

Lynette H. Bikos, Ph.D.

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CREENTIALS:

Doctorate in Counseling Psychology, minor coursework in research design and statistics, August 1996, University of Kansas, Lawrence (APA-accredited).

Master of Arts in Counseling Psychology, with an emphasis in Career Development, May 1989, University of Missouri - Columbia.

Bachelor of Educational Studies in Counseling Psychology, December 1987, University of Missouri - Columbia, Summa Cum Laude.

Licensed Psychologist (WA), State of Washington Health Professions Quality Assurance Division, 2004 to present.

Licensed Psychologist (KS), Behavioral Sciences Regulatory Board, 1997 to present.

Master Career Counselor, National Career Development Association, 2001 to present.

National Certified Career Counselor, National Board for Certified Counselors, 1992 to 2001 (In 2001, NBCC discontinued the NCCC certification).

National Certified Counselor (retired), National Board for Certified Counselors, 1991 to 2001.

Licensed Professional Counselor (retired), Kansas Board for Behavioral Sciences, 1994 to 1999; Missouri Committee for Professional Counselors, 1992 to 1994.

Research design/statistics coursework (21 hours of graduate credit): Structural Equation Modeling, Multivariate Statistics I and II, Analysis of Variance, Computer Applied Statistics (SPSS for Windows), Research Methods in Clinical Psychology, Naturalistic Inquiry.

ACADEMIC JOURNALS:

Journal of Counseling Psychology, Editorial Board Member, Spring 2007 to present.; Ad hoc 2005 to Spring 2007.

Career Development Quarterly, Editorial Board member, Fall 2003 to present.

Journal of Career Development, Editorial Board Member, Spring 2008 to present; Ad hoc reviewer, Fall 2007 to Spring 2008.

BOARDS:

College of Hope's Advisory Board, 2001 to present, Housing Hope, Everett, WA.

ACADEMIC EXPERIENCE:

*Seattle Pacific University, Clinical Psychology Department, Seattle, WA.,
APA Accredited since October, 2006*

Associate Professor of Clinical Psychology & Director of Research, July 2007 to present.
Teach doctoral courses in research methods, statistics, psychometrics, program evaluation, and qualitative research methods in the Clinical Psychology and Industrial/Organizational Psychology Departments. Monitor dissertation progress of all graduate students. Provide consultation to graduate students and faculty on research projects and manuscripts.

Associate Professor of Graduate Psychology and Associate Director of Research, July 2006 to June 2007. Accepted full-time position and served as the Associate Director of Research with administrative responsibilities related to the dissertation and research experiences of our doctoral students. Coordinated the annual research conference for the School of Psychology, Family, & Community.

Adjunct and .50 FTE Associate Professor of Graduate Psychology Appointments, April 2005 to June 2006. Taught doctoral courses in psychometrics/test construction and statistics.

University of Kansas, Psychology, Research, and Education Department, Lawrence, KS.

Courtesy Appointment, June 2003 to June 2004. Taught a graduate career seminar that paired graduate students with the non-profit community to provide a career intervention to youth in residential placement.

Supervised practicum students from KU's APA-accredited Counseling Psychology and Clinical Psychology departments who provided individual therapy, family therapy, and group therapy to clients at KEYS Youth Services, Inc.

Orta Dogu Teknik Universitesi, Egitim Fakultesi, Egitim Bilimleri Bolumu-Counseling, Ankara, Turkiye. (Middle East Technical University, Faculty of Education, Department of Educational Sciences – Counseling, Ankara, Turkey)

Yardimci Docent Doctor, (Assistant Professor), September 2000 to December 2002.
Taught the following graduate courses: introductory and advanced educational statistics, research methods in education, theories and techniques of measurement, and an elective graduate seminar (research strategies for counseling process and outcome). Taught the undergraduate course: measurement and evaluation

Directed a multi-national research team that studied the adjustment process and issues related to the expatriation experiences of trailing spouses. Participated as team member on other projects that included identifying the local culture of the METU campus, and identifying attitudes toward teaching and learning statistics.

Consulted with faculty and students regarding the research and statistical issues related to their research endeavors. Served on thesis juries and doctoral qualifying examination committees as the research design/statistics designee. Provided feedback to students regarding their application materials for work/study in the United States. Edited faculty and student manuscripts for content, research design, English grammar, and APA style.

Promoted student research involvement and collaborative research. Initiated and directed

DataFest 2002 (a day-long data-entry activity). Coordinated a student-research colloquium. Presented a 3-hour workshop on the *APA Publication Manual, 5th ed.*

Wichita State University, College of Education, Administration, Counseling, and Educational Psychology Department, Wichita, KS

Adjunct Professor, Fall semester 1998 to May 1999. Taught graduate courses in career development and educational statistics.

