

## **Michael Shahnasarian, Ph.D.**

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### **Education**

Ph.D. *Counseling Psychology and Human Systems*, Florida State University, 1985.

Internship: Curricular-Career Information Service, Tallahassee, Florida, 1983 – 1985.

Scholarship to pursue research in computer-assisted career guidance systems funded by the W. K. Kellogg Foundation.

MS *Psychology*, Texas A&M University, 1981.

Internship: Killeen Center for Mental Health/Mental Retardation, Killeen, Texas, 1980.

BA *Psychology*, Indiana University, 1979.

Psi Chi National Honor Society in Psychology

Postdoctoral supervision in rehabilitation psychology, University of Wisconsin – Milwaukee, 1996.

More than 3,000 hours of continuing professional education concentrating in career development, vocational psychology, vocational rehabilitation, life care planning, and organizational behavior.

### **Licenses/Certifications**

*Licensed Psychologist* (State of Florida), Agency for Health Care Administration, PY 5644

*Licensed Mental Health Counselor* (State of Florida), Department of Business and Professional Regulation, MH 1447

*Certified Rehabilitation Counselor*, The Commission on Rehabilitation Counselor Certification, #3701

*Certified Life Care Planner*, Commission on Health Care Certification, #258

*Certified Vocational Evaluator*, The Commission on Rehabilitation Counselor Certification, #58360

*Nationally Certified Career Counselor (Board Emeritus)*, National Council for Credentialing of Career Counselors, #703

*National Certified Counselor (Board Emeritus)*, National Board for Certified Counselors, Inc., #11588

## **Professional Experience**

**Career Consultants of America, Inc.**, Tampa, Florida (1985 – present).

*President*

Direct all operations and service delivery in a practice specializing in career guidance, vocational rehabilitation, human resources consulting, and life care planning (adult and pediatric). The practice is an approved postgraduate internship/residency site and has provided practice and supervision opportunities for master's and doctoral level students in preparation for licensing (mental health and psychology) and professional certification (rehabilitation counselor, vocational evaluator, life care planner).

Consulting/contract engagements have included:

- x Vocational Rehabilitation/Rehabilitation Psychology Consultation and Expert Witness, Circuit Court and Federal Cases. Retained by attorneys to render expert opinions in cases related to personal injury, workers' compensation, employment law, family law, medical malpractice, maritime law, product liability, and the Americans with Disabilities Act.
- x Vocational Expert, U.S. Department of Health and Human Services.
- x Vocational Rehabilitation Service Provider, Project NetWork, Social Security Administration. Provide vocational rehabilitation services to people with disabilities.
- x Contracts for outplacement assistance, consultation on the Americans with Disabilities Act, employee selection, spouse career transition assistance, and other human resources functions with the following corporations: Adco Holdings, All Star Bleacher's, Astra Merck, AT&T, Barnett Banks, Capital Formation, Cemex, Chase Manhattan Bank, Charles Schwab, DAMASCO Steel, Doosan Hydro Technology, Dynafair Corporation, Empire Bank of America, E-Systems, Fi Serv, Florida Power and Light, Florida Tile Corporation, Gerdau Ameristeel Corporation, Goodyear, GTE, Hillsborough

County Property Appraiser's Office, Honeywell, Intermedia Communications, Kash n' Karry, Mallenkrodt Medical, Marcborough Florida, Maritrans, Martin Marietta, Moffitt Cancer Center, Operation PAR, OPUS South Corporation, Price Waterhouse, Resolution Trust Corporation, Rex Meighen and Company, Schneider's Dental Laboratory, Snelling International, Seald-Sweet Growers, Southdown Corporation, Southwestern Suppliers, The Southern Company, Southwest Florida Water Management District, Sun Bank, the University of South Florida, and *The St. Petersburg Times*.

- x Management Development Consultant, Arthur Andersen & Co., Andersen Consulting, and Accenture. Instruction of approximately 30 courses to mid and senior level managers on advanced organizational behavior topics, and business consulting. Instructed over 10,000 managers in 40 different North American offices.

