



**Paul Bourgeois, Ph.D., C.R.C., C.V.E., N.C.C.  
Vocational Consultant**

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AREAS OF EXPERTISE:

Vocational Consulting

LICENSES AND CERTIFICATIONS:

National Certified Counselor, NCC, #1153498

Certified Rehabilitation Counselor, CRC, #00115038

Certified Vocational Evaluation Specialist (CVE), #00115038

EDUCATION:

Doctor of Philosophy, Rehabilitation Counselor Education

*Dissertation: Clinical Supervision of Rehabilitation Counselors & The Use of Technology Minor: Educational Technology*

University of Arizona, Tucson, AZ

Master of Science, Rehabilitation Counseling & Services

*Concentration in Psychiatric Rehabilitation and Substance Use Counseling*

Springfield College, Springfield, MA

Bachelor of Science, Rehabilitation & Disability Studies

Springfield College, Springfield, MA

PROFESSIONAL EXPERIENCE:

Vocational Diagnostics, Inc.  
West Haven, CT

Vocational Consultant

2023 – Present

Provide litigation support services to team of experts related to life care planning, earning capacity evaluation, labor market research, job placement, job seeking skills training and related areas within the scope of practice of vocational rehabilitation counseling. Participates in clinical interviews and administers vocational test batteries in forensic cases.

University of New Haven  
West Haven, CT

Associate Professor

2018 – Present

Graduate Program Director, Clinical Mental Health Counseling (2021-2023)  
Department of Psychology

**Colorado**

1495 Canyon Blvd., Ste. 16  
Boulder, CO 80302  
720.204.6664

**Wisconsin**

PO Box 748  
Sun Prairie, WI 53590  
608.846.9530

**Missouri**

PO Box 511  
Republic, MO 65738  
417.647.5311

**Arizona**

2828 N. Central Ave., Ste. 1031  
Phoenix, AZ 85004  
602.285.0625

Assumption College  
Worcester, MA

Visiting Assistant Professor of Rehabilitation Counseling

Online Program Director, Rehabilitation Counseling (2017-12018)  
Department of Human Services & Rehabilitation Studies

Springfield College  
Springfield, MA

Assistant Professor of Rehabilitation & Disability Studies

Graduate Program Director, Rehabilitation Counseling (2016-2017)  
Undergraduate Program Coordinator, RHDS (2013-2016)  
Rehabilitation & Disability Studies Department

MassMutual Financial Group  
Enfield, CT

Medical/Vocational Consultant

01/2011 – 06/2011

Assessed client's disability status and rehabilitation potential on case-by-case basis; determined the feasibility of and provided vocational services such as career counseling, occupational analysis, job search assistance, vocational assessment, and labor market services; determined work capacity; evaluated the full range of claimant's training, education, and experience with detailed labor market information.

CRC Services, Inc.  
Longmeadow, MA

Vocational Rehabilitation Consultant

04/2010 – 08/2010

06/2016 – 08/2017

Provided vocational guidance and counseling services to injured workers in Massachusetts and Connecticut as well as veterans with disabilities to facilitate return to suitable employment; conducted vocational assessment interviews, vocational testing, transferable skills analyses, labor market surveys, job seeking skills training, job development, retraining development, and coordination of job placement services; served as an impartial vocational expert witness in Social Security Disability hearings before Administrative Law Judges and testify to hypothetical questions relative to job classifications, skill level, transferability, and work force numbers.

*PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS (Past and Present):*

- International Association of Rehabilitation Professionals
- American Counseling Association
- Connecticut Counseling Association
- Connecticut Association of Counselor Education and Supervision
- Association for Counselor Education and Supervision
- North Atlantic Region Association for Counselor Education & Supervision
- National Council on Rehabilitation Education

*PUBLICATIONS:*

*Refereed Journal Articles*

- **Bourgeois, P. J.**, Allison, A., & Skerritt, C. (2024). Harnessing artificial intelligence for enhanced life care planning: Innovations, challenges, and ethical considerations. *Journal of Life Care Planning*, 22(1), 25-37.
- **Bourgeois, P. J.** (2024). Knowledge and training regarding the link between trauma and health: A national survey of emergency dispatchers. *Annals of Emergency Dispatch & Response*, 12(1), 4-10.
- Hartley, M. T., **Bourgeois, P. J.**, Clarke, B. (2023). Ethics of technology practice: Beliefs and behaviors of certified rehabilitation counselors during the COVID-19 pandemic. *Rehabilitation Counseling Bulletin*.
- **Bourgeois, P.J.**, Hotz, E., Perrott, S., & Bigelow, T. (2021). Stress and wellbeing in emergency dispatchers. *Annals of Emergency Dispatch & Response*, 9(2), 12-18.