Kansas State University, University Counseling Services, Manhattan, KS

Psychology Intern, APA Accredited Pre-Doctoral Internship Program, August 1995 to August 1996. Maintained a caseload of 10-12 clients per week. Co-facilitated a structured workshop and process group for women with eating disorders. Presented mental health related workshops on campus. Participated in training seminars including assessment, career, and diversity.

Taught the undergraduate course, "Career and Life Planning." Team-taught the graduate courses, "Trends in Career Development," and "Statistical Methods in Education," in the Counseling and Educational Psychology program.

Developed a Job Search Club for international students intending to graduate in the next calendar year. Collected pre/post data from the intervention group and a waiting list control group for evaluation purposes.

Continued work on ongoing research projects and developed mentoring relationships with graduate students conducting research or interested in gaining research experience.

The University of Kansas, College of Education, Lawrence, KS

Graduate Teaching Assistant, Department of Counseling Psychology, 1992 to 1994. Taught the undergraduate course, "Career and Life Planning." Screened and supervised four discussion leaders for the lab sections of the course. Collaborated with the supervising faculty member and other instructors for course improvements.

Kansas University Upward Bound, Summers 1993 and 1994. Developed manual and curriculum for a course in career planning for a 5-week Upward Bound summer program. Co-facilitated training sessions for volunteer instructors for the career sessions. Assisted in collecting and analyzing pre- and post-test measures for program. Acquired and collected pre/post measures from a control group (an Upward Bound program at another location).

Research Team Member, Department of Counseling Psychology, January 1993 to July 1994. Mentored new research team members in conceptualizing research projects and in using SPSS. Collaborated with other graduate assistants to pursue individual and group research projects. Coordinated research efforts for the project, "Therapeutic Alliance as a Component of Career Counseling: A Comparison and Outcome Study."

Research Assistant, Department of Counseling Psychology, Summer 1993. Wrote syntax for SPSS (mainframe) to enter and analyze data.

Unlicensed Psychologist's Assistant/Practicum Counselor, Counseling and Mediation Center, Wichita, Kansas, August 1993 to August 1995. Provided individual counseling to adults,

adolescents, and families, referred primarily from the Department of Social and Rehabilitation Services (SRS). Prepared approximately 50 psychological evaluations for SRS regarding the parenting abilities of individuals whose rights to their children were being evaluated by the state of Kansas. Served as a primary resource for clients with career concerns, particularly those referred from the Clergy Care program.

Practicum Counselor, Counseling and Testing Center, Wichita State University, Spring 1993. Provided individual counseling to college students.

Wichita State University, Office of Placement and Career Services, Wichita, KS

Career Counselor, 1989 to 1992. Provided individual counseling and assessment to students, alumni, and community members. Facilitated workshops and presented information on career-related topics to classes, student groups, and community organizations.

Developed coursework for and instructed the undergraduate course, Topics in Career Exploration. Managed the Career Resources Center including policies, materials and budget. Developed program for and supervised paraprofessional Job Search Assistants through individual meetings and group training sessions.

Chaired development of the Computerized Job Search Lab. Authored the content and scripted the *HyperCard* software package for this user friendly program which provided tutorials for and access to Macintosh word-processing capability for development of job search documents.

Collaborated with the College of Education to plan and organize the Education Job Search Skills Seminar. Collaborated with the College of Health Professions for the Health Professions Career Fair. Served as primary liaison for both colleges.

Kansas Newman College – Wichita, KS

Adjunct Instructor, Fall 1990. Taught Career and Life Planning, for returning adult students. The class was offered as part of a community outreach program.

University of Missouri – Columbia, MO

Graduate Research Assistant, Career Planning and Placement Center, 1988 to 1989. Coordinated the revision of the *Missouri Occupational Card Sort: College Edition*, the revision of over 200 Career Briefs, and the development and subsequent revision of a Career Development Practicum Manual.

Career Planning Instructor, Center for Independent Study, 1988 to 1989. Promoted the personal and vocational development of students involved in a correspondence course. Worked with school counselors and university staff in the enhancement of career development of high school students through responding to and encouraging exploration, decision-making, and practical experiences.

Career Counselor, Career Options for Rural Missouri Farm Families, 1988 to 1989. Provided individual career counseling to participants involved in 2-day workshops. Interpreted results from the *Self Directed Search* and *My Vocational Situation* to aid their career decision-making processes.

PRACTICE OF PROFESSIONAL PSYCHOLOGY:

Sole Proprietor, An Outcomes Practice, Mill Creek, WA, March 2005 to present.