**Investment Services for America Corporation**, Subsidiary of Kemper Financial Services, Tampa, Florida (1985 – 1987).

*Industrial Psychologist and Manager, Program Development*

Developed and directed all personnel selection and assessment operations for a firm operating in 41 states and employing approximately 2,200 people. Also, managed a department responsible for conducting needs analyses; designing, developing, pilot testing and refining multimedia (computer, videotape, audiotape, and slide) training productions; and developing and conducting career development training.

**W. K. Kellogg Foundation**, International foundation established to promote adult career development, Tallahassee, Florida (1983 – 1985).

*Research Associate*

**Joliet Correctional Center**, Maximum security prison, Joliet, Illinois (1981 – 1982).

*Correctional Counselor*

Provided vocational rehabilitation services to 90 inmates. Other responsibilities included serving on the prison's work assignment and disciplinary committees.

## Awards/Recognition

*Ellis Island Medal of Honor*, Ellis Island Honor Society, 2020.

*Excellence in Media Award* (for publication of *Justice Indicted*), National Rehabilitation Association, 2016.

*3 U H V L G H Q W T V & R P H I C A T I O N A L A S S O C I A T I O N* of Rehabilitation Professionals, 2016.

*Godfather of the Cross, Blessing of Water Service*, St. Hagop Armenian Church, 2016.

*Psychological and Brain Sciences Distinguished Alumni Award*, Department of Psychological and Brain Sciences, Indiana University, 2015.

*Honorable Mention, Vocational Rehabilitation Specialist*, Dorland Health People Awards, 2011.

*Health Care Hero*, Medical Professional, Non-Physician Category, *Tampa Bay Business Journal*, 2009

*The W. F. Faulkes Award*, National Rehabilitation Association, 2005.

*Outstanding Career Practitioner Award*, National Career Development Association, 2002.

*Rehabilitation Counselor of the Year*, American Rehabilitation Counselor Association, 1998.

*Merit Award*, National Career Development Association, 1996.

*Outstanding Graduate in Psychology for the Silver Anniversary of the College of Liberal Arts*, Texas A&M University, 1995.

*Business and Industry Award*, Florida Career Development Association, 1992.

*Outstanding Alumni Award (Business and Industry)*, College of Education, Florida State University, 1990.

*Human Resource Development Professional of the Year*, 1989, by Region IX of the American Society for Training and Development (now known as the Association for Talent Development), which included more than 20,000 human resources development professionals from Florida, Georgia, Alabama, and Mississippi.



Sr. Warden, St. Mark's Episcopal Church, Tampa, 1998 – 1999. Member of the Bishop's Committee (Vestry), 1996 – 1999. Chair, Capital Development Committee, 2003. Lector, 1998 – 2015.

Florida Gulf Coast Chapter of the National Multiple Sclerosis Society (\$650,000 charitable organization serving an 11-county area), Chairman Emeritus, 1996 – 1997; Chairman, 1993 – 1995; Vice Chair, 1992 – 1993; Secretary, 1991 – 1992. Board of Trustees, 1990 – 1997.

Member, Board of Directors (Career Academy Director), National Board for Certified Counselors, 1994 – 1996. Committee Assignments: Ethics, Appeals.

Promotions Chairman, 1997 Convention of the National Career Development Association, Daytona Beach, Florida.

Suncoast Chapter of the American Society for Training and Development (500-member professional organization of training professionals in business and industry): President, 1990; President-elect, 1989; Vice President of Programs, 1988; Board of Directors, 1988 – 1991.

National Chairperson, Business and Industry Special Interest Group, National Career Development Association, 1991 – 1995.

Member, National Executive Board of Directors, Career Development Professional Practice Area of the American Society for Training and Development, 1993.

Board n7C171(o)60 GDirectors, Career Developmr 3(Nat)-1(A)7(m)-n1(E)76Qq0.000008(e)-3(d)are

## Media Experience

Career Development Columnist, *USA TODAY* Online Career Center Web site, 1998 – 2003. The Web site received an average of 100,000,000 hits and 7,000,000 page views per day (largest general interest Web site in the United States: *careers.usatoday.com*) and served as the careers section for 80 *Gannett*-owned newspaper Web sites. Also participated in surveys, live chats, and radio interviews.

