation Educators, Marriott, Burlingame, CA.

- O'Sullivan, D., & Armstrong, J.** (2012). *Health behavioral change theories: Application to rehabilitation service and research*. Poster presented at National Council on Rehabilitation Education (NCRE), San Francisco, CA.
- O'Sullivan, D., & Gines, J.** (2011). *Connecting the history of medical abuses against African Americans from the 17<sup>th</sup> century to the current racial health care disparities today: Implications for rehabilitation service providers*. Paper presented at annual conference of the National Council on Rehabilitation Education (NCRE), Manhattan Beach, CA.
- Strauser, D. R., Wong, A. W. K., & **O'Sullivan, D.** (2011). *Need based vocational rehabilitation outcomes*. Paper presented at the National Council on Rehabilitation Education Conference, Manhattan Beach, CA.
- Wagner, S., Strauser, D. R., Wong, A. W. K., **O'Sullivan, D.**, Chan, F., & Dutta, A. (2011). *Looking at community integration and career development for young adult brain tumor survivors: A pilot study*. Poster presented at the American Psychosocial Oncology Society (APOS) 8th Annual Conference, Anaheim, CA.
- Wong, A., **O'Sullivan, D.**, & Strauser, D. (2011). *Examining the structure of developmental work personality scale*. Poster Presented at annual conference of National Council on Rehabilitation Education (NCRE), Manhattan Beach, CA.
- Wong, A., Strauser, D., Wagner, S., **O'Sullivan, D.**, Lange, D., & Chan, F. (2011). *Factors predicting life satisfaction among young adult childhood cancer survivors*. Poster presented at annual conference of the National Council on Rehabilitation Education (NCRE), Manhattan Beach, CA.
- O'Sullivan, D.**, & Strauser, D. R. (2010). *Developmental work personality: Implications for research and Practice*. Paper presentation at annual conference of the National Council on Rehabilitation Education (NCRE), Manhattan Beach, CA.
- Wong, A. W. K., Strauser, D. R., Fong, C., **O'Sullivan, D.**, Wagner, S., & Dutta, A. (2010). *Examining differences in developmental personality, locus of control and self-efficacy of work behaviors: Implications for young adult cancer survivors' employment*. Paper presented at the National Council on Rehabilitation Education (NCRE) Manhattan Beach, CA.
- O'Sullivan, D.** (February, 2009). *Using attribution theory to examine the impact of education as a stigma reduction strategy*. Poster presentation at the annual conference of the National Council on Rehabilitation Education, San Antonio, TX.
- Strauser, D. R., Plotner, A., & **O'Sullivan, D.** (2008, October). *Investigation of barriers preventing successful employment outcomes for clients served by region V providers*. Paper presented at the annual conference of National Rehabilitation Association, St. Louis, MO.
- O'Sullivan, D.**, & Strauser, D. R. (2008, February). *The working alliance and counselor self-efficacy: Differences in bachelor and master level rehabilitation counselors across*

*disability category*. Poster session presented at the conference for the National Council on Rehabilitation Education, San Antonio, TX.

Strauser, D. R., & **O'Sullivan, D.** (2008, February). *Rehabilitation service provider perception and ranking of contextual work behaviors leading to unemployment for consumers with psychiatric disabilities*. Poster session presented at the conference for the National Council on Rehabilitation Education, San Antonio, TX.

Strauser, D. R., Plotner, A., & **O'Sullivan, D.** (2007, July). *Development of barriers to rehabilitation treatment scale: Investigation of barriers preventing successful employment outcomes for clients served by region V providers*. Paper presented at the conference for the Association for Professionals in Supported Employment, Kansas City, MO.

Strauser, D. R., & **O'Sullivan, D.** (2007, March). *Attribution theory, social cognitive variables and stigma: An exploratory analysis*. Paper presented at the conference for the American Counseling Association, Detroit, MI.

**O'Sullivan, D.**, & Strauser, D. R. (2007, February). *Self-efficacy, related constructs, and mediating variables: Implications for rehabilitation researchers and clinicians*. Poster session presented at the conference for the National Council on Rehabilitation Education, San Diego, CA.

**O'Sullivan, D.** (2003, March). *Racial identity and perception of disability in romantic partner*. Poster session presented at the conference for the American Counseling Association, Kansas City, MO.

## Awards and honors

**O'Sullivan, D.** (2016). Recipient of Faculty Fellowship in Penn State's SSRI Child Maltreatment Network. Disability, invalidating responses, and experiential avoidance in families with disabilities: Understanding the cycle of maltreatment in multi-generational contexts. This fellowship awards \$15K to faculty member to cover cost of course release

**O'Sullivan, D.**, Strauser, D. R., & Wong, A. W. K. (2012). Recipient of the National Rehabilitation Association Editor's Choice Research Award, *Five-factor model of personality, work behavior self-efficacy, and length of prior employment for individuals with disabilities: An exploratory analysis*.

**O'Sullivan, D.**, Wong, A. W. K., & Strauser, D. R. (2012). Recipient of the American Rehabilitation Counseling Association Research Award, *Rehabilitation Counseling Bulletin*: Five-factor model of personality, work behavior self-efficacy, and length of prior employment for individuals with disabilities: An exploratory analysis.

**O'Sullivan, D.** (2010). Recipient of Research Initiation Grant (RIG) from the College of Education, awarded \$9K. Project Title: *Self-efficacy, self stigma, and self help seeking among participants of substance dependence peer support groups: Investigation of factors relevant to relapse prevention*, Penn State University, PA.



**O'Sullivan, D.** (2008). Co-investigator of Faculty Research Board grant, awarded \$13K. Project Title: *Validation of the developmental work personality scale for use with persons with disabilities and chronic illness*, University of Illinois, IL.

## Editorial service

Editorial Board Member, *Rehabilitation Counseling Bulletin*, 2012-present

Editorial Board Member, *Rehabilitation Research, Policy, & Education* 2011-present

Ad hoc reviewer for the following journals: *Rehabilitation Psychology; Disability and Rehabilitation; Work: A Journal of Prevention, Assessment, and Rehabilitation; Measurement and Assessment in Counseling and Development; Journal of Substance Abuse Treatment, Prevention, and Policy; The Australian Journal of Rehabilitation Counseling; Journal of Organizational Behavior*

## Administrative service to the university

- Coordinator for Addictions and Recovery minor, 2020-present
- Professor in charge of the Rehabilitation and Human Services major, 2019-present
- Advisory board member for Penn State's Collegiate Recovery Program, 2017-present
- Advisory board member for Penn State's Restorative Justice Initiative, 2018-present
- Director of graduate and undergraduate programs, Department of Educational Psychology, Counseling, and Special Education, 2017- 2018.
- College of Education Ombudsperson, 2017-2018.
- Schreyer's Honors advisor for Rehabilitation & Human Service major, 2014-2018; 2019-present.
- Rehabilitation & Human Services Minor Advisor, 2013-2017.
- Faculty advisor for the RHS student organization, 2016-2017.
- Rehabilitation counseling program coordinator, 2016-2017.

## Program development

- In progress: Development and proposal of the Addictions and Recovery Minor
- In progress: Development of Certificate for Alcohol and Drug Counselor
- Developed the RHS minor for the Rehabilitation & Human Services program
- Developed the Foundations of Addictions Counseling class for CNED program
- Developed the Trauma-Informed Care for Helping Professionals course

## Clinical Experience

- Rehabilitation and Substance Abuse Counselor, 2004-05  
*Alpha Omega Veterans Services, 1183 Madison Ave, Memphis, TN, 2004-05*  
*Foundations Associates, 1248 Lapaloma Ave., Memphis, TN, 2005*
- Vocational Evaluator, internship, 2004

*Center for Rehabilitation and Employment Research, University of Memphis*

- Counselor-in-training, practicum student, 2003

*Sophia's House, women's transitional safe house – address kept confidential*

## Consulting

Consultant, NIDRR Project, *Evaluating the efficacy of an occupational intervention targeting young adult brain tumor survivors.*

Role, External Reviewer. Provides quarterly fidelity reviews of project goal progression to P.I.s. Involved in intervention planning and implementation of project, 2012-2014.

Consultant, PA Department of Corrections, *Co-Occurring Disorders for Women in Prison: Training and Vivitrol feasibility study*

Role, External Reviewer. Provide annual report on curriculum selection and implementation of co-occurring disorders and their treatments for women in prison with substance dependence and diagnosis of mental illness, 2012-2013.

Consultant, Rehabilitation Services Administration: *Employ, Empower, Educate: Targeted Communities*

This is one aim of a larger \$12 million long-term, multi-state project.

Role, Content expert and program review for aims related to trauma assessment. Support the co-investigators in selection of assessments related to trauma screening and program evaluation, 2017-2019.

Faculty Training Mentor: My role is to provide ongoing mentoring and training to doctoral students or post-docs funded by NICHD: T32 application titled Interdisciplinary Training in Child Maltreatment Science (ITCMS).