Program Evaluation Services. Provide outcomes/program evaluation services to organizations seeking to incorporate research methods into their practice. Work with organization representatives to (a) identify salient variables, (b) design efficient methods to collect data, (c) analyze results, and (d) present those results in written and oral form.

Career Development Services. Teach career exploration workshops to adolescents and adults through community college and parks-and-recreation venues.

Director of Research and Professional Development, Deaconess Children's Services, Everett, WA, September 2004 to present.

Deaconess is a not-for-profit agency that provides support and education to at-risk children and their families.

Parent-Child Interactive Therapy Startup. Leading the agency in implementing a PCIT program. Represent the agency by participating in the Washington State PCIT Leaders meeting, a grassroots movement among child welfare agencies to encourage state leaders to adopt PCIT as an evidence-based alternative for at-risk families.

Outcomes Evaluation. Developing a research plan for evaluating program outcomes. This process involves identifying relevant variables; designing reliable, valid, and efficient tools (paper and electronic) of data collection; and generating outcomes reports.

Training & Professional Development. Provided bi-monthly training events on topics relevant to the agency's needs. Facilitate strategic planning events to assist the agency's employees in defining the, *Who, What, Where, and How of the Deaconess Mission.*

Risk Management. In consultation with a volunteer from a local corporation, leading the organization in a process designed to identify, evaluate (i.e., rating risk probability and impact), and mitigate potential risks.

Director, Clinical Programs, KEYS Youth Services, Inc., Olathe, KS, February 2003 to June 2004.

KEYS Youth Services, Inc., was a not-for-profit agency that serves struggling teenagers in seven residential group homes in the Kansas City, KS, metropolitan area. Three of the homes were classified by the state of Kansas as Level 4; three were Level 5 boys homes, and 1 was a Level 5 girls home. Eighty percent of the youth were juvenile offenders; approximately 20% are children-in-need-of-care and are referred because of abuse and neglect. KEYS had beds for 61 youth.

Program Evaluation. Developed a research plan for evaluating program outcomes. Created a more efficient system for producing individual client reports while simultaneously collecting data for outcomes evaluation. Established and maintained three databases for substance use among clients, critical incidents, and discharge variables. Produced the agency's first outcomes reports.

Clinical Services. Recruited, directed, and supervised the clinical team which involved three full-time staff (an intake coordinator and two internal therapists) and graduate practicum students. Developed an affordable, high-quality treatment program that provided more than 300 individual/family and 20 group sessions per fiscal quarter (at the time of my hire, no internal therapeutic services were provided). Collaborated with three universities that provided practicum/internship students as providers. A conservative estimate of their unpaid services

(individual, family, group therapy) in 2003 was more than \$12,000.

Worked with faculty and doctoral students from Departments of Clinical and Counseling Psychology at the University of Kansas to create a Positive Youth Development Curriculum. This year-round series of psychotherapy groups provided 12-week modules on hope, strengths, and career exploration. Co-authored grants which resulted in funding from the W. K. Kellogg Foundation and the H & R Block Foundation. Delivery of the programs involved continued collaboration with academic departments with graduate students as co-leaders.

Organizational Change. Presented a proposal that resulted in substantial organizational restructuring. Led the clinical team as they assumed responsibility for supervision of the group homes. Problem-solved ethical, infrastructure, and leadership issues. Developed the infrastructure (policies and procedures, master forms, case reviews) for the clinical and treatment programs.

Training. Led the agency in developing the first annual training curriculum. Developed the curriculum and taught courses in basic helping skills. Collaborated with similar agencies for shared training opportunities. Supervised all aspects of training coordination from scheduling to documentation of attendance.

Limited Independent Practice, Ankara, Turkey

Psychological Consultation, August 1999 to December 2002. Provided psychological testing services (intelligence testing, adoption home studies for Immigration and Naturalization Services) for American expatriates who required that testing or evaluation be completed by a mental health professional licensed in the U.S. Following the 1999 earthquakes in the Anatolia region that claimed over 20,000 lives, participated as a volunteer consultant/participant in a Critical Incident Stress Debriefing Training workshop for foreign volunteers working in the soup kitchens and medical services in the villages most devastated by the earthquakes. Collaborated with a Turkish physician and two masters-level clinicians from the U.S. to establish mental health services for American expatriates in Ankara. Responded to calls from the Consular's Section of the U.S. Embassy to provide appropriate mental health referrals for American expatriates.