- **Bourgeois, P. J.**, Glynn, K., Hartley M., & Clarke B. (2021). Moral distress within rehabilitation counseling. *Rehabilitation Research, Policy, and Education*, 35(2), 1-13.
- Hartley, M. T., & **Bourgeois, P. J.** (2020). The Commission on Rehabilitation Counselor Certification Code of Ethics: An emerging approach to digital technology. *Rehabilitation Research, Policy, and Education*, 34(2), 73-85.
- Pebdani, R. N., & **Bourgeois, P. J.** (2019). An alternative education approach to wheelchair accessibility awareness. *The American Journal of Occupational Therapy*, 73, 1-7.
- Hartley, M. T., Mapes, A. C., Taylor, A., & **Bourgeois, P. J.** (2016). Digital media education and advocacy: Addressing attitudes toward disability on college campuses. *Journal of Postsecondary Education and Disability*, 29(3), 238-247.
- Chou, C. C., **Bourgeois, P. J.**, & Tan, S. (2013). Perceptions of on-the-job supervision needs of drug rehabilitation center helpers in Malaysia. *Substance Abuse*, 34, 150-154.
- Lane, F., Shaw, L., Young, M. E., **Bourgeois, P. J.** (2012). Rehabilitation Counselor's perception of ethical workplace culture and the influence it has on ethical behavior. *Rehabilitation Counseling Bulletin*, 55, 219-231.
- **Bourgeois, P. J.**, Decoteau, J. P., & King, C. (2011). Filling in the gaps: Seeking an ethical framework for supervision and consultation of the forensic rehabilitation practitioner. *Rehabilitation Professional*, 19(2), 49-56.
- **Bourgeois, P. J.** (2010). Coping with cancer, quality of life, and return-to-work. *Journal of Life Care Planning*, 9(2), 29-36.

#### *Non-Refereed Manuscripts*

- **Bourgeois, P. J.** (2016). The case of personal virtual relationships. In *Ethics: Exploring the 2017 Code*. CRCC e-University. Retrieved from <https://euniversity.crccertification.com>
- **Bourgeois, P. J.** (2011). A student's perspective. *Counseling Today*, December 2011.

#### *Book Chapters:*

- **Bourgeois, P. J.**, & Shaw, L. R., Hartley, M., & Clarke, B. (2022). Technology, distance counseling, and social media. (2<sup>nd</sup> ed.). In J. F. Stano (Ed.), *Ethics for rehabilitation counselors: A case study approach*. Linn Creek, MO: Aspen Professional Services.
- **Bourgeois, P. J.**, & Shaw, L. R. (2016). Technology and distance counseling. In J. F. Stano (Ed.), *Ethics for rehabilitation counselors: A case study approach*. Linn Creek, MO: Aspen Professional Services.

#### PRESENTATIONS:

##### *Refereed Presentations:*

- Skerritt, C., & Bourgeois, P. (2024, March 9). Integrating artificial intelligence in vocational expert work: A new horizon. American Board of Vocational Experts 2024 Conference, Memphis, TN.
- Skerritt, C., & Bourgeois, P. (2024, January 18). Rehabilitation counseling and artificial intelligence. Stout Vocational Rehabilitation Institute Virtual Innovation Inspiration Expo.
- Skerritt, C., & Bourgeois, P. (2023, October 27). Revolutionizing rehabilitation: Counselors and consumers with AI breakthroughs. International Association of Rehabilitation Professionals 2023 Fall Forum & Symposium, Washington, DC.
- Skerritt, C., & Bourgeois, P. (2023, August 11). Revolutionizing rehabilitation: Counselors and consumers with AI breakthroughs. International Association of Rehabilitation Professionals 2023 Virtual Conference.
- Green, K., Bourgeois, P., Fullmer, L., Barakauskas, A. (2022, September 15). Integrating correctional populations into the curriculum: A survey of rehabilitation counselor educators' perspectives. National Council on Rehabilitation Education 2022 Virtual Conference.

- Bourgeois, P. J., Hartley, M., & Clarke, B. (2022, September 2). Perceptions of ethical behavior and the use of technology: Pre/post COVID-19. American Counseling Association 2022 Virtual Conference Experience.
- Bourgeois, P. J. (2022, April 27-28). The link between occupational stress and health. International Association of Emergency Dispatch NAVIGATOR 2022 Conference, Nashville, TN.
- Bourgeois, P. J. (2022, April 27-28). Interviews with emergency dispatchers: Thoughts on stress and wellness from the front lines. International Association of Emergency Dispatch NAVIGATOR 2022 Conference, Nashville, TN.
- Bourgeois, P. J., & Hartley, M., Clarke, B. (2021, October 5-8). Rehabilitation Counselors' Perceptions of Ethical Behavior & the Use of Technology: Pre/Post COVID-19. Association for Counselor Education & Supervision. Fall Conference. Atlanta, GA.
- Bourgeois, P. J., Green, K. (2021, October 5-8). Exploring Moral Distress in Rehabilitation Counseling. Poster presented Association for Counselor Education & Supervision. Fall Conference. Atlanta, GA.
- Bourgeois, P. J., Bourgeois, E. F. (2021, July 14). The HERO'S Choice – Results of a Multipart Mixed-Methods Research Study. International Association of Emergency Dispatch NAVIGATOR 2021 Conference, Las Vegas, NV.
- Bourgeois, P. J., Hotz, E., & Perrot, S. (2021, July 13). Stress and Wellbeing in Emergency Dispatchers. Poster presented at the International Association of Emergency Dispatch NAVIGATOR 2021 Conference, Las Vegas, NV.
- Bourgeois, P. J. Hartley, M., Clarke, B. (2021, June 30). Rehabilitation Counselors' Perceptions of Ethical Behavior & the Use of Technology. National Council on Rehabilitation Education Online Spring/Summer Conference.
- Bourgeois, P. J., & Hartley, M., Clarke, B. (2020, November 12-14). Rehabilitation Counselors' Perceptions of Ethical Behavior & the Use of Technology. Western Association for Counselor Education and Supervision Conference, Tucson, AZ (Conference canceled).
- Bourgeois, P. J., Green, K., & Hartley, M. (2020, November 12-14). Moral Distress within Rehabilitation Counseling. Western Association for Counselor Education and Supervision Conference, Tucson, AZ (Conference canceled).
- Green, K., Bourgeois, P.J., Hartley, M., Clarke, B. (2020, October 26-30). Moral Distress within Rehabilitation Counseling National Council on Rehabilitation Education Fall 2020 Online Conference.
- Bourgeois, P. J., & Hartley, M., Clarke, B. (2020, October 26-30). Rehabilitation Counselors' Perceptions of Ethical Behavior & the Use of Technology. National Council on Rehabilitation Education Fall 2020 Online Conference.
- Bourgeois, P. J., & Hartley, M., Clarke, B. (2020, November 5-8). Rehabilitation Counselors' Perceptions of Ethical Behavior & the Use of Technology. North Atlantic Association for Counselor Education and Supervision Conference, Pittsburgh, PA (Conference canceled).
- Bourgeois, P. J. & Hartley, M., Clarke, B. (2020, October 3). Rehabilitation Counselors' Perceptions of Ethical Behavior & the Use of Technology. Rocky Mountain Association for Counselor Education and Supervision Virtual Conference.
- Bourgeois, P. J., Green, K., & Hartley, M. (2020, October 1). Moral Distress within Rehabilitation Counseling. Rocky Mountain Association for Counselor Education and Supervision Virtual Conference.
- Bourgeois, P. J., Bourgeois, E. F. (2020, April 29). Stress and Wellbeing in Emergency Dispatchers. International Association of Emergency Dispatch NAVIGATOR 2020 Conference, Orlando, FL (Conference canceled).
- Bourgeois, P. J., Bourgeois, E. F. (2020, April 30). The HERO'S Choice. International Association of Emergency Dispatch NAVIGATOR 2020 Conference, Orlando, FL (Conference canceled).
- Whitson, M. L., Lopez, M., & Bourgeois, P. J. "Am I Cut Out for This?": Gatekeeping and Mentorship Through a Multicultural Lens. 37th Winter Roundtable on Cultural Psychology and Education. Teachers College, Columbia University. New York, New York. February 2020.
- Bourgeois, P. J. Exploring Moral Distress in Rehabilitation Counseling [Concurrent session canceled]. National Council on Rehabilitation Education Fall Conference. Washington, DC. October 2019.
- Bourgeois, P. J., & Hartley, M., Green, K. Exploring Moral Distress in Rehabilitation Counseling. Association for Counselor Education & Supervision. Fall Conference. Seattle, WA. October 2019.

- Pebdani, R. N., & Bourgeois, P. J. Examining Gender Differences in Rehabilitation Counseling Publication: 1990-2015. National Council on Rehabilitation Education Spring Conference. Anaheim, CA. April 2017.
- Pebdani, R. N., & Bourgeois, P. J. The Effect of Disability Simulation Educational Activities on College Student Attitudes Towards Disability. National Council on Rehabilitation Education Spring Conference. Newport Beach, CA. April 2016.
- Bourgeois, P. J., & Pebdani, R. N. Technology in Practicum Supervision: Faculty Perspectives. National Council on Rehabilitation Education Spring Conference. Newport Beach, CA. April 2016.
- Bourgeois, P. J., & Pebdani, R. N. A Review of Clinical Supervision Practices as Documented in Rehabilitation Counseling Syllabi. National Council on Rehabilitation Education Spring Conference. Newport Beach, CA. April 2016.
- Bourgeois, P. J., & Pebdani, R. N. Reframing Disability: Teaching Students to Think Critically About Popular Media. National Council on Rehabilitation Education Spring Conference. Newport Beach, CA. April 2015.
- Bourgeois, P. J., Accordino, M., & Pebdani, R. N. Comparing Traditional and Distance Formats of a Psychiatric Rehabilitation Course. National Council on Rehabilitation Education Spring Conference. Newport Beach, CA. April 2015.
- Bourgeois, P. J., & Hartley, M. T. College Student Perceptions of Mass Media and Its Construction of Disability. National Council on Rehabilitation Education Spring Conference. San Francisco, CA. April 2013.
- Bourgeois, P. J., Shaw, L., & Pomeranz, J. Ethics Consultation in Life Care Planning. International Symposium on Life Care Planning. Denver, CO. September 2012.
- Decoteau, J. P., & Bourgeois, P. J. 2010 CRCC Code of Professional Ethics: Meeting the New Consultation and Supervision Guidelines. International Association of Rehabilitation Professionals New England Chapter Spring Conference. Worcester, MA. April 2011.
- Bourgeois, P. J., Decoteau, J. P., & King C. Filling in the Gaps: Seeking an Ethical Framework for Supervision and Consultation of the Forensic Rehabilitation Practitioner. International Association of Rehabilitation Professionals Forensic Conference. New Orleans, LA. November 2010.
- Bourgeois, P. J. Coping with Cancer and Chronic Illness, Quality of Life Indicators, and Return- to-Work. Conference of the Association of Schools of Allied Health Professionals. Charlotte, NC. October 2010.
- Bourgeois, P. J. Coping with Cancer, Quality of Life, and Return-to-Work. International Association of Rehabilitation Professionals CM/DM Conference Student Paper Competition. Scottsdale, AZ. February 2010.
- Bourgeois, P. J. The Career Orientation Placement and Evaluation Survey Profile of Undergraduate Rehabilitation Students at Springfield College. Greater New York Conference of Behavioral Research. Brooklyn, NY. November 2009.

#### *Invited Presentations*

- Skerritt, C., & Bourgeois, P. Navigating Pre-ETS and Transition Services from High School and Beyond. Special Needs Advocacy Network Virtual Webinar. September 2023.
- Bourgeois, P. J. Human Services & Rehabilitation Studies. The Integration of Liberal Arts & Professional Studies. Assumption College Faculty Colloquium. Worcester, MA. May 2018.
- Bourgeois, P. J. 2017 CRCC Code of Professional Ethics – Technology and Computerized Assessment. International Association of Rehabilitation Professionals New England Chapter Spring Conference. Worcester, MA. April 2018.
- Bourgeois, P. J. 2017 CRCC Code of Professional Ethics. Major Changes – Technology & Social Media. Massachusetts Chapters of NRA & NRCA Spring Conference. Worcester, MA. June 2017.
- L. R., Shaw, & Bourgeois, P. J. Ethics Unleashed: A Sneak Peek at the New CRCC Code of Professional Ethics. NCRE/RSA/CSAVR National Rehabilitation Education Conference. Arlington, VA. October 2016.
- Bourgeois, P. J. 2017 CRCC Code of Professional Ethics – Latest Update. International Association of Rehabilitation Professionals New England Chapter Fall Conference. Portland, ME. September 2016.
- Bourgeois, P. J. 2017 CRCC Code of Professional Ethics – Latest Update. Annual Ethics Conference at Springfield College. Springfield, MA. June 2016.

