

THE 2025-2026 NCDA AWARDS

Each year during the annual NCDA Global Career Development Conference, NCDA honors those who exemplify excellence in career development. The following awards were presented at the 2026 NCDA Global Career Development Conference in Minneapolis, Minnesota. For more information about NCDA awards and winners, visit: https://www.ncda.org/aws/NCDA/pt/sp/membership_awards.

EMINENT CAREER AWARD

The NCDA Eminent Career Award recognizes major contributors and creative leadership in career development across one's career. The award criteria include development, validation, extension, or integration of theory; an extensive record of career scholarship; professional leadership within the field; and practice of career development and intervention. An eminent career is one that has made broad contributions capturing synergy in all four areas. The award is considered NCDA's highest honor.



The award goes to...

Dr. Debra Osborn

Dr. Osborn has been a faculty member in the field of counseling and career development for 28 years. Prior to that, she had a distinguished career as a practitioner in the career development field. Her contributions to theory-based literature have been extensive. In 2023, Dr. Osborn co-edited a major book on Cognitive Information Processing (CIP) theory, and her research is theory based, including her dissertation in 1998, "Relationships among career indecision, perfectionism, and dysfunctional career thinking." She has authored or co-authored more than 70 refereed journal articles based on CIP theory and other career theories. In her current role as Co-Director of the Center for Career Research (formerly the Center for the Study of Technology in Counseling and Career Development) at Florida State University, she has played a key role in advancing the integration of theory, research, and practice in the career development field.

In addition to her written publications, Dr. Osborn has made significant contributions by sharing her work through professional meetings and conferences. She has made more than 100 refereed presentations at conferences and meetings around the world, including international presentations in Australia, Canada, Denmark, Germany, India, Italy, Japan, South Korea, and Switzerland. She is a co-author of a widely used instrument, the Career State Inventory, which is available in open publishing. Along with Vernon Zunker, she authored 4 editions of *Using Assessment Results for Career Development* by Cengage Publishing. In addition to her own scholarship, Dr. Osborn has advanced scholarship in the field through ongoing doctoral student mentoring. She has chaired or is currently chairing 24 doctoral student committees and supervising their research.

Dr. Osborn began her legacy of contributions to NCDA when she joined the association in 2002. She has served on numerous NCDA committees, including Research (which she has chaired since 2023), Fellow Awards, Government Relations, and Nominations and Elections. She served as conference program chair in 2018 and 2023. Dr. Osborn has also served on the editorial boards of numerous professional publications in the career development field, including NCDA's flagship publication, the *Career Development Quarterly*. She served as NCDA President 2011-2012, and in 2019 received NCDA's Presidential Award for exceptional contributions which advance the growth, reputation, and impact of NCDA. Dr. Osborn received a second Presidential Award from NCDA in 2024.

Dr. Osborn began her career as a practitioner in 1991. In her practitioner role, and later in her faculty role, she mentored numerous individuals who would become both practitioners and scholars in the career development field. Her scholarship, teaching, and theory inform best practice in service delivery across multiple modes, including brief staff-assisted counseling using preprofessional counselors. Her research has involved the evaluation of career interventions in K-12 and university settings. She authored an NCDA publication entitled *Teaching Career Development* that was designed to help instructors and presenters in their efforts to make career development content more accessible to all types of learners.

Dr. Osborn continues to contribute to the career development field. A recent publication, co-authored with Barbara Parker-Bell, *Art Therapy and Career Counseling: Creative Strategies for Career Development Across the Lifespan*, provides insight into interventions that effectively integrate these two disciplines to better serve clients across diverse settings.

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NCDA FELLOWS

NCDA Fellows have prior experience within the association including leadership involvement, attendance at NCDA events, and other related involvement that is unique to the applicant. It is considered an honor to be awarded this distinction. Each year, NCDA selects up to five distinguished fellows.

This year's new NCDA Fellow is:

Dr. James L. Moore III

THE PRESIDENTIAL AWARDS

The Presidential Awards recognize exceptional contributions that advance the growth, reputation, and impact of NCDA.

- ***Melissa Wheeler***
- ***Melissa Venable***
- ***Sharon Givens***
- ***Rich Feller***
- ***Carolyn Jones***
- ***Jennifer Curry***
- ***Jodi Manton***

DIVERSITY INITIATIVE AWARD

This award recognizes an individual or organization that, through initiatives and commitment, has demonstrated a high degree of cultural responsiveness within the domain of career-related activities.

The award goes to...