Counseling and Mediation Center, Inc., Wichita, KS

Licensed Psychologist, May 1998 to May 1999. Conducted psychological evaluations, mental status evaluations, and intelligence tests for children and adults. The primary caseload was for persons referred from Kansas Disability Determination and Rehabilitation Services, adults whose children were adjudicated as Children-in-Need-of-Care by the state of Kansas, and inmates referred by the public defender's office.

National Certified Career Counselor, May 1998 to May 1999. Provided individual and career counseling to community members seeking to make changes in their vocations.

South Central Mental Health Counseling Services, Butler County, KS

Staff Psychologist, August 1996 to May 1998. Maintained a caseload of 40-60% billable hours. Provided individual and family counseling to a client constituency that represented the diverse array of presenting problems found in a community mental health center. Conducted psychological evaluations, drug and alcohol evaluations, and parent/child evaluations. Served as the primary contact and liaison for four school districts in the county. Initiated and maintained frequent contact with school counselors, psychologists, teachers, and administrators for each

school-aged client. Worked closely with the school and parents, including involvement in IEP teams for clients who had been identified as needing special education services.

Augusta Clinic Coordinator, April 1997 to May 1998. Provided direct supervision of this satellite office's clinical and administrative staff. Provided a first line of problem-solving for difficult clients, emergencies, and other calls. In the face of mental health reform and managed health care, worked to increase the billable hours for the center. Innovative programs included: providing a parenting advice column for seven newspapers in and near Butler County, attending Chamber of Commerce and other local interest meetings, visiting with key community leaders, conducting a community-wide needs assessment, seeking and providing leadership on new grant projects.

Parent Education Project Coordinator, Beginning with a comprehensive needs assessment, initiated and developed an affordable, geographically accessible, county-wide parent education program. The parent education team included staff from the Department of Social and Rehabilitation Services, the local school districts, and the counseling center. Each month a component of the 16-week program was taught at one of the county's school districts. To facilitate attendance a nominal family fee was collected (scholarships were available) and babysitting was provided. The parent education component was part of a comprehensive parenting program that included filial therapy and family counseling. Authored a grant to the Kansas Health Foundation for seed money for the program.

CORPORATE EXPERIENCE:

Boeing Commercial Airplane Group, Wichita, KS

Lead Training Advisor, 1991 to 1993. Developed the procedures manual and implemented a program to provide comprehensive career counseling and advising services to employees. Assisted employees in developing individualized training plans that combined company training and tuition assistance for off-site educational opportunities. Proctored, scored, and interpreted ability assessments.

Instructor, 1992 to 1993. Instructed *CAREERS*, a Boeing-authored, 3-hour, career planning workshop. Participants were Boeing employees interested in relocating within or outside of the company.

PROGRAM EVALUATION AND DEVELOPMENT GRANTS AND CONTRACTS:

Bikos, L. H. (2008). Parent Enrichment Program Program Evaluation and Organizational Consulting Services. *Deaconess Children's Services* (Everett, WA). Awarded \$15,051 to support graduate research assistance services for program evaluation and organizational development.

Bikos, L. H. (2008). Evaluating Legal Advocacy Services. *King County Sexual Assault Resource Center (KCSARC, Renton, WA)*. Awarded \$2550 to support graduate research assistant services for a program evaluation.

Bikos, L. H. (2007). Preventing Teen Homelessness: Evaluating Project SAFE in light of known risk factors. *Cocoon House* (Everett, WA). Awarded a \$2596 matching contract to support graduate research assistant services to model adolescent placement status outcomes as a function of parents' participation in the Project SAFE program activities and known risk factors.

Bikos, L. H., Shorey, H. S., & Snyder, C. R. (2004). Developing an Adolescent Hope Intervention for Vulnerable Youth, *The H & R Block Foundation*. Awarded \$11,500 to fund the curriculum development, 12-week pilot, and preliminary evaluation of a hope intervention for juvenile offenders and foster children in residential care.

Bikos, L. H. (2004). Developing an Adolescent Strengths Intervention for Vulnerable Youth, *The W. K. Kellogg Foundation*. Awarded \$28,900 to fund the curriculum development, 12-week pilot and 12-week agency-wide implementation, and evaluation of an intervention that will assist youth in naming, navigating, and nurturing their strengths.

Bikos, L. H. (1997). Parent Education Series of Butler County, *Kansas Health Foundation*. Awarded \$11,001 to fund the first year of a comprehensive parenting program for the county. Monies were allocated to a parent education series and audio-visual equipment for filial therapy.

RESEARCH GRANTS:

Bikos, L. H. (2007). Preventing Teen Homelessness: Evaluating Project SAFE in light of known risk factors. *Faculty Research Grant, Seattle Pacific University*. Awarded \$3780.96 from SPU to model adolescent placement status outcomes as a function of parents' participation in program activities and risk factors for the Project SAFE program at Cocoon House (Everett, WA).

Bikos, L. H. (2003). Therapeutic Alliance as a Component of Career Counseling. *National Career Development Association and Association of Computer Based Systems for Career Information, Graduate Student Research Grant*. Awarded \$1,500 to fund a research project evaluating the relationship between working alliance, client decision-making classification, career maturity, and vocational identity in career counseling.

PROFESSIONAL DEVELOPMENT GRANTS:

Academic Renewal Grant. (2007-2008). Awarded \$1870.00 by the School of Psychology, Family, and Community at Seattle Pacific University to attend a week-long Structural Equation Modeling Workshop at the Data Analysis Training Institute at the University of Connecticut, June 2007.

Academic Renewal Grant. (2008-2009). Awarded \$2732.00 by the School of Psychology, Family, and Community at Seattle Pacific University to attend a week-long Hierarchical Linear Modeling Workshop at the Data Analysis Training Institute at the University of Connecticut, June 2008.

PEER-REVIEWED, EMPIRICAL PUBLICATIONS:

Bikos, L. H., Çiftçi, A., Güneri, O. Y., Demir, C. E., Sümer, Z. H., Danielson, S., DeVries, S., & Bilgen, W. (2007). A repeated measures investigation of the first-year adaptation experiences of the female expatriate spouse living in Turkey. *Journal of Career Development, 34, 5-27.*

Bikos, L. H., Çiftçi, A., Güneri, O. Y., Demir, C. E., Sümer, Z. H., Danielson, S., DeVries, S., & Bilgen, W. (2007). A longitudinal, Naturalistic Inquiry of the adaptation experiences of the female expatriate spouse living in Turkey. *Journal of Career Development, 34, 28-58.*

- Bikos, L. H.** & Uruk, A. Ç. (2005). Counseling outcome as a function of counselor nationality for American expatriate clients. *International Journal for the Advancement of Counselling*, 27 (3), 523-539.
- Uruk, A., Demir, A., & **Bikos, L. H.** (accepted for publication, November 2002). Turkish adolescent conflict resolution strategies toward peers and parents as a function of loneliness. *Adolescence*.
- Aksu, M., & **Bikos, L. H.** (2002). Measuring and Predicting Graduate Students' Attitudes Toward Statistics. *Hacettepe Universitesi Egitim Fakultesi Dergisi (Journal of Education)*, 23, 22-31.
- Ozegovic, J. J., **Bikos, L. H.**, & Syzmanski, D. M. (2001). Trends and predictors of alcohol use among undergraduate female students. *Journal of College Student Development*, 42, 447-455.
- Bikos, L. H.** (2000). Adult development case studies. Holland feud. Plant some seeds. Wages and widgets. In Mark Pope & Carole W. Minor (Eds.), *Experiential activities for teaching career counseling classes and for facilitating career groups* (1st ed.) (pp. 29-31, 63-65, 75-76, 117-119). Columbus, OH: National Career Development Association.
- O'Brien, K. M., **Bikos, L. H.**, Epstein, K. L., Flores, L. Y., Dukstein, R. D., & Kamatuka, N. A. (2000). Enhancing the career decision-making self-efficacy of Upward Bound students. *Journal of Career Development*, 26, 277-293.
- Mau, W. C., & **Bikos, L. H.**, (2000). Educational and Vocational Aspirations of Minority and Female Students: A Longitudinal Study. *Journal of Counseling and Development*, 78, 186-194.
- Bikos, L. H.**, & Smith, T. C. (1999). The job search club for international students: An evaluation. *Career Development Quarterly*, 48, 31-44.
- Bikos, L. H.**, Krieshok, T. S., & O'Brien, K. M. (1998). Evaluating the psychometric properties of the Missouri Occupational Card Sort. *Journal of Vocational Behavior*, 52, 135-155.
- O'Brien, K. M., Heppner, M. J., Flores, L. Y., & **Bikos, L. H.** (1997). The Career Counseling Self-Efficacy Scale: Instrument development and training applications. *Journal of Counseling Psychology*, 44, 20-31.
- Bikos, L. H.** (1994). The role of ability testing in counseling for career development. *Journal of Contemporary Counseling*, 11, 1-20.
- Bikos, L. H.**, Axton, B., Gerdes, D. A., Kaulukukui, G. H., Lindbloom, R. E., & Winnans, D. P. (1994). A naturalistic inquiry into professional induction: Presenting research findings as a vehicle for understanding the methodology. *Journal of Contemporary Counseling*, 11, 21-42.
- Schuh, J. H., Triponey, V. L., **Heim, L. L.** & Nishimura, K. (1992). Student involvement in historically black Greek letter organizations. *NASPA Journal*, 29, 274-282.

NON PEER-REVIEWED PUBLICATIONS:

- Bikos, L. H.** (2007). Reflections of a repatriated counseling psychologist. *International Section Newsletter: APA Society of Counseling Psychology, 1*, 15-16. Available from <http://00994d3.netsolhost.com/intlcp/IntlSectionNewsSpg07.pdf>.
- Bikos, L. H.** (1995). *Evaluating the psychometric properties of the Missouri Occupational Card Sort*. Unpublished doctoral dissertation, University of Kansas, Lawrence.
- Heim, L. L. & Johnston, J. A.** (1991). *Missouri Occupational Card Sort: Community/junior college edition: Manual*. Columbia, MO: Career Planning & Placement Center.
- Heim, L. L.** (1990, October). Reviewing *Career Navigator*. *Kansas Career Development & Placement Association News, 8* (1), 5.
- Heim, L. L. & Johnston, J. A.** (1989). *Missouri Occupational Card Sort: Community/junior college edition*. Columbia, MO: Career Planning & Placement Center.

CONFERENCE PRESENTATIONS:

- Bikos, L. H.** (2008, August). A longitudinal, mixed methods investigation into the adaptation experiences of the female expatriate spouse living in Turkey. In L. H. Bikos (Chair), *Exploring adaptation and acculturation between Turkey and the U.S.* Symposium conducted at the annual meeting of the American Psychological Association, Boston, MA.
- Gibbs, R., Kocheleva, J., & **Bikos, L. H.** (2008, August). *Toward a career adaptability model of understanding the expatriate transition*. Poster session at the annual meeting of the American Psychological Association, Boston, MA.
- Bikos, L. H. & Çiftçi, A.** (2008, August). *An analytic, dialogic, autoethnographical Turkish/American cultural exchange*. Poster session at the annual meeting of the American Psychological Association, Boston, MA.
- Bikos, L. H., Klemens, M., & Gibbs, R.** (2008, March). *First-year adaptation of international missionaries and humanitarian workers*. Poster session presented at the International Counseling Psychology Conference, Chicago, IL.
- Bikos, L. H. & Çiftçi, A.** (2008, March). *Networking: International students' social and information hour*. Roundtable discussion at the International Counseling Psychology Conference, Chicago, IL.
- Bikos, L. H., & Güneri, O. Y.** (2007, July). *Sojourn abroad: Adjustment experiences and career implications of extended stays between Turkey and the U.S.* Roundtable discussion at the annual conference of the National Career Development Association, Seattle, WA.
- Bikos, L. H., Klemens, M., Randa, L., Bore, T., Barry, A., Gibbs, R., Kocheleva, J., & Wilter, A.** (2007, May). *Sojourn abroad: The adjustment experiences of international missionaries and humanitarian aid workers*. Poster session presented at the annual convention of the Western

Psychological Association, Vancouver, BC.

Bikos, L. H. & Uruk, A. Ç. (2007, January). *Counseling outcome as a function of counselor nationality for American expatriate clients*. Poster session presented at the National Multicultural Conference and Summit, Seattle, WA.

Guneri, O. Y., Demir, C. E., Sumer, Z. H., & **Bikos, L. H.** (2006, April). *Students' experiences in higher education: Does gender make a difference?* Paper presented at the Second International Conference on Women's Studies, Famagusta, Turkish Republic of Northern Cyprus.

Sumer, Z. H., Guneri, O. Y., **Bikos, L. H.**, Demir, C. E., & Schuh, J. *Field testing the College Student Experiences Questionnaire in Turkey*. (2005, August). Poster session presented at the annual meeting of the American Psychological Association, Washington, DC.

Bikos, L. H. (2004, April). *The Helping Skills System: Incorporating tools from process research into counselor education*. Education session presented at the annual convention of the American Counseling Association, Kansas City, MO.

Bikos, L. H. (2004, April). *Enhancing career decision making skills for juvenile offenders and foster care children in residential care*. Education session presented at the annual convention of the American Counseling Association, Kansas City, MO.

Bikos, L. H., Uruk, A., Guneri, O. Y., Danielson, S., Demir, C. E., DeVries, S., Sumer, Z. H., & Bilgen, W. (2003, August) *Adjustment of the female, expatriate, trailing spouse: A longitudinal investigation*. Poster session presented at the annual meeting of the American Psychological Association, Toronto, Canada.

Bikos, L. H., Uruk, A., Sun, Z. E., Karairmak, O., & Denizli, S. (2003, August) *The Helping Skills System: A Statistical procedure and an international comparison*. Poster session presented at the annual meeting of the American Psychological Association, Toronto, Canada.

Bikos, L. H., Uruk, A., Sun, Z. E., Karairmak, O., & Denizli, S. (2003, July). *Investigation of Helping Skills used in a counseling session according to the Helping Skills System: An international comparison*. Paper presented at the VII National Psychological Counseling and Guidance Congress, Inonu University, Malatya, Turkey.

Bikos, L. H., & Smith, T. C. (1999, July). *The International Students' Job Search Club: Its development, evaluation, and potential refinements*. Workshop presented at the annual meeting of the National Career Development Association, Portland, OR.

Mau, W. C., & **Bikos, L. H.**, (1998, April). *Educational and vocational aspirations of minority and female students: A longitudinal study*. Research presentation at the annual meeting of the American Educational Research Association, San Diego, CA.

Bikos, L. H., O'Brien, K. M., & Heppner, M. J. (1997, January). *Evaluating process and outcome variables in counseling for career development*. Research presentation at the annual meeting of the National Career Development Association, Daytona, FL.

- Gore, P. A., Jr., **Bikos, L. H.**, Lapp, R., & Haley, S. (1996, August). *The predictive utility of exant measures of person-environment fit*. Poster session presented at the annual meeting of the American Psychological Association, Toronto, Canada.
- O'Brien, K. M., **Bikos, L. H.**, Flores, L. Y., Dukstein, R. D., & Kamatuka, N. A. (1996, August). A career exploration program for Upward Bound students. In K. M. O'Brien, and M. J. Heppner (Chairs), *Future directions in career counseling: Innovative interventions with special populations*. Symposium conducted at the annual meeting of the American Psychological Association, Toronto, Canada.
- Bikos, L. H.** (1995, August). *Exploring the factor structure of occupations*. Poster session presented at the annual meeting of the American Psychological Association, New York City, NY.
- Bikos, L. H.**, Axton, B., Gerdes, D. A., Kaulukukui, G. H., Lindbloom, R. E., & Winnans, D. P. (1994, August). Professional induction: A naturalistic inquiry into the evolution from student to helping professional. In R. Hofer (Chair), *Mentoring graduate students: There when you need them*. Symposium conducted at the annual meeting of the American Psychological Association, Los Angeles, CA.
- O'Brien, K. M., Heppner, M. J., Flores, L. Y., **Bikos, L. H.**, & Hinkelman, J. (1994, August). The Career Counseling Self-Efficacy Scale: Instrument development and training applications. In K. M. O'Brien, and M. J. Heppner (Chairs), *Innovative Applications of Social Cognitive Theory to Career Counseling*. Symposium conducted at the annual meeting of the American Psychological Association, Los Angeles, CA.
- Bikos, L. H.** & O'Brien, K. M. (1994, April). *Therapeutic alliance as a component of career counseling: Preliminary findings*. Paper presented at the Research Colloquium, Department of Counseling Psychology, University of Kansas, Lawrence, KS.
- O'Brien, K. M., **Bikos, L. H.**, Heppner, M. J., & Hinkelman, J. M. (1993, April). *Career counseling The development of attitudes and self-efficacy beliefs*. Paper presented at the Division 17 Great Lakes Regional Conference, Bloomington, IN.
- Heim, L. L.** & Warner, J. (1991, March). *The Missouri Occupational Card Sort: Career decision-making tool*. Paper presented at the Kansas Association for Counseling & Development, Wichita, KS.

RESEARCH IN PROGRESS:

Expatriation & International Research

Bikos, L. H., Sumer, Z. H., Guneri, O. Y., Demir, C. E., & Schuh, J. *Field Testing the College Student Experiences Questionnaire in Turkey*. Status: Under Review.

Bikos, L. H., Klemens, M., Randa, L., Bore, T., Barry, A., Kocheleva, J., & Wilter, A. *Exploring the adaptation experiences of international missionaries and humanitarian aid workers: a comparison to other expatriate groups and a thick, rich description*. Status: manuscript preparation.

Bikos, L. H., Kocheleva, J., King, D., Chang, G., McKenzie, A., Roenicke, C., Campbell, V., & Eckard, K. (2008). *A Consensual Qualitative investigation into the repatriation experiences of the young adult repatriated missionary kids*. Manuscript in progress.

Klemens, M., & **Bikos, L. H.** *Psychological Well-Being and Sociocultural Adaptation in College Aged Missionary Kids*. Status: manuscript preparation.

Mauseth, K. & **Bikos, L. H.** *Modeling the adaptation of the expatriate couple*. Status: data collection.

Bikos, L. H., Gibbs, R., Kocheleva, J. *Toward a career adaptability model of understanding the expatriate transition*. Status: data analysis.

Bikos, L. H., Kocheleva, J., King, D., Roenicke, C., McKenzie, A. M., Chang, G., Campbell, V., & Eckard, K. *Evaluating the repatriation experiences of college-aged Missionary Kids with Consensual Qualitative Research*. Status: data collection.

Bikos, L. H., Uruk, A., Sun, Z. E., Karairmak, O., & Denizli, S. *The Helping Skills System: A Statistical Procedure and an International Comparison*. Status: manuscript preparation.

Program Evaluation Research

Bikos, L. H., Boyd, T., Ferkovich, J. M., Gibbs, R. M., Hayman, E. L., Kobayashi, R. M., Robinson, C., Town, J. B., White, S. M., & Thoburn, J. *Evaluating a horse therapeutic riding program with Consensual Qualitative Research*. Status: manuscript preparation.

Chang, G., **Bikos, L. H.** & Fabrizio, M., *Common factors in nonprofit organizational capacity for grant and growth readiness across time, place, and organization*. Status: manuscript preparation.

Bikos, L. H., Gagliano, N., Trevithek, L., Randa, L., Bore, T., Barry, A., Gibbs, R. M., Kocheleva, J., & Wilter, A. *Preventing Teen Homelessness: Evaluating Project SAFE in light of known risk factors*. Status: data analysis.

Bikos, L. H. *The Helping Skills System: Incorporating tools from process research into counseling skills training for youth care professionals*. Status: data input.

Bikos, L. H., Gibbs, R., Agatonovic, J., Stone, M. E. *Evaluating legal advocacy services at King County Sexual Assault Resource Center: A qualitative inquiry*. Status: data collection.

Vocational Psychology Research

Bikos, L. H., & Brown, C. *Enhancing career decision-making skills for juvenile offenders and foster care children in residential care*. Status: data input.

Bikos, L. H., O'Brien, K. M., & Heppner, M. J. *Therapeutic alliance as a component of career counseling*. Status: manuscript preparation.

PROFESSIONAL SERVICE

Peer review: Student poster submissions for the 2008 meeting of the American Psychological Association.

Grant proposal review: Student research grant proposals for the 2008 dissertation awards given by the Science Directorate of the American Psychological Association.

DISSEMINATION BEYOND PROFESSIONAL PSYCHOLOGY:

Bikos, L. H., & Shepherd, L. (2007, October). *The psychology of hope*. Workshop presented at the annual Common Day of Learning, Seattle Pacific University, Seattle, WA. Lecture and slides available from <http://www.spu.edu/itunes/>.

Speaker prompts closer look at globalization. (2006, Autumn). *Response*, 29. This short review of our 2006 Common Day of Learning workshop can be found at:
<http://www.spu.edu/depts/uc/response/autumn2k6/campus/global.asp>.

Bikos, L. H., Klemens, M., Randa, L., Bore, T., & Barry, A. (2006, October). *Sojourn abroad: The adjustment experiences of international missionaries and humanitarian aid workers*. Workshop presented at the annual Common Day of Learning, Seattle Pacific University, Seattle, WA.

Bikos, L. H. (2002, June). *Writing Empirical Papers: The APA style workshop*. Workshop presented to the Faculty of Education, Middle East Technical University, Ankara, Turkey.

Bikos, L. H. (1998, February). *A cognitive-behavioral approach to stress management*. Workshop presented to the Annual Women's Retreat, East Heights United Methodist Church, Wichita, KS

Bikos, L. H. (1995, August). *Reviewing relevant psychometric properties of the Missouri Occupational Card Sort: Using the MOCS in career guidance activities*. Presentation to the Division of Student Affairs, Wichita State University, Wichita, KS.

Bikos, L. H. (1995, May). *Responding to a changing call: Anticipating and adapting to career and life transitions*. Workshop presented at the Directors of Youth Ministry Training Event, Tallequah, OK.

Bikos, L. H. (1995, February). *Life career development: Balancing multiple life roles*. Workshop presented to the Single Adult Fellowship Group, East Heights United Methodist Church, Wichita, KS

HONORS AND AWARDS:

Milo Stucky Graduate Fellowship
APA Science Directorate Award, American Psychological Association.
Graduate Student Paper Presenter Fund, University of Kansas.

PROFESSIONAL AFFILIATIONS:

American Psychological Association:
Division 17 – Counseling Psychology with memberships in the Society for Vocational Psychology, the International Section, and the Positive Psychology section.
Division 52 – International Psychology
Kansas Psychological Association.
American Association of Counseling and Development.
National Career Development Association.