Interviewed as an expert on national career development trends by several international publications including *Business Week* (July 1991), *National Business Employment Weekly*, a publication of the *Wall Street Journal* (July 1992, May 2006), *Money Magazine* (November 1990), *Cosmopolitan* (June 1990), *Mademoiselle* (January 1996), *Industry Week* (April 1996), *Redbook Magazine* (September 1996), *New Choices Magazine* (October 1996), *Fortune Magazine* (March 1997, July 1997), *Christian Science Monitor* (September 1997, March 2006), *Newsweek* (November 1997), *Achieve Magazine* (September 1998), *Occupational Outlook Quarterly* (Fall 1998), *Diversity* (April 1999), *The Washi.oe18*, 1.(e)-3(x)1030(ine)JTJt3JETQ(x)1030(1 0 0 1 72.024 485.83 Tm0 g0 G[ ])JTJETQ6



## **Publications**

Shahnasarian, M.

Shahnasarian, M. (2010). *The earning capacity assessment form ± 2*. Tampa: Psychological Assessment Resources, Inc.

Shahnasarian, M., Leitten, C. L., & Tresp, R. P. (2010). The earning capacity assessment form – 2: An exploratory study of its inter-rater reliability. *The Rehabilitation Professional, 18* (4), 213–218.

Shahnasarian, M. (2009). Perceptions of plaintiff or defense retention source as a confounding variable in the assessment of earning capacity claims: A reliability study of the earning capacity assessment form. *Estimating Earning Capacity, 2*

- Shahnasarian, M. (2007). Use of the earning capacity assessment form in forensic vocational rehabilitation evaluations. In *Directions in Rehabilitation Counseling*, 18, 19–34. Long Island City, NY: The Hatherleigh Company.
- Shahnasarian, M. (2007). Vocational evaluations: Facilitative input in rehabilitative and periodic alimony decisions. *The Florida Bar Family Law Section Commentator*, 23, 27–28.
- Shahnasarian, M. (2006). *Decision time: A guide to career enhancement (3<sup>rd</sup> ed.)*. Alexandria, VA: National Career Development Association.
- Shahnasarian, M. (2006). Do you have an exit plan? In S. Gelardin (Ed.), *Starting and growing a business in the new economy* (pp. 59–61). Alexandria, VA: National Career Development Association.
- Shahnasarian, M. (2006). Holland's theory of vocational choice. In J. H. Greenhaus & G. A. Callahan (Eds.) *The encyclopedia of career development* (pp. 352–346). Thousand Oaks, CA: SAGE Publications.
- Shahnasarian, M., Kaiser-Ulrey, C., & Lassiter, D. (2006). The MMPI-2 and other personality measures in forensic vocational assessment. *The Rehabilitation Professional*, 14 (2), 39–46.
- Shahnasarian, M., & Leitten, C. L. (2006). The earning capacity assessment form: An exploratory factor analysis. *The Rehabilitation Professional*, 14, 39–45.
- Shahnasarian, M. (2004). *Assessment of earning capacity (2<sup>nd</sup> ed.)*. Tucson, AZ: Lawyers & Judges Publishing Company, Inc.
- Shahnasarian, M. (2004). Front pay damage assessment: A summary of vocational and psychological considerations. *Journal of Forensic Economics*, 16, 177–184.
- Shahnasarian, M. (2004). The clinical interview in vocational rehabilitation assessment. In *Directions in Rehabilitation Counseling*, 15, 109–118. Long Island City, NY: The Hatherleigh Company.
- Shahnasarian, M. (2004). *The earning capacity assessment form*. Athens, GA: Elliott & Fitzpatrick.
- Shahnasarian, M. (2004). The earning capacity assessment form: An introduction and study of its efficacy. *The Rehabilitation Professional*, 12, 41–53.

- Shahnasarian, M. (2003). Methodological considerations and factor analysis in earning capacity assessment. In *Directions in Rehabilitation Counseling*, 14, 35–43. Long Island City, NY: The Hatherleigh Company.
- Shahnasarian, M. (2002). The rehabilitation counselor as forensic expert, life care planner, and case manager in catastrophic disability: A case illustration. *Journal of Applied Rehabilitation Counseling*, 33 (4), 5–9.
- Shahnasarian, M. (2002). Tomokazu: The case of the recovering CPA. In S. Niles, J. Goodman, & M. Pope (Eds.), *Casebook for Career Development*, (pp. 206–209). Alexandria, VA: National Career Development Association.
- Shahnasarian, M., & Lassiter, D. (2002). Attorney perceptions of vocational evaluation methodologies. *The Rehabilitation Professional*, 10 (1), 38–44.
- Shahnasarian, M. (2001). *Assessment of earning capacity*. Tucson, AZ: Lawyers & Judges Publishing Company, Inc.
- Shahnasarian, M. (2001). Career rehabilitation: Integration of vocational rehabilitation and career development in the twenty-first century. *The Career Development Quarterly*, 49 (3), 275–283.
- Shahnasarian, M. (2001). Introduction to the commemorative issue. *The Career Development Quarterly*, 49 (3), 195.
- Herr, E. L., & Shahnasarian, M. (2001). Selected milestones in the evolution of career development practices in the twentieth century. *The Career Development Quarterly*, 49 (3), 225–232.
- Shahnasarian, M. (1997). The case of Jessica: A business and industry perspective. *The Career Development Quarterly*, 46, 161–166.
- Shahnasarian, M. (Ed.). (1996). *Use of the self-directed search and other Holland-based products in business and industry*.

- Shahnasarian, M. (1993). How fast trackers find jobs. *Suncoast Training Journal*, 3, 17–19.
- Shahnasarian, M. (1992). An ADA checklist. *Training and Development Magazine*, 46, 14–15.
- Shahnasarian, M. (1992). Career development after professional football. *Journal of Career Development*, 18, 299–304.
- Shahnasarian, M. (1992). Professional private practice marketing considerations. In A. A. Hafer (Ed.), *The nuts and bolts of private practice career counseling*, Alexandria, VA: National Career Development Association.
- Peterson, G. W., Ryan-Jones, R. E., Sampson, Jr., J. P., Reardon, R. C., & Shahnasarian, M. (1992). A comparison of the effectiveness of three computer assisted career guidance systems: DISCOVER, SIGI, and SIGI Plus. *Computers in Human Behavior*.
- Sampson, Jr., J. P., Peterson, G. W., Reardon, R. C., Lenz, J. G., Shahnasarian, M., & Ryan-Jones, R. E. (1992). The social influence of two computer-assisted career guidance systems: DISCOVER and SIGI. *The Career Development Quarterly*, 41, 75–83.
- Reardon, R. C., Peterson, G. W., Sampson, Jr., J. P., Ryan-Jones, R. E., & Shahnasarian, M. (1992). A comparative analysis of the impact of SIGI and SIGI PLUS. *Journal of Career Development*, 19.

- Shahnasarian, M. (Fall 1987). Career development: Fast times at Ridgemont High. *ASTD Career Development*, pp. 1, 5.
- Shahnasarian, M. (1987). Computer-assisted career guidance: Finding the corporate niche. *Journal of Career Planning and Adult Development*, 3, 27–30.
- Shahnasarian, M. (1987). Developing staff careers. *Journal of Accountancy*, 163, 136–138.
- Shahnasarian, M. (1987). Training away workplace problems. *Training and Development Journal*, 41, 18.
- Shahnasarian, M., & McCluskey, T. J. (1987). Targeting super sales people. *Bottom Line Magazine*, 4, 51–56.
- Sampson, Jr., J. P., Shahnasarian, M., & Reardon, R. C. (1987). Computer-assisted career guidance: A national perspective on the use of DISCOVER and SIGI. *Journal of Counseling and Development*, 65, 416–419.
- Shahnasarian, M. (1986). *Making career decisions*. Tampa: Author.
- Shahnasarian, M. (1986). Use of a computer assisted career guidance system with prior schematic cognitive structuring (Doctoral dissertation, Florida State University, 1985). *Dissertation Abstracts International*, 46, 2977-A.
- Sampson, Jr., J. P., Shahnasarian, M., & Reardon, R. C. (1985). *A national survey of the use of DISCOVER and SIGI: Technical Report No. 1*. Tallahassee, FL: Florida State University. (ERIC Document Reproduction Service No. ED 256 905).
- Reardon, R. C., Shahnasarian, M., Maddox, E. N., & Sampson, Jr., J. P. (1984). Computers and student services. *Journal of Counseling and Development*, 3, 180–183.
- Sampson, Jr., J. P., Shahnasarian, M., & Maddox, E. N. (1984). *Implementing computer assisted guidance systems and other computer applications for adult users* (NIE Contract No. 400 - 83 - 0014). Ann Arbor, MI: ERIC CAPS Clearinghouse. (ERIC Document Reproduction Service No. ED 245 182).
- Shahnasarian, M. (1981). *The effect of handwriting as a cue selection variable in paired-*  
D V V R F L D W H O H D U Q L Q Texas A&M University, College Station, TX.







Shahnasarian, M. (November 2007). *The earning capacity assessment form (ECAAF): Its construction, use, and validation*. Program presented at the annual meeting of the American Rehabilitation Counseling Association, Tampa, FL.

Shahnasarian, M. (June 2005). *Career counselors in forensic settings*. Program presented at the annual m

Shahnasarian, M., & Kahnweiler, J. (January 1992). *Dual career couples and spouse relocation*. Program presented at the biannual meeting of the National Career Development Association, San Antonio, TX.

Shahnasarian, M. (April 1991). *Career development in business and industry*. Program presented at the annual meeting of the American Association for Counseling and Development, Reno, NV.

Herr, E., Karpati, F., Musgrove, M. L., Shahnasarian, M., Shepard, D., & Zuber, N. (March 1990). *Nuts and bolts of private practice career counseling*. Program presented at the annual meeting of the American Association for Counseling and Development, Cincinnati, OH.

Shahnasarian, M. (September 1989). *Putting the success in succession planning*. Program presented at the annual American Society for Training and Development Region IX Conference, St. Petersburg, FL.

Shahnasarian, M., & Drier, H. N. (June 1989). *Ethical, legal, and professional issues and their implications for automated career guidance and information systems*. Program presented at the International Teleconference on Technology and Career Development, Tallahassee, FL.

Shahnasarian, M. (October 1988). *The planning your career program: An intensive career guidance program for youth*. Program presented at the annual CHOICES Conference, sponsored by the Florida Department of Education, St. Petersburg, FL.

Thomas, M. C., & Shahnasarian, M. (March 1988). *Ethical dilemmas surfacing as a result of new roles for career counselors*. Program presented at the annual meeting of the American Association for Counseling and Development, Chicago, IL.

Reardon, R. C., Sampson, Jr., J. P., Harris-Bowlsbey, J., & Shahnasarian, M. (April 1987). *Computer-based career guidance: A national review of system use*. Program presented at the annual meeting of the American Association for Counseling and Development, New Orleans, LA.

Shahnasarian, M., & Peterson, G. W. (March 1986). *The effect of prior cognitive structuring using a computer-assisted career guidance system*. Program presented at the annual meeting of the American Educational Research Association, San Francisco, CA.

Sampson, Jr., J. P., Reardon, R. C., Maeder, R. F., Shahnasarian, M., & Tenhagen, C.A. (November 1984). *Computer applicati*

Domkowski, D., & Shahnasarian, M. (June 1984). *Career development for the individual and the organization*. Program presented at the Florida Personnel Association annual conference, Tallahassee, FL.

Shahnasarian, M. (May 1984). *Peer training for occupational specialists*. Two-day

## **Professional Associations**

American Psychological Association (Division of Rehabilitation Psychology, The Society of Counseling Psychology)

American Counseling Association

American Rehabilitation Counseling Association

American Society for Training and Development/Association for Talent Development,  
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