Wake Forest University Office of Personal and Career Development

This year's Diversity Initiative Award is being presented to the First-Generation Career Readiness Initiative at Wake Forest University's Office of Personal and Career Development. This program focuses on first-generation, low-income students by providing them with the skills, networks, and confidence to succeed in the workplace. In the 2024 initial pilot program, this initiative supported 14 juniors and included career prep courses, coaching by two program managers, and introductions to professionals in the students' areas of interest. That success led to work with 55 additional juniors and seniors who went into the workplace. Of those, 87% of the juniors secured internships and 95% of the seniors got career positions or went on to graduate school after graduation. The initiative is now serving 500 students at other universities across the United States.

EXEMPLARY CAREER CENTER

This award was established to recognize career center programs for their commitment to thoughtful, innovative, and effective initiatives that support career development. This year we have two winners: one under the education, government, business category and one under the non-profit/community organizations category.

The Non-Profit / Community Organization award goes to...

International Samaritan Jamaica

International Samaritan Jamaica (IntSam JA) supports scholars from early childhood through tertiary education in the Riverton Meadows and Callaloo Mews communities of Kingston, areas bordering Jamaica's largest landfill. The organization's scholarship program walks with each student from their first day of school onward, covering tuition, uniforms, books, and exam fees while providing a monthly stipend for transportation and lunch, alongside academic and psychosocial support, financial literacy training, and ongoing mentorship into alumni engagement. As scholars move into secondary school, IntSam JA's Workforce Education Program builds on this foundation through three core pillars: Personal Development, covering leadership, critical thinking, digital literacy, and communication; Post-Secondary Preparation, including college credits, career technical education, and readiness workshops; and Career Development, covering resume writing, apprenticeships, entrepreneurship, and job fairs. Through this sustained, step-by-step investment, IntSam JA helps scholars move from vulnerability toward long-term economic mobility.

The Education / Government / Business organization award goes to...

American University in Cairo Career Center

Founded in 1991 as the region's first university-based career center, the American University in Cairo (AUC) Career Center has spent more than 35 years advancing career readiness, employer engagement, and inclusive student success, serving over 9,000 students and alumni annually. Through partnerships with more than 700 employers and close collaboration with faculty, the center integrates career development into the academic experience while promoting equitable access to opportunities. As the implementing partner of the USAID-funded University Centers for Career Development project, AUC helped expand its model into 39 career centers across Egyptian public universities, transforming career services nationwide. Led by internationally credentialed professionals, the center contributes to the global career development community through research, publications, conference presentations, and leadership in organizations such as NCDA, NACE, and NASPA. Its longstanding innovation has earned national and international recognition, including the 2026 MENASA NASPA Silver Award for Student Success.

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THE INTERNATIONAL PRACTITIONER OF THE YEAR AWARD

The NCDA International Practitioner of the Year Award recognizes one member who has made a significant contribution to the advancement of NCDA's mission in their respective country.



The award goes to...

Carry Shen (Hui-chun Shen)

Carry Shen (Hui-chun Shen) currently serves as the Operations Director of People Achievement Consulting (PAC). She is a career development practitioner, ecosystem builder, and regional connector. With over 10 years of experience in career development, education, and international collaboration, she has worked closely with NCDA and APCDA, focusing on advancing career development across the Chinese-speaking world. She is dedicated to developing integrated training, certification, and system frameworks, and to localizing global standards into practice. In recent years, her work has focused on institutional certification and sustainable

talent development, fostering cross-sector collaboration among education, industry, and government to build career development systems with long-term impact.

SERVICES TO INTERNATIONAL STUDENTS AWARD

The NCDA Services to International Students award promotes and recognizes college/university career services offices/career centers or individuals within a college/university career services office/career center that have/has made an active commitment to partnering with and supporting the career development of international students.



The award goes to...

Shihling Chui-Dwyer

Shihling Chui-Dwyer is a career consultant and international student specialist at the Center for Career Opportunities at Purdue University. A former international student and foreign language teacher, she leverages her background to design vibrant career programs and cultivate partnerships with campus units, alumni, and employers to support international students. During her tenure at Purdue, she has organized and facilitated workshops, mentoring initiatives, and networking events that have connected hundreds of students with professional opportunities and resources. Her work focuses on helping students navigate career pathways and

translate global experiences into career readiness and success. Shihling holds a master's degree in TESOL from Teachers College, Columbia University.

THE MERIT AWARD

The NCDA Merit Award honors individuals who have made significant contributions to the field of career development, including education and mentoring of career counseling students, development of or leadership in exemplary career programs, conducting significant research in the field, and/or advocacy efforts to inform and persuade policymakers about career development.



The Merit Award goes to . . .

Dr. Christopher T. Belser

Dr. Christopher Belser, NCC, NCSC, is an Associate Professor in the Counselor Education Program at the University of New Orleans. He has experience in Louisiana public and charter schools as a middle school counselor and as a high school career coach. He served as Co-Investigator on the National Science Foundation-funded UCF COMPASS Program and as the Principal Investigator of Project SEED. Dr. Belser has delivered dozens of presentations at local, state, national, and international conferences; has published numerous articles and book chapters on counseling and career-related topics; and has won awards from various national and state organizations. He is the current Editor of the Journal of Child & Adolescent Counseling, a Past President of the Louisiana Career Development Association, and a past board member with the Florida Career Development Association, as well as other leadership roles in various national, regional, and state level organizations.

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OUTSTANDING CAREER PRACTITIONER AWARD

The Outstanding Career Practitioner Award recognizes practicing career counselors, consultants, or teachers for outstanding performance in day-to-day service. Each of the following areas are considered: years of service, quality of service, and participation and leadership in career development professional associations.



The award goes to . . .
Logann Todd

Logann Todd is a Certified Career Services Provider (CCSP), Certified MBTI Practitioner, and Global Career Development Facilitator (GCDF), and a two-time graduate from Binghamton University ('18, MBA '19). As a first-generation college graduate, Logann is passionate about supporting students and emerging professionals through inclusive, relationship-driven career development, empowering individuals from all backgrounds to pursue meaningful and fulfilling careers. She currently serves as Director for Career Services & Alumni Engagement at United States University, providing virtual resources and guidance to students and recent graduates nationwide. In addition, Logann advocates for and actively contributes to the advancement of innovative and ethical AI practices in career development through her leadership and professional service. Logann is President-Elect for the Michigan Career Development Association, a member of the NCDA International Student Services Committee, co-chair of the NCDA AI Taskforce, and a recipient of the 2025 NCDA Presidential Recognition Award.

NCDA BOARD DISTINGUISHED SERVICE AWARDS

The NCDA Board Distinguished Service Awards are presented annually to outgoing NCDA Board of Directors members.

Marty Apodaca
Past-President

Julia Panke Makela
Secretary

Kathy Evans
ACA Governing Council

Carla Cheatham
Trustee

Deanna Knighton
Trustee

GRADUATE STUDENT RESEARCH AWARD

The NCDA Graduate Student Research Award was established to honor graduate students who undertake exemplary research addressing topics related to career information, career development, and career planning.

The award goes to...
Kelechi Nnaji

Kelechi is a doctoral candidate at Florida State University. She works with college students regarding academic and career concerns and focuses her research on the intersection of vocational and career counseling psychology.

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OUTSTANDING STATE DIVISION AWARD

The state division award is for exemplary programming and leadership at the state and regional level.

The award goes to...

Michigan Career Development Association (MichCDA)

Their mission is to advance high-quality career planning and development for individuals across the lifespan, promoting personal satisfaction and long-term success for students, clients, and professionals throughout the state. As a proud affiliate of the National Career Development Association (NCDA), MichCDA's vision centers on delivering exceptional professional development, strengthening statewide connections, and ensuring members have access to shared knowledge, innovative resources, and collaborative learning opportunities. MichCDA executed a series of impactful initiatives that strengthened member engagement and advanced excellence in career development statewide. The 2025 Annual Conference, *Catalysts for Change: Innovating Career Development in Every Space*, was hosted at Lansing Community College West Campus. After receiving member feedback and relocating the event from Grand Rapids to Lansing, MichCDA significantly improved access for southeastern Michigan practitioners, resulting in increased attendance, engagement from new members, and greater constituency representation. The conference featured five dynamic breakout session blocks exploring AI integration in career services, strategies for supporting neurodivergent clients, K-12 and employer collaboration, regional labor market intelligence, and mixed-reality applications in career education. In addition, a virtual mini conference in November celebrated National Career Development Day and a monthly Career Café Series of professional development sessions covered a variety of topics.

LEFT TO RIGHT

Co-Chairs of the NCDA Award Committee:
Delasia Rice and Emily Gomez

NCDA Communication Coordinator and Staff Liaison
to the Awards Committee:
Brianna Navarro



OUTSTANDING ARTICLES OF THE YEAR

The Career Convergence Recognition Award recognizes a contribution to NCDA's web magazine as determined by the editorial team. This award was presented to...

Cynthia Snodgrass and Vonya Hodrick - "Artificial Intelligence and the Workplace: Embracing Change without Fear of Losing Autonomy" (May 2025)



The Career Developments Magazine Recognition Award recognizes a contribution to the membership magazine as determined by the editorial team. This award was presented to...

Ed Hidalgo - "Empowering Students Through Career-Connected Schools: Insights from Pfaff Elementary's CLI (Career Language Integration) and RIASEC Rotation Stations" (Spring 2025)



The Career Development Quarterly Award is selected by the Research Committee and this year's award was presented to...

Ville Puonti, Asko Tolvanen, Johanna Rantanen, and Noona Kiuru - "Predicting (Dis)satisfaction in Adolescents' Educational Choices - Investigating Profiles in Work Values Across the Transition to Secondary Education" (Volume 73, Issue 2)