

WEI-MO TU, PH.D., CRC
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EDUCATION

Ph.D., 2016

Department of Rehabilitation Psychology and Special Education
University of Wisconsin-Madison

Major: Rehabilitation Counselor Education and Rehabilitation Psychology

Minor: Applied Statistics

Dissertation Title: Testing an expanded self-determination theory as a model of career commitment for young adults with epilepsy

Dissertation supervisor: Dr. Fong Chan

M.S., 2011

Graduate Institute of Rehabilitation Counseling
National Changhua University of Education, Taiwan

Major: Rehabilitation Counseling

Thesis Title: Effect of using impression management tactics for invisible disability disclosure on job interview outcomes of applicants with schizophrenia

B.A., 2005

Department of German Studies
Wenzao Ursuline College of Languages, Taiwan

Major: German Studies

CERTIFICATION AND LICENSURE

- Certified Rehabilitation Counselor (#435764), Commission on Rehabilitation Counselor Certification

AREAS OF SPECIALIZATION & RESEARCH INTERESTS

- Psychosocial outcomes of people with disabilities
- Employment and disability
- Attitudes toward disabilities
- Measurements and psychometrics

PROFESSIONAL EXPERIENCE

TEACHING & RESEARCH

- 9/2019 – 1/2020 **Vocational Rehabilitation Subject Matter Consultant**
Consultation provided for the funded project titled: “*Rural healthy community collaborative learning community project*”.
The Texas Health & Human Services Commission (in collaboration with the department of public administration at the University of North Texas; PI: Dr. Abraham Benavides).
Responsibilities included:
Developing online training course (6 modules) to provide introductory training of vocational rehabilitation for community partners in rural areas in Texas.
- 8/2016 – 8/2019 **Assistant Professor**
Department of Rehabilitation & Health Services
University of North Texas, Denton TX
Responsibilities included:
Conducting research in specialized areas; securing extramural grants; teaching courses in B.S. (rehabilitation studies) and M.S. (rehabilitation counseling) programs; advising master’s and doctoral students; supervising master’s and doctoral level teaching assistants; supervising doctoral research; reviewing master’s level comprehensive exam; and reviewing doctoral level qualification exam.
Courses taught at undergraduate level:
RHAB 4500 – Assessment in Rehabilitation
Courses taught at master’s level:
RHAB 5730 – Medical and Psychosocial Aspects of Disability-I
RHAB 5741 – Employment and Career Development
RHAB 5742 – Case Management and Rehabilitation Services
RHAB 5770 – Rehabilitation Research and Program Evaluation
- 8/2015 – 5/2016 **Adjunct Instructor**
Department of Rehabilitation & Health Services
University of North Texas, Denton TX
Responsibilities included:
Teaching courses in B.S. (rehabilitation studies) and M.S. (rehabilitation counseling) programs; developing course materials; and grading assignments.
Courses taught at undergraduate level:
RHAB 3200 – Physical and Psychosocial Aspects of Disability
Courses taught at master’s level:
RHAB 5731 – Medical and Psychosocial Aspects of Disability-II
- 9/2015 – 5/2016 **Lecturer (Internship Placement Coordinator)**
Department of Rehabilitation Psychology and Special Education
University of Wisconsin-Madison, Madison WI

Responsibilities included:

Coordinating internship placement and supervising clinical practicum/internship in B.S. (rehabilitation psychology) program; supervising doctoral level teaching assistant; and leading group seminars to assess students' training progress.

Courses taught at undergraduate level:

RP&SE 630 – Rehabilitation Counseling Psychology – Internship

1/2014 – 5/2016

Teaching Assistant

Department of Rehabilitation Psychology and Special Education
University of Wisconsin-Madison, Madison WI

Responsibilities included:

Demonstrating administration of selected neuropsychological tests (e.g., Wechsler Adults Intelligence Scale-IV [WAIS-IV]) to doctoral students; grading assignments (e.g., WAIS-IV report, reflection paper); teaching selected lectures in B.S. (rehabilitation psychology) and M.S. (rehabilitation counseling) programs; supervising practicum/internship for students in B.S. and M.S. programs; and assist in online course development.

Courses served at undergraduate level:

RP&SE 500 – Foundations of Rehabilitation Counseling

RP&SE 501 – Rehabilitation Counseling Psychology: Applications

RP&SE 630 – Rehabilitation Counseling Psychology: Internship

RP&SE 660 – Special Issues: Substance Abuse

Courses served at master's level:

RP&SE 820 – Rehabilitation Counseling Psychology: Theories and Issues

RP&SE 860 – Rehabilitation Counseling Psychology: Clinical Practicum

Courses served at doctoral level:

RP&SE 980 – Adult Cognitive Assessment

9/2012 – 8/2014

Project Assistant

Rehabilitation Research and Training Center (RRTC) on Evidence-Based Vocational Rehabilitation Practices

Department of Rehabilitation Psychology and Special Education
University of Wisconsin-Madison, Madison WI

Responsibilities included:

Reviewing literature related to the Individualized Plan for Employment (IPE), the International Classification of Functioning, Disability and health (ICF), and the psychological capital training; assisting with quantitative research related to employment of people with disabilities; and preparing manuscripts for publications.

9/2009 – 8/2010

Research Assistant

The Vocational Evaluation Resources Center for Individual with Disabilities in Central Taiwan, National Changhua University of Education, Taiwan

Responsibilities included:

Conducting functional cognitive assessment for adolescents with

developmental disability; reviewing literature; assisting with quantitative research on employment for people with disabilities; performing statistical data analysis; and preparing manuscripts for publications.

CLINICAL EXPERIENCE

- 1/2015 – 9/2015 **Mental Health Counseling Advanced Practicum**
Outpatient Services Program, Journey Mental Health Center (JMHC),
Madison WI
Population served: People with mental health, developmental, and
substance use disorders.
- 6/2014 – 8/2014 **Rehabilitation Counseling Internship**
Division of Vocational Rehabilitation (DVR), Wisconsin Department of
Workforce Development, Madison WI
Population served: People with disabilities
- 9/2013 – 9/2014 **Neuropsychology Advanced Practicum**
Geriatric Research, Education, and Clinical Center (GRECC), William S.
Middleton Memorial Veterans Hospital, Madison WI
Population served: People with mild cognitive impairment and dementia.
- 5/2013 – 8/2013 **Rehabilitation Counseling Advanced Practicum**
Community Support Program (Cornerstone), Journey Mental Health
Center, Madison WI
Population served: People with serious mental disorders and substance
use disorders.
- 8/2011 – 7/2012 **Vocational Evaluator and Supported Employment Specialist (full-
time employed)**
Employment Services Center, Syin-Lu Social Welfare Foundation, Taiwan
Population served: People with intellectual disabilities, mental illness,
physical disabilities, hearing impairments, visual impairments, speech
disorders, autism, and stroke.
- 11/2010 – 8/2011 **Project Assistant**
Applied Behavior Analysis Research and Development Center
Graduate Institute of Rehabilitation Counseling
National Changhua University of Education, Taiwan

SERVICES

- Professional Services** **Interim Director / Research Supervisor**
*The Center for Psychosocial Health Research, Department of Psychology,
University of North Texas, 2018 – 2019*
- Research Fellowship Proposal Reviewer**
Undergraduate Research Fellowship, University of North Texas, 2018

Member, Editorial Board

Rehabilitation Counseling Bulletin, 2019 – Present

Journal of Vocational Rehabilitation, 2018 – Present

Ad Hoc Reviewer

Stigma and Health, 2020 – Present

The Journal of Applied Rehabilitation Counseling, 2019 – Present

International Journal of Developmental Disabilities, 2017 – Present

The Australian Journal of Rehabilitation Counselling, 2017 – Present

Rehabilitation Counseling Bulletin, 2016 – 2019

Conference Proposal Reviewer

National Council on Rehabilitation Education Conference, Spring 2019

National Council on Rehabilitation Education Conference, Spring 2018

National Council on Rehabilitation Education Conference, Spring 2017

Memory Screening Examiner

Wisconsin Alzheimer's Disease Research Center, Madison, WI, 2015

Wisconsin Alzheimer's Disease Research Center, Madison, WI, 2014

**Administrative
Services**

Program Director

Undergraduate Degree Program in Rehabilitation Studies,

University of North Texas, 2018 – 2019

Member, Promotion and Tenure Committee

Department of Rehabilitation and Health Services, University of North

Texas, 2017 – 2019

Member, Program Evaluation Committee

Rehabilitation Counseling Program, Department of Rehabilitation and

Health Services, University of North Texas, 2016 – 2019

ACADEMIC SUPERVISION / DISSERTATION COMMITTEE

**University of
North Texas**

Advisor (Doctoral Students)

1. *Qiwei Li*, Department of Rehabilitation and Health Services
2. *Chenchen Yang*, Department of Rehabilitation and Health Services

Dissertation Committee Member

1. *Breshanica Bellard*, Department of Learning Technologies

PUBLICATIONS

(*students under my supervision)

PEER-REVIEWED JOURNAL ARTICLES

1. Umucu, E., Wu, J., Sanchez, J., Brooks, J., Chiu, C.Y., **Tu, W. M.**, & Chan, F. (2020). Psychometric validation of the PERMA-Profiler as a well-being measure for student veterans. *Journal of American College Health*, 68, 271-277. DOI: <https://doi.org/10.1080/07448481.2018.1546182>
2. **Tu, W. M.**, *Yan, M. C., *Li, Q., & Watts, J. (2019). Attitudes toward disabilities among students in college settings: A multidimensional scaling analysis with biplot. *Australian Journal of Rehabilitation Counselling*, 25(2), 79-95. DOI: <https://doi.org/10.1017/jrc.2019.10>
3. **Tu, W. M.**, Watts, J., *Yang, C., *Li, Q, Umucu, E., & Marini, I. (2019). The effect of empathy on stigma toward students with substance use disorders in college settings. *Journal of Applied Rehabilitation Counseling*, 50(4), 311-330. DOI: <https://doi.org/10.1891/0047-2220.50.4.311>
4. Watts, J., **Tu, W. M.**, & O'Sullivan, D. (2019). Vocational expectations and self-stigma among collegiate recovery students: Exploratory investigation. *Journal of College Counseling*, 22, 240-255. DOI: <https://doi.org/10.1002/jocc.12140>
5. Sánchez, J., Muller, V., Chan, F. Brooks, J. M., Iwanaga, K., **Tu, W. M.**, Umucu, E., & Crespo-Jones, M. (2019). Personal and environmental contextual factors as mediators between functional disability and quality of life in adults with serious mental illness: A cross-sectional analysis. *Quality of Life Research*, 28, 441-450. DOI: <https://doi.org/10.1007/s11136-018-2006-1>
6. Lor, N., **Tu, W. M.**, Rosenthal, D., & Wang, C. (2018). Challenges and opportunities in international partnerships in rehabilitation counselling: An exploratory study. *Australian Journal of Rehabilitation Counseling*, 24(1), 35-53. DOI: <https://doi.org/10.1017/jrc.2018.2>
7. Lee, H. L., Hwang, E. J., Wu, S. L., **Tu, W. M.**, Wang, M. H., & Chan, F. (2018). Employment outcomes after vocational training for individuals with chronic psychiatric disorders: A multicenter study. *American Journal of Occupational Therapy*, 72, 7205195010. DOI: <https://doi.org/10.5014/ajot.2018.028621>
8. **Tu, W. M.**, Pfaller, J., Iwanaga, K., Chan, F., Strauser, D., Wang, M. H., & Ditchman, N. (2018). A psychometric validation of the Employers' Stigmatizing Attitudes toward Cancer Survivors Scale. *Journal of Occupational Rehabilitation*, 28(3), 541-547. DOI: <https://doi.org/10.1007/s10926-017-9746-6>
9. **Tu, W. M.**, Yan, M. C., Wu, J. R., Lin, M. T., Wang, M. H., Chan, F. & Lee, B. (2017). Assessing resilience in persons with polio: A psychometric validation of the Taiwanese version of the Brief Resilience Scale. *Taiwanese Journal of Rehabilitation Counseling* [Official journal of Taiwanese Vocational Rehabilitation Association], 8, 1-18.

10. Chronister, J., Johnson, E. T., Chan, F., **Tu, W. M.**, Chung, Y. C., & Lee, G. K. (2016). Positive person-environment factors as mediators between perceived burden and quality of life of caregivers of individuals with traumatic brain injuries. *Rehabilitation Counseling Bulletin*, 59(4), 235-246. DOI: <https://doi.org/10.1177%2F0034355215601072>
11. Pfaller, J., **Tu, W. M.**, Morrison, B., Chan, F., Owens, L., Anderson, C., Fitzgerald, S., Brooks, J., Bezyak, J., & Menz, F. (2016). Social-cognitive predictors of readiness to use evidence-based practice: A survey of community-based rehabilitation practitioners. *Rehabilitation Counseling Bulletin*, 60, 7-15. DOI: <https://doi.org/10.1177/0034355215591779>
12. Smedema, S. M., Chan, F., Wang, M. H., Umucu, E., Yasui, N. Y., **Tu, W. M.**, Ditchman, N. & Wang, C. C. (2016). Psychometric validation of the Taiwanese Version of the *Job Satisfaction of Persons with Disabilities Scale* in a sample of individuals with poliomyelitis. *Australian Journal of Rehabilitation Counselling*, 22, 27-39. DOI: <https://doi.org/10.1017/jrc.2016.1>
13. Muller, V., Brooks, J., **Tu, W. M.**, Moser, E., Lo, C. L., & Chan, F. (2015). Physical and cognitive-affective factors associated with fatigue in individuals with fibromyalgia: A multiple regression analysis. *Rehabilitation Research, Policy, & Education*, 29(3), 291-300. Link: <https://eric.ed.gov/?id=EJ1076019>
14. **Tu, W. M.**, Tsai, Y. H., Maxwell, K., Wang, M. H., Chan, F., & Tansey, T. (2014). The measurement of hope in persons with polio: A psychometric validation of the Taiwanese version of the *Trait Hope Scale*. *Taiwanese Journal of Rehabilitation Counseling* [Official journal of Taiwanese Vocational Rehabilitation Association], 7, 1-16.
15. Brooks, J., Smedema, S. M., **Tu, W. M.**, