

Curriculum Vitae

JANE E. ATIENO OKECH, PH.D.
Professor & Vice Provost for Faculty Affairs
The University of Vermont
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1. PERSONAL INFORMATION

A. EDUCATION

Idaho State University Pocatello, Idaho, USA <i>Advisor:</i> Dr. William B. Kline	Counselor Education & Counseling	Ph.D.
United States International University , Nairobi, Kenya	Counseling Psychology	M.A.
Kenyatta University , Nairobi, Kenya	Philosophy of Religion & History, with Upper Second-Class Honors.	B.Ed.

B. Professional Licensure & Certificates

National Certified Counselor (NCC) [2002- Present]
National Board for Certified Counselors, Certification Number 69585

Licensed Professional Counselor (LPC) [2002-2008]
Idaho Bureau of Occupational Licenses, License Number 2803 (Inactive)

C. ADMINISTRATIVE APPOINTMENTS

Vice Provost for Faculty Affairs July 2022-Present

As Vice Provost for Faculty Affairs, I provide university-wide strategic leadership for the full faculty lifecycle, including recruitment, professional development, evaluation, promotion, retention, recognition, and advancement. I lead the Division for Faculty Affairs, which advances faculty recruitment and retention, professional advancement, instructional development, writing across the curriculum, and community-engaged learning through four units: the Center for Teaching and Learning (CTL), the Office of Community-Engaged Learning (CELO), the Office of the Vice Provost for Faculty Affairs (OVPFA), and Writing in the Disciplines (WID). I also direct the Comprehensive Faculty Mentoring Program and the Academic Leadership Experience Program, which develops emerging academic leaders and supports current department chairs, associate deans. As the Provost's designee, I hear Step Three grievances in collaboration with Human Resources partners and the Office of General Counsel, contributing to the fair and consistent administration of university policies and collective bargaining agreements.

My current key initiatives and leadership priorities include sponsoring and leading the review committee for the UVM Comprehensive Faculty Affairs Platform Initiative; deepening the impact of the Comprehensive Faculty Mentoring Program as it enters its fifth year; strengthening

faculty recruitment, retention, and rank-progression processes through the Faculty Recruitment and Retention Handbook and related annual reporting; serving as the Provost's liaison to the Retired Faculty and Administrative Officers (RFAO); streamlining the review of active research status for emeriti faculty to support continued post-retirement engagement in research and scholarship; leading the Academic Leadership Experience Program; and contributing to university-wide work in artificial intelligence, data governance, operational effectiveness, and the institution's response to federal actions affecting faculty affairs.

Associate Dean for Academic & Faculty Affairs

August 2021- July 2022

College of Education and Social Services, *University of Vermont*, Burlington, VT, USA.

As Associate Dean for Academic and Faculty Affairs, I led faculty professional development, rank progression, and faculty of color affinity-group programming. I provided college-level oversight for principles of course equivalency, reappointment, promotion, and tenure standards, workload guidelines, performance-review rubrics, and compliance with University COVID-19 teaching and service guidelines. My academic affairs portfolio included expanded section requirements, undergraduate program reviews, the Schedule of Courses, catalog and course-renumbering processes, and representation on the Learning Management System Committee. I also served as liaison to the CESS Curriculum Affairs Committee, Faculty Affairs Committee, Learning Communities, Registrar's Office, and Provost's Office, and administered CESS faculty awards and university-level award nominations.

Chair, Department of Leadership and Developmental Sciences

June 2017- July 2021.

College of Education and Social Services, *University of Vermont*, Burlington, VT, USA.

As chair, I led a department comprising eight academic programs, affiliated minors and concentrations, 24 full-time faculty, three staff members, and 10–12 part-time faculty, serving more than 120 undergraduate students and approximately 250 graduate students annually from 2017 to 2020. I subsequently oversaw the development of the Department of Counseling, Human Development and Family Science, comprising three academic programs and an affiliated minor, and led the development of a new Ph.D. program in Counselor Education and Supervision. From 2020 to 2021, I supervised eight full-time faculty, two staff members, and 16 part-time faculty serving more than 120 undergraduate students and approximately 70 graduate students annually.

Interim Associate Dean for Academic Affairs & Research

July 2015- June 2016

College of Education and Social Services, *University of Vermont*, Burlington, VT, USA.

As Interim Associate Dean for Academic Affairs and Research, I led faculty professional development and research activity and guided the development and adoption of a college learning management system. My academic affairs portfolio included expanded section requirements, undergraduate program reviews, the Schedule of Courses, catalog and course-renumbering processes, and liaison responsibilities with the CESS Curriculum Affairs Committee, Faculty Affairs Committee, Registrar's Office, and Provost's Office. I also administered the CESS national recognition process, including U.S. News & World Report rankings.

Program Coordinator, Counseling Program

August 2012-June 2015

College of Education and Social Services, *University of Vermont*, Burlington, VT, USA.

As program coordinator, I provided academic and administrative leadership for the 60-credit Clinical Mental Health Counseling Program, the 60-credit School Counseling Program, the 72-credit Dual Option Track, and the accelerated master's program. I oversaw CACREP accreditation requirements, admissions, course scheduling, and compliance with University academic and

administrative policies, timelines, and deadlines. I collaborated with four full-time faculty and one staff member, recruited and supported an average of 6–10 part-time faculty annually, and served approximately 62–68 graduate students each year.

Coordinator, Clinical Mental Health Counseling Program, Counseling Program 2003-2012; 2016-2017.

College of Education and Social Services, *University of Vermont*, Burlington, VT, USA.

*I served as the program liaison for the National Board of Certified Counselors and the Vermont Board of Allied Mental Health. My responsibilities included creating and overseeing internship sites for the Clinical Mental Health Counseling Program in Vermont. I also conducted certification and licensure orientation sessions and provided updates as required.

Chair, Department of History

August 1998- June 2000

***Brookhouse Senior School*, Accredited by the European Council of International Schools (ECIS), Nairobi, Kenya.**

I was responsible for curriculum oversight, preparation of students for international examinations, class scheduling.

Chair, Department of Christian Religious Education, Counseling, Social Education and Ethics, 1993-1996

***Loreto Convent Msongari*, Nairobi, Kenya.**

I was responsible for curriculum oversight, preparing students for national examinations, liaising with the Ministry of Education's curriculum oversight office, and class scheduling.

D. PROFESSIONAL ACADEMIC APPOINTMENTS

Full Professor (Tenured),

May 2017-Present

Department of Counseling, Human Development and Family Science, College of Education and Social Services, *University of Vermont*, Burlington, VT, USA.

Associate Professor (Tenured),

2009-2017

Department of Counseling, Human Development and Family Science, College of Education and Social Services, *University of Vermont*, Burlington, VT, USA.

Assistant Professor (Tenure Track),

2003-2009

Department of Counseling, Human Development and Family Science, College of Education and Social Services, *University of Vermont*, Burlington, VT, USA.

Graduate Teaching Assistant,

August 2000-May 2003

Department of Counseling, *Idaho State University*, Pocatello, Idaho, USA.

High School Teacher

August 1996- June 2000

Brookhouse Senior School, Accredited by the European Council of International Schools (ECIS), Nairobi, Kenya.

High School Teacher

January 1991-July 1996,

Loreto Convent Msongari, Nairobi, Kenya.

High School Teacher*Gachie High School, Nairobi, Kenya*

August 1990-December 1990

E. PROFESSIONAL EXPERIENCES**Consultant, Diversity and Multicultural Competencies in Schools***Rice Memorial High School, South Burlington, VT, USA.*

May 2015-April 2016

Consultant, Sexual Identity and Human Rights (SIHR) Program*Kenya Female Advisory Organization (KEFEADO), Kisumu, Kenya.*

June 2009-June 2012

Consultant, Multicultural Counseling and Human Relations*Center for Counseling and Human Relations, Middlebury College, Middlebury, VT, USA.*

August 2007- May 2008

Consultant, Counseling Skills Demonstration DVD, Educational Videos Production*Houghton Mifflin Company, Lahaska Press, Middlebury, VT, USA.*

2006

Clinical Mental Health & Outreach Counselor*Center for New Directions, Pocatello and Blackfoot, ID, USA.*

(2001-2003)

Clinical Mental Health & Career Counselor*Idaho State University Career Development Center, Pocatello, ID, USA.*

June 2002-August 2002

Clinical Mental Health Counselor*Health West Outreach Counseling Services, Pocatello, ID, USA.*

May 2001-August 2002

2. RESEARCH, SCHOLARLY, AND CREATIVE ACTIVITIES**A. HONORS, AWARDS & FELLOWSHIPS**

- ***Eminent Career Award (2026).*** This award recognizes individuals whose professional lives demonstrate extraordinary and enduring contributions to group work theory, research, practice, training, and leadership. Awarded on February 8, 2026, at the Association for Specialists in Group Work Conference in Chicago, IL, USA.
- ***President's Invited Speaker Award (2024).*** Awarded in recognition of contributions to the 2024 conference. Awarded on March 2, 2024, at the Association for Specialists in Group Work Conference in Portland, OR, USA.
- ***Counselor Education and Supervision Publication of the Year Award (2019).*** Awarded by the Association for Counselor Educators and Supervisors (ACES) in recognition of the edited volume Okech, J. E. A. & Rubel, D. J. (Eds.). (2018). *Counselor Education in the 21st Century: Issues and Experiences*. Alexandria, VA: American Counseling Association. Awarded on October 12, 2019, at the Association for Counselor Educators and Supervisors Conference in Seattle, WA, USA.

- ***Association for Specialists in Group Work (ASGW) Fellow (2018)***. Election to Fellow status in ASGW recognizes the extraordinary efforts of an individual on behalf of the Association and extraordinary professional achievements compatible with and enhancing the purposes of the Association. Awarded on March 17, 2018, at the American Counseling Association Conference in Atlanta, GA, USA.
- ***Article of the Year Award (2017)***. Awarded on March 17, 2017, by the *Journal for Specialists in Group Work*, in recognition of the publication by Okech, Pimpleton, Vannata, & Champe (2016) at the Association for Specialists in Group Work Conference in Washington, DC, USA.
- ***Outstanding Article Award (2015)***. Awarded on February 20, 2016, by the *Journal for Specialists in Group Work* in recognition of Okech, Pimpleton, Vannata, & Champe (2015) at the Association for Specialists in Group Work Conference in Washington, DC, USA.
- ***John Dewey Educator's Award for Excellence in Teaching (2014)***. Awarded during the May 18th Commencement Ceremony by the College of Education and Social Services, University of Vermont, Burlington, VT, USA.
- ***Outstanding Faculty and Staff Award (2014)***. University of Vermont's ALANA Center, Burlington, VT, USA. This award recognizes a faculty or staff member's positive impact on the UVM community by promoting racial and ethnic justice, inclusion, and equity.
- ***WACES Research Award (2008)***. Awarded in recognition of the publication by Okech, Astramovich, Johnson, Hoskins, & Rubel (2006) by the Western Association for Counselor Educators & Supervisors (WACES), November 2008, Palm Springs, CA, USA.
- ***Outstanding Faculty Woman Award (2007)***. University of Vermont's Women's Center and Women's & Gender Studies Program, Burlington, VT, USA.
- ***Outstanding Article Award (2006)***. Awarded on April 1, 2006, by the *Journal for Specialists in Group Work* in recognition of the publication by Okech & Kline (2005) at the Annual American Counseling Association Conference and Exhibition in Montreal, Quebec, Canada.
- ***ACES/NBCC International Fellow (2002/2003)***. The fellowship included a financial award and an invitation to participate in an ACES/NBCC leadership workshop as part of a strategic team focusing on counseling from a global perspective, ACES National Convention, Park City, UT.
- ***Graduate Teaching Assistant Fellowship (tuition and stipend) (2000–2003)***. Kasiska College of Health Professions, *Idaho State University*, Pocatello, ID, USA.
- ***Outstanding Graduate Student Award (2000)***. *United States International University*, Nairobi, Kenya. Presented to the graduate student who demonstrated exceptional

academic performance and distinction within the graduate school during the graduation ceremony.

B. REFEREED BOOKS:

- **Okech, J. E. A.**, Rubel, D. J. & Kline, W. B., (2024). *Interactive Group Work (2nd ed.)*. Alexandria, VA: American Counseling Association.
- Geroski, A., **Okech, J. E. A.**, & Krauss, K. (2020). *Group Work in Schools: Preparing, Leading, Responding*. San Diego, CA: Cognella.
- **Okech, J. E. A** & Rubel, D. (2018). *Counselor Education in the 21st Century*. Alexandria, VA: American Counseling Association.

C. REFEREED ARTICLES (*with students)

- ***Okech, J. E. A.**, Rubel, J. D., Jamaledine, M., Hutchinson, C., & Redmond, L. (2023). Applying the 10 principles of anti-oppression to supervision of group work. *Journal for Specialists in Group Work*, 48/2, 90-108
<https://doi.org/10.1080/01933922.2023.2190775>
- **Okech, J. E. A.**, Ort, J., Steen, S., & Goodrich, K. (2022). Group work practice articles: Recommendations for manuscript development. *Journal for Specialists in Group Work*, 47(1), 1-9. <https://doi.org/10.1080/01933922.2022.2014744>
- Wolff, J. R., **Okech, J. E. A.**, Smith, L. C., & Southwick, P. J. C (2019). Protecting sexual and gender minorities in disaffirming academic institutions: ethical, psychological and accreditation concerns. *Training and Education in Professional Psychology*. Advance online publication, 1–8. <http://dx.doi.org/10.1037/tep0000272>
- van Eeghen, C., Hitt, J., King, J., **Okech, J. E. A.**, Rouleau, B. A., Melekis, K., Kessler, R., & Pinckney, R. (2019). An interprofessional education pilot program on Screening, Brief Intervention, and Referral to Treatment (SBIRT) improves student knowledge, skills, and attitudes. *International Journal of Higher Education*, 8, pp. 119–132.
<https://doi.org/10.5430/ijhe.v8n1p119>
- Rubel, J. D., & **Okech, J. E. A.** (2017). Qualitative Research in Group Work: Status, Synergies, and Implementation. *Journal for Specialists in Group Work*, 42(1), 54-86.
<https://doi.org/10.1080/01933922.2016.1264522>
- **Okech, J. E. A.**, Pimpleton, A., Vannata, R., & Champe, J. (2016). Intercultural conflict in groups. *Journal for Specialists in Group Work*, 41(4), 350–369.
<https://doi.org/10.1080/01933922.2016.1232769>
- Smith, L. C., & **Okech, J. E. A.** (2016). Negotiating CACREP accreditation practices, religious diversity, and sexual orientation diversity: [A rejoinder to Sells and Hagedorn]. *Journal of Counseling & Development*, 94, 280–284. <https://doi.org/10.1002/jcad.12082>

- Smith, L. C., & Okech, J. E. A. (2016). Ethical issues raised by CACREP accreditation of programs within institutions that disaffirm or disallow diverse sexual orientations. *Journal of Counseling & Development*, 94, 252-264. <https://doi.org/10.1002/jcad.12084>
- Okech, J. E. A., & Geroski, A. (2015). Interdisciplinary training: Preparing counselors for collaborative practice. *The Professional Counselor*, 5(4), 458-472. <https://doi.org/10.15241/jeo.5.4.458>
- *Okech, J. E. A., Pimpleton, A., Vannata, R., & Champe, J. (2015). Intercultural communication: an application to group work. *Journal for Specialists in Group Work*, 40, 268-293. <https://doi.org/10.1080/01933922.2015.10565>
- Champe, J., Okech, J. E. A., & Rubel, D. (2013). Emotion regulation: Processes, strategies, and applications for group work training and supervision, *Journal for Specialists in Group Work*, 38(4), 349-368. <https://doi.org/10.1080/01933922.2013.834403>
- Okech, J. E. A. (2012). A multidimensional assessment of children in conflictual contexts: The case of Kenya. *International Journal for the Advancement of Counselling*, 34(4), 331-348. <https://doi.org/10.1007/s10447-012-9166-4>, IF 0.560
- Okech, J. E. A., & Kimemia, M. (2012). Professional counseling in Kenya: History, current status, and future trends. *Journal of Counseling & Development*, 90, 107-112. <https://doi.org/10.1111/j.1556-6676.2012.00015.x>
- *Okech, J. E. A., & DeVoe, S. (2010). A multidimensional exploration of the impact of international experiences on counselors' cross-cultural awareness. *International Journal for the Advancement of Counselling*, 32(2), 117-128. <https://doi.org/10.1007/s10447-010-9093->, IF 0.560
- Rubel, D., & Okech, J. E. A. (2009). The expert group work supervision process: Apperception, actions, and interactions. *Journal for Specialists in Group Work*, 34, 227-250. <https://doi.org/10.1080/01933920903032596>
- Okech, J. E. A., & Rubel, D. (2009). The experiences of expert group work supervisors: An exploratory study. *Journal for Specialists in Group Work*, 34(1), 68-89. <https://doi.org/10.1080/01933920802578087>
- Okech, J. E. A. (2008). Reflective practice in group co-leadership. *Journal for Specialists in Group Work*, 33(3), 1-17. <https://doi.org/10.1080/01933920802196138>
- Okech, J. E. A., & Champe, J. (2008). Informing culturally competent practice through cross-racial friendships. *International Journal for the Advancement of Counseling*, 30(2), 104-115. <https://doi.org/10.1007/s10447-008-9049-x>, IF 0.560

- **Okech, J. E. A., & Rubel, D. (2007).** Diversity competent group work supervision: An application of the supervision of group work model (SGW). *Journal for Specialists in Group Work, 32*(3), 245-26. <https://doi.org/10.1080/01933920701431651>
- ***Okech, J. E. A., Astramovich, R., Johnson, M., Hoskins, W., & Rubel, D. (2006).** Doctoral research training of counselor education faculty. *Counselor Education & Supervision, 46*(2), 131-145. <https://doi.org/10.1002/j.1556-6978.2006.tb00018.x>
- Rubel, D., & **Okech, J. E. A. (2006).** The supervision of group work model: Adapting the discrimination model for supervision of group workers. *Journal for Specialists in Group Work, 31*(2), 113-134. <https://doi.org/10.1080/01933920500493597>
- **Okech, J. E. A., & Kline, W. B. (2006).** Competency concerns in group co-leader relationships. *Journal for Specialists in Group Work, 31*(2), 165–180. <https://doi.org/10.1080/01933920500493829>
- **Okech, J. E. A., & Kline, W. B. (2005).** A qualitative exploration of group co-leader relationships. *Journal for Specialists in Group Work, 30*(2), 173-190. <https://doi.org/10.1080/0193392050926048>
- Astramovich, R., **Okech, J. E. A., & Hoskins, W. (2004).** Counselor educators' perceptions of their doctoral course work in research methods. *Guidance and Counseling, 19*(3), 124-131.

D. BOOK CHAPTERS

- **Okech, J. E. A. (2026).** Why being informed about research essential for clinical practice. In Corey, J (Ed.). *Counseling Journeys: Reflections and Voices from the Field*. Pp. 251-254.
- Rubel, D. & **Okech, J. E. A. (2026).** Using Anonymous Polling to Co-construct Brave Spaces in Anti-oppressive Online Group Supervision. In M. Luke., & P. Harvey Book. *Principles of Anti-Oppression: A Critical Analytic Synthesis*. pp 132-159.
- **Okech, J. E. A. (2025).** Voices from the field: Why becoming informed about research literature is essential for the practice of group work. In Corey, M. S., Corey, G., & Corey, C (Eds.). *Groups: Process and Practice* (11th edition). Pp. 59-61.
- **Okech, J. E. A. (2023).** Effective observation: Skills of group process observation. In Devika D. Choudhuri and C. J. McCarthy (Eds.), *Fundamentals of Group Process Observation*. (pp19-30). Taylor & Francis. <http://doi.10.4324/9781003281955-3.com>
- Dibya, D., McCarthy, C. J., & **Okech, J. E. A. (2023).** Introduction to process observation in groups. In Devika D. Choudhuri and C. J. McCarthy (Eds.), *Fundamentals of Group Process Observation*. (pp 3–18). Taylor & Francis. <http://doi.10.4324/9781003281955-2.com>

- Rubel, D. & **Okech, J. E. A.** (2018). Diversity and Multicultural Group Counseling. In D. Capuzzi & M. Stauffer (Eds.), *Foundations of Group Counseling*. (pp 111-131). Denver: Pearson.
- **+Okech, J. E. A** & Rubel, D. J. (2018). Preface. In J. E. A Okech & D. J. Rubel (Eds.). *Counselor Education in the 21st Century: Issues and Experiences*. (pp. vii-ix). Alexandria, VA: American Counseling Association.
- **+Okech, J. E. A** & Rubel, D. (2018). Introduction to Counselor Education in the 21st Century. In J. E. A Okech & D. Rubel (Eds.). *Counselor Education in the 21st Century: Issues and Experiences*. (pp. 1-16). Alexandria, VA: American Counseling Association.
- **Okech, J. E. A.** (2015). The ORAL model for feedback exchange. In M. Luke & K. Goodrich (Eds.). *Group work experts share their favorite supervision activities: Volume 2*. (pp. 162-167). Alexandria, VA: Association for Specialists in Group Work.
- **Okech, J. E. A.** (2015). An introduction to group work supervision activities. In M. Luke & K. Goodrich (Eds.). *Group work experts share their favorite supervision activities: Volume 2*. (pp. 243-247). Alexandria, VA: Association for Specialists in Group Work.
- **Okech, J. E. A.,** & Kimemia, M. (2013). Professional Counseling in Kenya. In T. Hohenshil, N. Amundson, & S. Niles (Eds.), *Counseling around the world: An international handbook*, (pp. 31-39), Alexandria, VA: American Counseling Association. doi: 10.1002/9781119222736.ch4
- Rubel, D. & **Okech, J. E. A.** (2011). Qualitative research approaches and group counseling. In R. Conyne (Ed.). *The Oxford handbook of group counseling*. (pp. 260-286). New York: Oxford University Press.
- Rubel, D. & **Okech, J. E. A.** (2010). Diversity Issues in Group Work. In D. Capuzzi, D. Gross, & M. Stauffer (Eds.), *Introduction to group work*. (5th ed., pp. 219-247). Denver: Love.

E. EDITORIALS IN REFEREED JOURNALS:

- **Okech, J. E. A.** (2025). Online Group Counseling. *The Journal for Specialists in Group Work*, 50, 71-72, <https://doi.org/10.1080/01933922.2025.2595871> .
- **Okech, J. E. A., Rubel, D. J. & Ohrt, J.** (2025). Brief reports in the Journal for Specialists in Group Work: Guidelines and evaluation standards, *The Journal for Specialists in Group Work*, 49(4), 157-160, <https://doi.org/10.1080/01933922.2025.2479988> .
- **Okech, J. E. A.** (2024). The development and efficacy of Group counseling and online Group Work Skills, *The Journal for Specialists in Group Work*, 49(2-3), 83-84. <https://doi.org/10.1080/01933922.2024.2429980> .

- **Okech, J. E. A.** (2024). Introduction to issue 49, *The Journal for Specialists in Group Work*, 49, 1-2. <https://doi.org/10.1080/01933922.2024.2353518> .
- **Okech, J. E. A. & Rubel, D. J.** (2023). Publishing in The Journal for Specialists in Group Work: Understanding and Centering the Concept of Group Work. *The Journal for Specialists in Group Work*, 48, 273–276
<https://doi.org/10.1080/01933922.2023.2284081>.
- **Okech, J. E. A.** (2023). JSGW: A Time for change and reflection. *The Journal for Specialists in Group Work*, 48, 193-195.
<https://doi.org/10.1080/01933922.2023.2251354>.
- **Okech, J. E. A.** (2019). Editorial Introduction. *The Journal for Specialists in Group Work*, 44, 1-2. <https://doi.org/10.1080/01933922.2018.1561071>.

F. BOOK REVIEWS; NON-REFEREED PUBLICATIONS; RESPONSES TO SCHOLARLY WORK, BOOKS UNDER CONTRACT, WORKS IN PROCESS/UNDER REVIEW, PROPOSALS & REPORTS

i. Book Review

- Okech, J. E. A. (2009). [Review of the book *Theories of Human Development: A Comparative Approach* by

ii. Non-refereed publications

- Geroski, A., Hutchinson, D., Margolis, G., & **Okech, J. E. A.** (2007). Counseling skills demonstrations [DVD] in D. Hutchinson, *The essential counselor: Process, skills, and techniques*. Boston: Houghton Mifflin. **I**

iii. Dissertation

- **Okech, J. E. A.** (2003). A grounded theory of group co-leader relationships. [Doctoral dissertation, Idaho State University]. Available from ProQuest Digital Dissertations. (AAT 3082996).

iv. Responses to Dr. Okech's Work

- Sells, J. N. & Hagedorn, W. B. (2016). CACREP accreditation, ethics, and the affirmation of both religious and sexual identities: A response to Smith and **Okech**. *Journal of Counseling and Development*, 94, 265-279. doi: 10.1002/jcad.12083
- Council for Accreditation of Counseling and Related Educational Programs (CACREP). (2016). Statement to CACREP Accredited Counselor Education & Supervision Programs in response to the content of Smith, L. C., & **Okech, J. E. A.** (2016 a & b, see above).

G. DIVISION OF FACULTY AFFAIRS HANDBOOKS & ANNUAL REPORTS

- Okech, J. E. A., & S. Harrington. Revised DOFA Inclusive Excellence Plan Report. (2025).
- Okech, J. E. A., & Pincus, C. Comprehensive Faculty Mentoring Program Report. (2023; 2024; 2025; 2026).
- Okech, J. E. A., & Pincus, C. Faculty Recruitment & Retention Handbook. (2024; 2025; 2026)
- Okech, J. E. A., & Pincus, C. Faculty Recruitment, Retention & Rank Progression Annual Report. (2024; 2025).
- Okech, J. E. A., Pincus, C., Munkres, S., Harrington, S., & Veriei, W. DOFA Inclusive Excellence Plan Report. (2024).
- Okech, J. E. A., Harrington, S., Parker, H. B., Pincus, C., Munkres, S., & Verrei, W. DOFA Inclusive Excellence Plan. (2023).

H. PROGRAM DEVELOPMENT, ACADEMIC PROGRAM REVIEWS & ACCREDITATION REPORTS

- **Okech, J. E. A.,** Smith, L., & Welkowitz. (2022). *Proposal for a Ph.D Program in Counselor Education and Supervision*, Department of Counseling, Human Development and Family Science, College of Education and Social Services, University of Vermont. (*Approved)
- Smith, L., **Okech, J. E. A.,** Geroski, A., & Welkowitz, J. (2020). *Council for Accreditation for Counseling and Related Education Programs (CACREP): Self-Study & Report Response*, MSc Counseling Program, University of Vermont. (*Reaccredited & Two-year interim accreditation report due Spring 2023). (*Approved)
- **Okech, J. E. A.,** K. Killeen., & Hurley, S. (2019). *Intent to eliminate Principal Licensure Pathway & Teach-Out Plan*, Burlington, VT: University of Vermont, Education Leadership MA Program, Vermont Agency of Education. (*Approved)
- **Okech, J. E. A.,** A., Kindsvatter, A., & Smith, L. (2015). *Proposal for a Variable Tuition Rate (VTR)*. Master of Science Graduate Programs in Clinical Mental Health Counseling and School Counseling., Department of Leadership and Developmental Sciences, College of Education and Social Services, University of Vermont. (*Approved)
- **Okech, J. E. A.,** & Mackinnon, C. T. (2014). *Council for Accreditation for Counseling and Related Education Programs (CACREP): Two-year interim accreditation report*. Burlington, VT: University of Vermont, MSc Counseling Program. (*Approved)
- **Okech, J. E. A.,** Mackinnon, C. T., Geroski, A., Kindsvatter, A., & Smith, L (2014). *Self-study report for Academic Programs Review (APR): Cycle 4*. Burlington, VT: University of Vermont, MSc Counseling Program. (*Approved)

I. EDITORIAL SERVICE

- Editor in Chief, *Journal for Specialists in Group Work* (2023-2028)*
- Editor in Chief elect, *Journal for Specialists in Group Work* (2022-2023)

- Associate Editor, *Journal for Specialists in Group Work* (2019-2022).
- Editorial Board, *Journal for Specialists in Group Work* (2016-2018)
- Editorial Board, *Journal of Counselor Education and Supervision* (2004-2006).
- Ad hoc Reviewer, *Canadian Psychology/Psychologie Canadienne* (2022)
- Ad hoc Reviewer, *Journal for Specialists in Group Work* (2007-2015).
- Ad hoc Reviewer, *The Clinical Supervisor: A Journal of Interdisciplinary Research, Theory, and Practice* (2012).

J. GRANTS ACTIVITY

- Wijesinghe, P., Garvey, J., **Okech, J. E. A.**, & C, Fairchild. (Co-PI). NSF ADVANCE Catalysts: Examining the Systemic Barriers Impacting Faculty Retention and Success at the University of Vermont. AWD2438001, \$299,998. *Awarded for June 2025-May 2027; Withdrawn following Federal Actions on 5/9/2025)
- **Okech, J. E. A.** (PI). An Examination of Counselor Educators' Perceptions of their Preparation to Teach in Face-to-Face and Online Environments. University of Vermont, College of Education and Social Services (CESS), Research Innovation Funds: (2019-2020), \$3500.
- Kessler, R. (PI); Dale, R., King, J. G., **Okech, J. E. A.**, Pinckney, R., Widrick, G. (Co-PIs & Advisory Council Members). *Screening brief intervention referral to treatment (SBIRT)*. UVM Collaborative Grant, awarded by SAMHSA, Grant #TI025395-01. (2013-2016): \$952,123.
- **Okech, J. E. A.** (PI). *Career enhancement grant*, University of Vermont, Office of the Vice-President for Research and Graduate Studies. (2009-2010), \$9,000.
- **Okech, J. E. A.** (PI). *Support an empirical study on the experiences of expert clinical group work supervisors*, Association for Counselor Educators and Supervisors (ACES) Research Grant Award. 2007/2008: \$750 (with Deborah Rubel).
- **Okech, J. E. A.** (PI). Support for research & publication projects to enhance efforts to prepare culturally competent professionals. CESS Dean's discretionary grant. (2005-2006), \$3,000.
- **REFERRED & INVITED PRESENTATIONS** (KEY: R = Refereed; I = Invited; KN = Keynote Address)
 - Yanhong, L., Luke, M., Okech, J. E.A., & Rubel, J. D. (2025). *Conducting and publishing group work research, panel: Insights from ASGW scholars*. Association for Specialists in Group Work Professional Development Series, April 3, 2025, TEAMS.
 - Rubel, J. D., & **Okech, J. E. A.** (2024). *Group membership skills: Unlocking the power of interactive group work to benefit diverse group members*. Association for Specialists in Group Work (ASGW) Conference, Portland, OR, USA. **I**

- Bauman, S., Homrich, A., McCarthy, C., **Okech, J. E. A.**, & Rubel, D. (2024). *ASGW Leadership Institute Fellows Panel*. Association for Specialists in Group Work (ASGW) Conference, Portland, OR, USA. **I**
- Jencius, M., Guth, L. J., Bhat, C. S., Bauman, S., Coker, A., Corey, G., Corey, M. S., A., **Okech, J. E. A.**, & Puig, A. (2024). *Capturing the Oral History of ASGW Through the ASGW Masterclass Project*. Association for Specialists in Group Work (ASGW) Conference, Portland, OR, USA. **I**
- **Okech, J. E. A.** (2019). *USIU-Africa Alumni from Diaspora*. United States International University-Africa (USIU) @50 Symposium, Nairobi, Kenya. *E-presentation*. **I**
- **Okech, J. E. A.** (2018). *It takes a village to mint an ASGW Fellow: My story*. American Counseling Association Annual Conference & Exhibition, Atlanta, GA, USA. **I**
- Goodrich, K., Luke, M., Guthrie, L., Asher-Self, K., **Okech, J. E. A.**, Rubel, D., McCarthy, C., Peterson, C. H., & Shannonhouse, L. (2018). *Research in group work: A renewed focus on exemplary methods*, Panel/Roundtable, Association for Specialists in Group Work, Savannah, GA, USA. **R**
- Beckenback, J., Goodrich, K., Hegedom, B., Patrick, S., **Okech, J. E. A.**, Smith, L. C., & Sosa, G. (2017). Pre-conference institute, *The intersections of religion and sexual identity: A conversation on ethics*. American Counseling Association (ACA) Convention, San Francisco, CA, USA. **R**
- Rouleau, B. A., **Okech, J. E. A.**, Pinckney, P. G., van Eeghen, C. O., King, J. G., Kessler, R. S. (2016). *An Interprofessional approach to teaching brief interventions for substance use disorders*. 14th International Conference on Communication in Healthcare, September 7–10, 2016, University Convention Center Heidelberg, Heidelberg, Germany. **R**
- **Okech, J. E. A.**, Pimbleton, A., Vannata, R., & Champe, J. (2016). *Intercultural communication: an application to group work*. Association for Specialists in Group Work (ASGW) Conference, Washington, DC, USA. **R**
- Rouleau, B. A., Dale, R., Buck-Rolland, C., **Okech, J. E. A.**, van Eeghen, C., Hitt, J., King, J. G., Pinckney, Stein, W., van Luling, J., Widrick, G., & Kessler, R. (2016). *The Vermont SBIRT Training Collaborative: Team-based training in team-based care*, SBIRT Grantee Annual Conference, Bethesda, MD, USA. **R**
- Rouleau, B. A., Dale, R., Buck-Rolland, C., **Okech, J. E. A.**, van Eeghen, C., Hitt, J., King, J. G., Pinckney, Stein, W., van Luling, J., Widrick, G., & Kessler, R. (2016). *The Vermont SBIRT Training Collaborative*, Interprofessional Education: Building a Framework for Collaboration, Herndon, VA, USA. **R**
- Rouleau, B. A., Dale, R., Buck-Rolland, C., **Okech, J. E. A.**, van Eeghen, C., Hitt, J., King, J. G., Pinckney, Stein, W., van Luling, J., Widrick, G., & Kessler, R. (2015). *The*

Vermont SBIRT Training Collaborative, Transforming Primary Care and Behavioral Health Conference, Essex Junction, VT. R

- Champe, J., Rubel, D., & **Okech, J. E. A.** (2014). *Working with group leader-directed anger: Emotion regulation strategies*. Association for Specialists in Group Work (ASGW) Conference, Orlando, FL, USA. **R**
- **Okech, J. E. A.**, & Geroski, A. (2014). *Interdisciplinary training: Preparing counselors for interprofessional collaborative practice*. North Atlantic Association of Counselor Education and Supervision (NARACES) Regional Conference, Providence, RI, USA. **R**
- Champe, J., **Okech, J. E.A.**, & Rubel, D. (2013). *Promoting emotion regulation in counseling supervisees*. Association for Counselor Educators & Supervisors Conference, Denver, CO, USA. **R**
- Amundson, N., Niles, S., **Okech, J. E. A.**, Lim, B., Henning, S., Thomas, R., Kimemia, M., & Maat, M. T. (2013). *Counseling around the world: Increasing global literacy*. Panel session at the Annual American Counseling Association Convention, Cincinnati, OH, USA. **R**
- **Okech, J. E. A.**, & Waldo, M. (2012). *Researching group work in the field* (Round Table). Association for Specialists in Group Work (ASGW) Conference (Research Institute), Albuquerque, NM, USA. **I**
- **Okech, J. E. A.**, & Rubel, D. (2012). *Qualitative research approaches: Doable designs for group work* (Education Session). Association for Specialists in Group Work (ASGW) Conference (Research Institute), Albuquerque, NM, USA. **I**
- Champe, J., **Okech, J. E. A.**, & Rubel, D. (2012). *Group educator challenge: Promoting trainee cognitive complexity and emotional regulation* (Education Session). Association for Specialists in Group Work (ASGW) Conference, Albuquerque, NM, USA. **R**
- **Okech, J. E. A.** (2011). *A counselor educator's perspective on conducting quality research internationally: The case of Kenya*. Association for Counselor Educators and Supervisors Annual Conference, Nashville, TN, USA. **R**
- **Okech, J. E. A.** (2011). *Facilitating support groups for GLBTQ youth: Examining facilitator attitudes, approaches, & perspectives*. Outright Vermont Youth Center, Burlington, VT, USA. **I**
- **Okech, J. E. A.** (2011). *Navigating cross-cultural dimensions of international medical and mental health practice*. Invited address at the 10th Annual Cultural Competency in Medicine Day, University of Vermont, Burlington, VT, USA. **I**
- **Okech, J. E. A.**, Geroski, A., & Lieber, D. (2011). *Perspectives on cross-cultural mental health*. 10th Annual Cultural Competency in Medicine Day, University of Vermont, Burlington, VT, USA. **I**

- **Okech, J. E. A.** (2009). *Assessing for suicide and non-suicidal self-injurious behavior: A clinical approach*. Annual Kenya Association for Professional Counselors Conference (KAPC), Nairobi, Kenya. **R**
- **Okech, J. E. A.** (2009). *Gender and investment in Kisumu*. Keynote address at the Kisumu Development Initiative (KIDI) Annual Meeting, Kisumu, Kenya. **KN**
- **Okech, J. E. A.** (2009). *Charting a path for personal and academic success: Voices of form 3 & 4 students at Xaverian Secondary School*. Xaverian Secondary School, Kisumu, Kenya. **I**
- Rubel, D., & **Okech, J. E. A.** (2009). Association for Specialists in Group Work, Research Committee Ancillary Session, American Counseling Association Convention, Charlotte, NC, USA. **R**
- **Okech, J. E. A.**, & Rubel, D. (2008). *The experiences of expert group work supervisors: An exploratory study*. Poster session presented at the Annual American Counseling Association Convention, Honolulu, HI, USA. **R**
- **Okech, J. E. A.** (2008, March). *Doctoral research training of counselor education faculty*. Poster session presented at the Annual American Counseling Association Convention, Honolulu, HI, USA. **R**
- **Okech, J. E. A.** (2008). *Research agenda development, implementation, and dissemination process*. University of Oklahoma, College of Education, Tulsa, OK, USA. **I**
- Rubel, D., & **Okech, J. E. A.** (2008). *Group work supervision: Promoting social justice through facilitation of multicontextual assessment and action*. Western Association for Counselor Educators and Supervisors, Palm Springs, CA, USA. **R**
- **Okech, J. E. A.**, McMahon, E., Von Doepp, P., & Kelley, K. (2008). *Kenya: Headed towards a precipice?* Panel presentation for the Vermont Council on World Affairs, Burlington, VT, USA. **I**
- **Okech, J. E. A.**, & Rubel, H. (2007, October). *The experiences of group work supervisors: An exploratory study*. Paper presented at the Association for Counselor Educators and Supervisors Annual Conference, Columbus, OH, USA. **R**
- Champe, J., & **Okech, J. E. A.** (2006). *Can we talk? Informing culturally competent practice through cross-cultural friendships*. Annual American Counseling Association Convention and Exhibition, in joint association with the Canadian Counseling Association, Montreal, Quebec, Canada. **R**

- Atsuko, S., & **Okech, J. E. A.** (2006). *Globalization and internationalization issues in counselor education counseling*. North Atlantic Association of Counselor Education and Supervision Conference, Lake George, NY, USA. **R**
- Rubel, D., & **Okech, J. E. A.** (2005, April). *A new model of group work supervision: Empowering group work supervisors by clarifying roles, supervision foci, and supervisor competencies*. American Counseling Association World Conference and Exposition, Atlanta, GA, USA. **R**
- Kimemia, V., **Okech, J. E. A.**, & Gitonga, S. (2005, April). *Voices from Kenyan counselors: HIV/AIDS counseling in Africa*. Panel presentation at the American Counseling Association World Conference and Exposition, Atlanta, GA, USA. **R**
- Rubel, D., **Okech, J. E. A.**, Champe, J., & Kline, W. (2005). *Mentoring qualitative researchers in counselor education: Creatively fostering the self as an instrument of research*. Association for Counselor Educators and Supervisors Annual Conference, Pittsburg, PA, USA. **R**
- **Okech, J. E. A.**, Wilkerson, K., Guiffrida, D., & Scarborough, J. (2005, October). *Counselor educators' experiences on the road to tenure*. Association for Counselor Educators and Supervisors Annual Conference, Pittsburg, PA, USA. **R**
- **Okech, J. E. A.** (2004). *Social, cultural, and economic adjustment issues and challenges for international students in the USA*. Brookhouse Senior School, Senior Class Presentation, Nairobi, Kenya. **KN**
- **Okech, J. E. A.**, & Kline, W. B. (2004, April). *A grounded theory of group co-leader relationships*. American Counseling Associations World Conference, Kansas City, MO, USA. **R**
- Wilkerson, K., Guiffrida, D., Scarborough, J., & **Okech, J. E. A.** (2004). *Counselor educators' experiences on the road to tenure*. North Atlantic Association of Counselor Education and Supervision (NARACES) Conference, Mystic, CT, USA. **R**
- Geroski, A., **Okech, J. E. A.**, & Nichols, E. (2004). *Diversity issues in counseling: How do we teach this in homogeneous programs?* Round table presentation at the North Atlantic Association of Counselor Education and Supervision (NARACES) Conference, Mystic, CT, USA. **R**
- **Okech, J. E. A.**, Phillips, M-Green, & Thompson, D. (2003, April). *Death of a sibling: Grief counseling interventions with diverse populations*. American Counseling Associations World Conference, Anaheim, CA, USA. **R**
- Kimberly, R., **Okech, J. E. A.**, Brown, A. L., & Jackson, M. (2002, April). *HIV/AIDS counseling research in Africa*. Panel presentation at the American Counseling Association World Conference, New Orleans, LA, USA. **R**

- Agramovich, R., Baker, G. B., **Okech, J. E. A.**, & Hoskins, W. (2002, October). *Counselor educators' perceptions of their preparation in research methodology: A nationwide study*. Association of Counselor Education and Supervision National Conference, Park City, UT, USA. **R**
- **Okech, J. E. A.** (2002, October). *Counselor education and development in Kenya*. Panel presentation for NBCC/ACES 2002/2003 International Fellows at the Association of Counselor Education and Supervision National Conference, Park City, UT, USA. **R**
- **Okech, J. E. A.**, & Baker, B. (2002). *Gender, language, and dominant discourse: Dynamics in counseling and therapy*. Idaho Counselors Association Annual Conference, Boise, ID, USA. **R**
- Hoskins, W., **Okech, J. E. A.**, Baker, B., & Agramovich, R. (2002). *Research, research, research: What counselor educators have to say*. Idaho Counselors Association Annual Conference, Boise, ID, USA. **R**
- Baker, B., **Okech, J. E. A.**, Hoskins, W., & Agramovich, R. (2002). *Counselor educators' perceptions of their preparation in research methodology*. Idaho State University, Kasiska College of Health Professions Research Day, Pocatello, ID, USA. **R**
- **Okech, J. E. A.** (2002). *Building cultural awareness: Challenging assumptions and stereotypes*. First-year undergraduate seminar, Idaho State University, Pocatello, ID, USA. **R**
- **Okech, J. E. A.** (2001, January; 2001, August; 2002, August). *Pride and prejudice: Cultural adjustment issues and challenges for international students*. International Students Orientation Day, Idaho State University, Pocatello, ID, USA. **I**
- **Okech, J. E. A.**, & Rubel, D. (2001). *Building cultural awareness: Challenging the assumptions behind Maslow's hierarchy of needs*. Rocky Mountain Association of Counselor Education and Supervision Conference, Breckenridge, CO, USA. **R**
- **Okech, J. E. A.**, & Baker, B. (2001). *Grief and loss: An overview with counseling strategies based on the Worden model*. Idaho Counselors Association Annual Conference, Coeur d'Alene, ID, USA. **R**

i. Campus Keynotes, Talks & Workshops:

- **Okech, J. E. A.** (2026, August). *Guest speaker at the Division of Intercultural Excellence, Clemmons Faculty Group Retreat, Clemmons Farm, Charlotte, VT. USA.*
 - **Okech, J. E. A.** (2022, June). *Guest speaker at the Division of Operations and Public Safety Planning Leadership Lunch Event, University of Vermont, Burlington, VT, USA.*
- KN

- **Okech, J. E. A.** (2022, April). *Keynote address at the African Students Association Annual Banquet*, University of Vermont, Burlington, VT, USA. **KN**
- **Okech, J. E. A.** (2022, April). *Dr. Wanda Heading Grant Tribute at the Inaugural Dr. Wanda Heading Grant Inclusive Excellence Lecture*, University of Vermont, Burlington, VT, USA. **KN**
- **Okech, J. E. A.** (2018, March). *Keynote address at the UVM Women's Center Annual Banquet*, University of Vermont, Burlington, VT, USA. **KN**
- **Okech, J. E. A.** (2014, October). *Keynote address at the Black Student Union Annual Soul Social*, University of Vermont, Burlington, VT, USA. **KN**
- **Okech, J. E. A.** (2013, April). *Keynote address at the Student Achievement Recognition (STAR) Event*, University of Vermont, Burlington, VT, USA. **KN**
- Escaja, T., Lambert, A., **Okech, J. E. A.**, & Sharma, S. (2013, March). *Contributions of international perspectives to teaching and learning in higher education*. Symposium Blackboard Jungle 6, University of Vermont, Burlington, VT, USA. **I**
- **Okech, J. E. A.** (2008). *The experiences of expert group work supervisors. An exploratory study*. The College of Education and Social Services Research Day. Burlington, VT, USA. **V**
- **Okech, J. E. A.** (2007). *Changing the culture of violence: Multiple perspectives*. Panel presentation at the University of Vermont-Anti-Violence Conference, Burlington, VT, USA. **I**
- **Okech, J. E. A.**, Johnson, M. M., & Devoe, S. (2007). *Doctoral research training of counselor education faculty*. College of Education and Social Services Research Day. Burlington, VT, USA. **V**
- **Okech, J. E. A.** (2007). *Finding the woman within. Smart, strong, beautiful, proud, and all woman*. Women at Noon series at the Women's Center. Burlington, VT, USA. **I**
- **Okech, J. E. A.** (2007). *Global perspectives in higher education. A Kenyan perspective*. Lecture presentation for the Higher Education and Student Affairs Program. Burlington, VT, USA. **I**
- **Okech, J. E. A.** (June 2006). *Female Genital Mutilation (FGM/C): A question of human rights, social justice, or cultural oppression!* The University of Vermont ALANA U.S Ethnic Studies Conference. Burlington, VT. **I**
- Tolentino, E., & **Okech, J. E. A.** (June 2006). *International faculty in the United States: An examination of their academic, social, and cultural experiences*. The University of Vermont's ALANA U.S Ethnic Studies Conference. Burlington, VT. **I**

- **Okech, J. E. A.** (2006). *Exploring our food system. Cross-cultural influences on Kenyan food system-Influences from Indian and Arabian cultures*. Lecture, demonstration, and supervision of a three-hour practical session. Burlington, VT, USA. **I**
- **Okech, J. E. A.** (2006). *Female genital mutilation (FGM/C). A question of human rights, social injustice, or cultural oppression?* Plenary lecture presentation at the Honors College, Burlington, VT, USA. **K**
- **Okech, J. E. A.** (2006, May). *The supervision of group work model: An application of the discrimination model to supervision of group workers*. Poster session at the College of Education and Social Services Research Day. Burlington, VT, USA. **V**
- **Okech, J. E. A.** (2006, February). *Female genital mutilation (FGM/C): A question of human rights, social justice, cultural oppression, or leadership?* Lecture presentation for EDLP 380: Leadership for Social Justice, Diversity and Democracy. Burlington, VT, USA. **I**
- **Okech, J. E. A.** (2005, December). *"Hotel Rwanda," genocide in Africa, and global responsibility to end genocide*. Lecture presentation and facilitated discussion for the Rubenstein School of Environment and Natural Resources Diversity Task Force. Burlington, VT, USA. **I**
- **Okech, J. E. A.** (2005, March). *The impact of urbanization and education on women in Africa*. Panel presentation for The University of Vermont, International Women's Day. Burlington, VT, USA. **I**

K. WORKSHOPS, SEMINARS & KEYNOTES*

- **Okech, J. E. A.** (2022). *Transforming Group Leadership: The intersection between ethical practice, leader identity, and the power of here-and-now*. Houston Group Psychotherapy Society, Houston, TX. (*Zoom Synchronous Workshop, April 30, 2022, 9.00-4.30 pm)
- **Okech, J. E. A.** (2021). *Keynote presentation on ethical considerations for effective interracial group psychotherapy practice*. Houston Group Psychotherapy Society, Houston, TX. (*Zoom Synchronous Workshop, April 15, 2021, 6.00-9.00 pm EST)
- **Okech, J. E. A.** (2018). *Keynote address: Self-care as an imperative for mental health professionals (10.00-12.00 pm)*. Capstone Community Action Annual Staff. Warren, VT, USA.
- **Okech, J. E. A.** (2018). *Intersection between ethical standards and diversity & multicultural counseling competencies workshop (9.00-3.30 pm)*. Vermont Mental Health Counselors Association Annual Ethics Workshop. Montpelier, VT, USA.
- **Okech, J. E. A.** (2016). *Clinical Supervision: Theory and practice (9.00- 12.00 pm)*, Counseling Center, Middlebury, VT, USA.

- **Okech, J. E. A.** (2016). *Understanding and utilizing group dynamics to advance organizational objectives and functioning (9.00- 3.00 pm)*, Division of Human Resources, Diversity and Multicultural Affairs, University of Vermont, Ferrisburgh, VT, USA.
- **Okech, J. E. A., & Smith, L.** (2016). *Classism in schools(3.00-4.00 pm)*, Rice Memorial High School, South Burlington, VT, USA.
- **Okech, J. E. A., & Smith, L.** (2016). *Basic information on LGBTQ issues in schools-focus on acceptance (3.00-4.00 pm)*, Rice Memorial High School, South Burlington, VT, USA.
- **Okech, J. E. A., & Smith, L.** (2015). *Strategies for facilitating discussions and/or responding to dialogue about race (3.00- 4.00 pm)*, Rice Memorial High School, South Burlington, VT, USA.
- **Okech, J. E. A., & Smith, L.** (2015). *Race and racism (3.00-4.00 pm)*, Rice Memorial High School, South Burlington, VT, USA.
- **Okech, J. E. A.** (2015). *Teamwork: A Multicultural Approach (9.00-1.00 pm)*. UVM Custodial Services Staff, Burlington, VT, USA.
- **Okech, J. E. A., & Smith, L.** (2015). *Diversity and Multicultural Competencies in Schools Workshop (8.30- 3.30 pm)*, Rice Memorial High School, South Burlington, VT, USA.
- **Okech, J. E. A.** (2013). *Diversity & multicultural counseling workshop (9.00-4.00 pm)*. Vermont Mental Health Counselors Association Annual Ethics Workshop. Montpelier, VT, USA.
- **Okech, J. E. A.** (2012). *Diversity & Inclusion: A focus on clinical practice, ethics, & training (9.00-1.0pm)*, Counseling Center, Middlebury College, Middlebury, VT, USA.
- **Okech, J. E. A.** (2012). *Dual & multiple relationships: Their impact on counseling & clinical supervision (9.00-4.00 pm)*. Vermont Mental Health Counselors Association Annual Ethics Workshop. Montpelier, VT, USA.
- **Okech, J. E. A.** (June 15-17, 2010). *A review of core counseling conditions, skills & effective interventions: A focus on peer counselors addressing issues of sexual identity & sexual orientation in schools*. Workshop presented to Peer Counselors from Secondary Schools in Nyanza Province, Kisumu, Kenya, and sponsored by the Kenya Female Advisory Organization (KEFEADO)/ HIVOS, Kisumu, Kenya.
- **Okech, J. E. A.** (May 3-6, 2010). *Social research processes, procedures, & methodology: Professional & ethical considerations*. Workshop Presented to Community Service Providers from Nyanza Province, Kisumu, Kenya. Sponsored by Women Action Forum for Networking (WAFNET), Kisumu, Kenya.

- **Okech, J. E.A.** (September 7-11, 2009). *A review of core counseling conditions, skills & effective interventions: A focus on addressing issues of sexual identity & sexual orientation in schools*. Workshop presented to School Guidance Counselors from Nyanza Province, Kisumu, Kenya. Sponsored by the Kenya Female Advisory Organization (KEFEADO)/ HIVOS, Kisumu, Kenya.
- **Okech, J. E. A.** (July 2009). *Educating the Kenyan child: A holistic approach to teaching*. Workshop presented to Administrators & Teaching Staff at Arya Primary School. Kisumu, Kenya.
- **Okech, J. E. A.** (June 2009). *Sexual Identity and Human Rights (SIHR) program* Workshop was presented to Student Representatives from Secondary Schools in Nyanza Province. Sponsored by the Kenya Female Advisory Organization (KEFEADO)/ HIVOS, Kisumu, Kenya.
- **Okech, J. E. A.** (June 2009). *Sexual identity and human rights (SIHR) program*. The workshop was presented to guidance counselors, teachers, and representatives of the Parents Teachers Association (PTA) from secondary schools in Nyanza Province. Sponsored by the Kenya Female Advisory Organization (KEFEADO)/ HIVOS, Kisumu, Kenya.
- **Okech, J. E. A.** (2005). *Group facilitation. Challenges and strategies for success*. Workshop presented to the staff of the Kenya Female Advisory Organization (KEFEADO) and Women Action Forum for Networking (WAFNET). Kisumu, Kenya.
- **Okech, J. E. A.** (2005). *Ethics and professionalism: measuring performance*. Workshop presented to the staff of the Kenya Female Advisory Organization (KEFEADO) and Women Action Forum for Networking (WAFNET). Kisumu, Kenya.
- **Okech, J. E. A., & Isenberg, G.** (2005). *Ethics in action* (9.00-4.00 pm). Counseling Services of Addison County (CSAC). Middlebury, VT, USA.
- **Okech, J. E. A.** (1998). *Child psychology in relation to holistic child development*. Kenya Female Advisory Organization (KEFEADO) Gender Network Seminar, Western Kenya Division (British Council Sponsorship). Kisumu, Kenya.
- **Okech, J. E. A.** (1995). *Colloquium on the ministry of teaching*. Co-facilitator and speaker at a three-day workshop addressing challenges faced by teachers and recommendations for dealing with professional burnout. Loreto Schools, Nairobi, Kenya.

TEACHING

i. Teaching Experience:

The University of Vermont, Burlington, Vermont, USA
 Master of Science in Clinical Mental Health Counseling and/or School Counseling
 Council for Accreditation of Counseling & Related Educational Programs (CACREP) Accredited.

Doctoral Courses Taught

- EDLP 491 -Doctoral Dissertation Research, SP 2021; SUM 2021; Fall 2021; SP 2022; SP23, SUM 2024; F2024; SP2025; F2025; SP2026 (Variable credits 3-6)

Master's Courses Taught

- EDCO 393-Advanced Group Counseling-3 Credits-2004-2014; 2016
- EDCO 383/384-Practicum/Internship-3 Credits- 2004-2012
- EDCO 389-Internship-3 Credits- 2013-2014; 2016
- EDCO 389-Internship-3 Credits- 2019/2020; 2021, 2022 (Remote, Mixed Asynchronous & Synchronous).
- EDCO 350-Professional Issues in Counseling-3 Credits- 2004-2014; 2016-2019. (Face to Face)
- EDCO 350-Professional Issues in Counseling-3 Credits- 2020 (Remote, Mixed Asynchronous & Synchronous)
- EDCO 220-Developmental Perspective in Counseling-3 Credits-2003-2008
- EDCO 375-Laboratory Experience in Counseling-3 Credits-2003-2006
- EDCO 361-The Practice of Mental Health Counseling-3 Credits 2011-2014; 2017
- EDCO 361-The Practice of Mental Health Counseling-3 Credits- 2017; 2021 (Hybrid, Remote, Mixed Asynchronous & Synchronous)
- Independent Study: EDCO 397 A- Dialectical Behavior Therapy: Origins and Theory (1 credit) SP-2019

Master's Courses Co-Taught

- EDCO 291-Dialectical Behavior Therapy: Origins and Theory (1 credit) 2012; 2014; 2016
- EDCO 291-Dialectical Behavior Therapy: Fundamental Change Strategies (1 credit) 2012; 2016.
- EDCO 291-Dialectical Behavior Therapy: Validation and Dialects (1 credit)-2012; 2016

Undergraduate Courses Taught

- EDCO 192 -Independent Study-I Credit-2021
- EDSS 011-Race & Culture: 1 Credit- 2004

Recent Course Development:

- CNSL 407: Supervision Theory & Practice (SP 2022)
- CNSL 408: Advanced Group Counseling: Theory, Practice, & Supervision (SP 2022)
- CNSL 400: Doctoral Seminar Course 1 – Professional Roles & Responsibilities Related to Educating Counselors (SP 2022)
- CNSL 403: Doctoral Seminar Course 4-Dynamics of dissertation completion, job applications, interviews, and pathway to the professoriate (SP 2022)
- CNSL 491: Doctoral Dissertation Research (SP 2022)

Graduate Teaching Assistant, Counselor Education & Counseling (2000-2003)

Idaho State University (CACREP Accredited), Pocatello, Idaho, USA.

Assist in developing, instructing, and supervising various counseling courses.

MA Counseling- Mental Health Counseling & School Counseling

- COUN 6698 Internship in Counseling (F & Sp 2001; 2002; & 2003)

- COUN 6676 Small Group Activity (F 2001; 2002; & 2003)
- COUN 6677 Group Counseling Techniques (Sp 2001, 2002, & 2003)
- COUN 6696 Pre-Practicum Counseling Techniques (F 2000, 2001, & 2002)
- COUN 6623 Lifestyle and Career Development (Sp, 2002)
- COUN 3300 Relationships and the Helping Professions (Sp, 2002) * Co-Instructor

High School Teacher & Chair [Department of History] (1996-2000)

Brookhouse Senior School (ECIS Accredited), Nairobi, Kenya

- East African History
- European History
- History of the USA

High School Teacher & Chair [Department of Christian Religious Education, Social Education and Ethics, and Counseling], (1991- 1996). Loreto Convent Msongari, Nairobi, Kenya.

- East African History
- Christian Religious Education

PROFESSIONAL SERVICE & LEADERSHIP

i. Rank Progression External Reviewer:

- External Reviewer, *Brooklyn College*, Brooklyn, NY, Faculty being considered for promotion and tenure (2025).
- External Reviewer, *Boston University*, Boston, MA., Faculty being considered for promotion to Full Professor (2023).
- External Reviewer, *St. Michael's College*, Colchester, VT., Faculty being considered for promotion and tenure (2022).
- External Reviewer, *Idaho State University*, Pocatello, ID., Faculty being considered for promotion to Full Professor (2021).
- External Reviewer, *South Dakota State University*, Bookings, SD., Faculty being considered for promotion and tenure (2021).
- External Reviewer, *University of Vermont*, Department of Communication Sciences and Disorders, Candidate for promotion to Clinical Associate Professor (2019).
- External Reviewer, *Idaho State University*, Pocatello, ID., Faculty being considered for promotion from Associate Professor to Full Professor (2017).
- External Reviewer, *University of New Mexico*, Albuquerque, NM., Faculty being considered for promotion and tenure (2014).

ii. National Professional Service & Leadership:

- Member, Human Rights & Diversity Committee for the *Association for Specialists in Group Work* (2015- 2018).
- Member, Research & Grants Committee, *Association of Specialists in Group Work* (2004-2012; 2015- 2018).
- Professional Faculty Mentor, *Association for Counselor Educators and Supervisors (ACES)* Emerging Leaders Program Mentor (2018/2019)
- Member, Board of Directors, *Kenya Female Advisory Organization* (KEFEADO). Kisumu, Kenya (1994 to present).

- Chair, Human Rights & Diversity Committee for the *Association for Specialists in Group Work* (2013- 2015).
- Member, Grants & Research Funding Task Force. *North Atlantic Region Association for Counselor Educators and Supervisors* (2006- 2010).
- Member, International & Globalization Task Force. *North Atlantic Region Association for Counselor Educators and Supervisors* (2006-2007).
- Co-Chair, International & Globalization Task Force. *North Atlantic Region Association for Counselor Educators and Supervisors* (2005-2006).
- Member, Human Rights Committee, *Association for Counselor Educators and Supervisors* (2002- 2004).
- Chair, *Idaho Counseling Association*, Human Rights Committee, (2002 -2003).

iii. State-Level Professional Service & Leadership

- Member, Workgroup on Adolescent and Young Adult Treatment System Enhancement grant by the Substance Abuse and Mental Health Services Administration (SAMHSA), *Vermont Department of Health, Alcohol and Drug Abuse Programs*, Burlington, VT. (2014-2016).
- External Reviewer, Program Grants Applications. *Vermont Department of Health HIV/AIDS Program*, (2004).

iv. University-Level Professional Service & Leadership:

- Executive Sponsor & Committee Lead, UVM Faculty Affairs Platform Initiative (2026-Present)
- Member, Provost & Senior Vice President Search Committee (2026-Present)
- Member, Data Trustee Council (2026-Present)
- Member, The OpX Program Team (2026-Present)
- Member, Grand Challenge: AI Engagement & Stewardship Committee (2026-Present)
- Member, Grand Challenge: Online/Hybrid Programming Committee (2026-Present)
- Delegation co-leader, UVM Global Partnerships Faculty Exchange Program., *Korea University*, Seoul, South Korea, October 13-18, 2025.
- Chair, Federal Response Operations Team: Faculty Affairs Group (2025-2026)
- Member, UVM Data Governance Committee (2025-Present)
- Member, UVM AI taskforce (2024-Present)
- Member, President's Integrative Leadership Team (2024-Present)
- Member, UVM University Manual Revision Workgroup (2023-Present).
- Member, Academic Planning Committee (2022-Present)
- Member, Provost's Executive Committee (2022-Present)
- Member, Provost's Integrated Leadership Team (2022-Present)
- Co-Sponsor, with the UVM Chief Information Officer, UVM Learning Management System (2022–Present)
- Member, UVM Learning Management Systems Governance Committee (2022-to date)
- Member, UVM Administration and United Academics Contract Negotiation Team Member (2024)
- Member, Search Committee, Chief Professional and Continuing Education Officer, University of Vermont (2023/2024AY)

- Member, UVM, Branding Steering Committee (2022/2023AY)
- Organizer and Facilitator; *University of Aberdeen and UVM Leadership Exchange Program*, University of Vermont, May 23-25, 2023.
- Member, Search Committee, Executive Director of International Partnerships and Programs, University of Vermont (2023)
- Member, UVM Learning Management Systems Governance Committee (2022-to date)
- Member, UVM Learning Management Systems Advisory Committee (2021-2022)
- Member, UVM Ad Hoc committee on Faculty research course buyouts (AY2021-2022)
- Member, Rubenstein School of Environment and Natural Resources Interim Dean Selection Advisory Committee (Sp, 2022)
- Member, Graduate College Executive Committee. University of Vermont (2007-2010; 2016-2017).
- Member, UVM Pedagogy Mentoring Program Plan (Collaboration between CESS, CEMS, & RSENR) (2015/2016)
- Member, Advisory Council, UVM SBIRT Collaborative (2013-2017)
- Reviewer, UVM REACH Grant Program, (2013).
- Member, UVM Internationalization Team Visit, *Oregon State University* (5/21/12 to 5/23/12)
- Member, United Academics Nominations & Elections Committee (2010-2013)
- Member, Faculty Mentoring Advisory Board. University of Vermont, (2005-2008).
- Member, President's Commission on the Status of Women. University of Vermont (2005-2007).
- Chair, Task Force on Work and Family Issues, President's Commission on the Status of Women, University of Vermont (December 2005-June 2006).
- Member, Scholarships & Fellowships Committee. University of Vermont (2005-2007).
- External Reviewer, Grant applications for Women's Centre Grants Program. University of Vermont (2005).

v. College-Level Professional Service & Leadership

- Member, CESS Strategic Plan Review Committee (2021/2022)
- Chair Designee, RPT Review process, Department of Education (2018/2019)
- Member, Research Council, College of Education and Social Services (2016/2017).
- Chair, Research Council, College of Education and Social Services (2015/2016).
- Chair, Data Management & Assessment Committee, College of Education and Social Services (2015/2016)
- Chair Designee, RPT Review process, Department of Social Work (2015/2016)
- Member, Sustainability Advisory Group, College of Education and Social Services (2015/2016)
- Member, CAEP Accreditation Leadership Team, College of Education and Social Services (2015/2016)
- Chair, Counseling, CESS Faculty Search Committee. College of Education and Social Services (2011-2012).
- Member, Counseling, CESS Faculty Search Committee. College of Education and Social Services (2010-2011).
- Member, Ph.D. Program Planning Committee. College of Education and Social Services. (2006-2008).

- Member, Counseling Program Faculty Search Committee. College of Education and Social Services (2007-2008).
- Member, Counseling Program Faculty Search Committee. College of Education and Social Services (2005-2006).
- Member, Faculty Affairs Committee. College of Education and Social Services (2005-2006).
- Marshall, College Graduation Ceremony. College of Education and Social Services (2006 & 2009).
- Marshall, University Graduation Ceremony. College of Education and Social Services Representative (2004).

vi. Department-Level Professional Service & Leadership

- Faculty Senate Representative, Department of Leadership and Developmental Sciences, University of Vermont (2010-2013).
- Member, Faculty Seminar Planning Committee. Department of Integrated Professional Studies, University of Vermont (2004).

vii. Program Level Professional Service & Leadership

- Member, Graduate Counseling Program Advisory Board. University of Vermont (2003-2012; 2016-2017).
- Coordinator, Graduate Counseling Program, The University of Vermont (2012 - 2015).
- Chair, Graduate Counseling Program Advisory Board. University of Vermont (2012 -2015).
- Coordinator, Clinical Mental Health Counseling Track, Graduate Counseling Program, The University of Vermont (2003 to 2012; 2016/2017AY).

N. ACADEMIC ADVISING, DISSERTATION, AND THESIS ADVISING COMMITTEES

Doctoral Students:

- **Academic Advisor:**
 - Paula Smith, EdD, Education Leadership & Policy Studies, Department of Education AY 2020/2021-2025/2026.
 - Rhiannon Ki, EdD, Education Leadership & Policy Studies, Department of Education, AY2020/2021-2021-2022.
- **Dissertation Advisor:**
 - Paula Smith, *Exploring the Impact of Educational Debt on Doctor of Physical Therapy New Career Professionals*, EDLP, Ed.D, Department of Education, 2026.
- **Dissertation Committee Chair:**
 - Raquel Castillo Cruz, Clinical Psychology, Ph.D., Department of Psychological Sciences, *Ongoing*.
 - Tatum Oleskowicz, General Experimental Psychology, Ph.D., Department of Psychological Sciences, 2026.
 - Praise Iyiewuare, Clinical Psychology, Ph.D., Department of Psychological Sciences, 2024.
- **Dissertation Committee Member:**
 - Abija Manga, Ph.D., Education Leadership & Policy Studies, Department of Education., 2024.
 - Rhiannon Kim, Ed.D, 2023, Education Leadership & Policy Studies, Department of Education., 2023.

- Edward R. McMahon, EDLP; Ed.D., Education Leadership & Policy Studies, Department of Education., 2011.
- Stacy Miller, EDLP; Ed.D., Education Leadership & Policy Studies, Department of Education., 2009.

Master's Students:

- **Academic Advisor: Master of Science in Counseling Students**
 - 2022/2023 AY-3; 2021/2022 AY- 9; 2020/2021 AY- 10; 2017/2018 AY- 9; 2016/2017 AY- 16; 2015/2016 AY- 11; 2014/2015 AY- 9; 2013/2014 AY- 10; 2012/2013 AY- 18; 2011/2012 AY- 11; 2010/2011 AY- 8; 2008/2009 AY- 9; 2007/2008 AY- 13; 2006/2007 AY- 13; 2005/2006 AY- 16; 2004/2005 AY- 14 & 2003/2004 AY- 15.
- **Chair: Master's Thesis Committees**
 - Raquel Castillo Cruz, Clinical Psychology, Department of Psychological Sciences, 2024.
 - Natalie Fuchs, Clinical Psychology, Department of Psychological Sciences, 2024.
 - Julia Terman, Clinical Psychology, Department of Psychological Sciences, May 2021.
- **Chair: Master's ORALS Defense Committee**
 - Clinical Mental Health Counseling, Department of Counseling, Human Development & Family Science, {2003 to date; 35 committees to date}
- **Chair: Master's Portfolio Review Teams**
 - School Counseling, Department of Counseling, Human Development & Family Science Master's Portfolio Lead Reviewer. {2003 to date; 15 committees to date}

O. BOARDS

- Member and Executive Board Secretary, Spectrum Youth and Family Services, Inc, Board of Directors, Burlington & St. Albans, Vermont, USA. 2024-to date.
- Member, Kenya Female Advisory Organization (KEFEADO), Board of Directors, Kisumu, Kenya., 2010 to date.

P. MEDIA & ACADEMIC REVIEW APPEARANCES/MENTIONS

- Counseling Today (November 8, 2023), *Behind the Book: Interactive Group Work (Second Edition)*, Online Exclusives. Retrieved from <https://wp.me/p2BxKN-85F>
- Okech, J. E. A. (2023). JSGW Editor Spotlight: Dr. Jane Okech. <https://asgw.org/jsgw-editor-spotlight-dr-jane-okech/>
- Okech, J. E. A. & Goodorich. K. JSGW Editor in Chiefs, [Masterclass Podcast](#), February 2023.
- UVM Welcomes Scottish Delegation for Leadership Exchange Program, <https://www.uvm.edu/news/story/uvm-welcomes-scottish-delegation-leadership-exchange-program>
- United States International University, *Campus this week-Alumni Spotlight, UVM Appoints Jane Okech, Ph.D., as Vice Provost for Faculty Affairs* (1-30-22), Retrieved from <https://www.usiu.ac.ke/2408/alumni-spotlight-dr-jane-okech-vice-provost-for-faculty-affairs-university-vermont>

- University of Vermont, *UVM Appoints Jane Okech, Ph.D., as Vice Provost for Faculty Affairs* (1-28-22) Retrieved from <https://www.uvm.edu/news/story/uvm-appoints-jane-okech-phd-vice-provost-faculty-affairs>.
- CESS Fall 2020 Newsletter, *Counseling Faculty publish a book*, Retrieved from <https://t.e2ma.net/webview/l63bpbk/aefb4b84b0f19f9631236d5b6d68e775>
- News on NBC5, *Expert View*, (July 2020), Retrieved from https://www.mynbc5.com/article/black-americans-reporting-higher-rates-of-anxiety-and-depression-data-shows/32973921?fbclid=IwAR3nYr0MRznJ78SEY6PsoaRC2LBpK1TVbvsti3rjnN3IDiw5XV9ngx_Iviw#
- Counseling Today, (January 2, 2019), *Behind the Book: Counselor Education in the 21st Century* by Bethany Bray. Retrieved from <https://ct.counseling.org/2019/01/behind-the-book-counselor-education-in-the-21st-century/>
- Kristopher M. Goodrich, José A. Villalba, Sam Steen & Lia D. Falco (2018). Looking Back, Looking Forward, *Journal for Specialists in Group Work*, 43:4, 297–299, DOI: 10.1080/01933922.2018.1521119
- CESS Fall 2019 Newsletter, *UVM Professor's New Book Offers a Comprehensive Look at the Complexities of Counselor Education* (11/15/2018). Retrieved from <https://www.uvm.edu/cess/news/uvm-professors-new-book-offers-comprehensive-look-complexities-counselor-education>
- Addison Independent, (September 13, 2012). *Kids in trauma show amazing strength* (Page 7A) by Devon Jersild.
- Idaho State Journal, *Graduation Edition*, Cover page profile, May 17, 2003.

Q. PROFESSIONAL LEADERSHIP DEVELOPMENT

- APLU, Committee on Faculty Affairs, Pre-Conference for Senior Faculty Affairs leaders (SFAL), June 3, 2026, 1.00-4.30pm, Denver, CO.
- APLU, Annual Faculty Affairs Retreat, June 3-5, 2026, Denver, CO
- Building an In-House Leadership Development Program in Higher Education, Academic impressions, June 2-3, 2026, Denver, CO.
- Council of Academic Deans from Research Education Institutions (CADREI), Portland, OR., 2021.
- UVM Chairs & Associate Deans Leadership Retreats; Fall 2015; 2017 to 2021, Burlington, VT.
- American Council on Education (ACE) Leadership Academy for Department **Chairs** (LADC), 2018, Alexandria, VA.
- Council of Academic Deans from Research Education Institutions (CADREI), 2015, Stowe, VT.

R. PROFESSIONAL ORGANIZATION AFFILIATIONS

- American Counseling Association (ACA), 2001 to date.
- Association for Counselor Educators & Supervisors (ACES), 2001 to date.
- Association for Specialists in Group Work (ASGW), 2003 to date.
- Association for Multicultural Counseling & Development (AMCD), 2003-2013; 2016 to date.
- North Atlantic Regional Association for Counselor Educators & Supervisors (NARACES), 2004.

- Vermont Mental Health Counselors Association (VTMHCA), 2004 to date.
- Counselors for Social Justice (CSJ), 2022 to date

U. LANGUAGES

Proficient in English, Kiswahili, and Dholuo

Updated October 2026.