- Bourgeois, P. J. CRCC Code of Professional Ethics Revision Taskforce – Multicultural Counseling Competency. Annual Ethics Conference at Springfield College. Springfield College, Springfield, MA. May 2015.
- Bourgeois, P. J. & Decoteau, J. P. Building and Strengthening Ethical Decision Making. Annual SAASI Conference at Springfield College. Springfield, MA. June 2010.
- Bourgeois, P. J. Coping with Cancer, Quality of Life, and Return-to-Work. International Association of Rehabilitation Professionals New England Chapter Conference. New Britain, CT. April 2010.

*Professional Training Seminars Delivered:*

- Bourgeois, P. J. & Green, K. CRCC Code of Professional Ethics. Technology and Social Media. State of Connecticut, Department of Rehabilitation Services, Bureau of Rehabilitation Services. Online training. April 2021.
- Bourgeois, P. J. & Green, K. Rehabilitation Counselor Stress, Self-Care, & Ethics. State of Connecticut, Department of Rehabilitation Services, Bureau of Rehabilitation Services. Online training. March 2021.
- Bourgeois, P. J., & Bourgeois, E. F. Stress Management and Self-Care for the 911 Emergency Dispatcher. Training sponsored by Public Safety Training Consultants. Webinar. April 2020.
- Bourgeois, P. J., Bourgeois, E. F., & Prescott, J. Stress Management and Self-Care for the 911 Emergency Dispatcher. Training sponsored by American Emergency Preparedness. Waltham, MA. November 2019.
- Bourgeois, P. J. Ethics Training for Vocational Rehabilitation Counselors: Technology, Distance Counseling, & Social Media. Commonwealth of Massachusetts, Commission for the Blind. Boston, MA. November 2018.
- Bourgeois, P. J. CRCC Code of Professional Ethics - Multicultural Counseling Competency. State of Connecticut, Department of Rehabilitation Services Bureau of Rehabilitation Services. Wethersfield, CT. June 2018.
- Bourgeois, P. J. CRCC Code of Professional Ethics – Latest Updates. Technology and Social Media. State of New Hampshire, Department of Education, Bureau of Vocational Rehabilitation. Concord, NH. April 2017.
- Bourgeois, P. J. CRCC Code of Professional Ethics – Latest Updates. Technology, Social Media, and Multicultural Counseling Competency. State of Connecticut, Department of Rehabilitation Services, Bureau of Rehabilitation Services. Wethersfield, CT. February 2017.
- Bourgeois, P. J. CRCC Code of Professional Ethics - Multicultural Counseling Competency. State of Connecticut, Department of Rehabilitation Services Bureau of Rehabilitation Services. Wethersfield, CT. November 2016.
- Bourgeois, P. J. CRCC Code of Professional Ethics - Multicultural Counseling Competency. State of Connecticut, Department of Rehabilitation Services, Bureau of Rehabilitation Services. Wethersfield, CT. August 2016.
- Bourgeois, P. J. CRCC Code of Professional Ethics – Latest Updates. Technology, Social Media, and Multicultural Counseling Competency. State of Connecticut, Department of Rehabilitation Services, Bureau of Education & Services for the Blind. Windsor, CT. June 2016.
- Bourgeois, P. J. CRCC Code of Professional Ethics – Latest Updates. Technology, Social Media, and Multicultural Counseling Competency. State of Connecticut, Department of Rehabilitation Services, Bureau of Rehabilitation Services. Wethersfield, CT. November 2015.
- Bourgeois, P. J. CRCC Code of Professional Ethics - Multicultural Counseling Competency. State of Connecticut, Department of Rehabilitation Services Bureau of Rehabilitation Services. Wethersfield, CT. September 2015.

ADMINISTRATIVE SERVICES/COMMITTEES – PROFESSIONAL:

*Committees/Taskforces*

- Chair, Commission on Rehabilitation Counselor Certification, Standards & Examination Committee (2019-2020)
- Member, Commission on Rehabilitation Counselor Certification Examination, Item Writing Taskforce (2018)
- Secretary, International Association of Rehabilitation Professionals Board of Directors, New England Chapter (2017-2018)
- Member, Commission on Rehabilitation Counselor Certification Code of Professional Ethics Revision Taskforce (2014-2016)

*Editorial/Reviewer Activities*

- Journal of Counselor Preparation and Supervision, Editorial Board Member (2020-2021)
- Journal of Applied Rehabilitation Counseling, Consulting Reviewer (2020-2022)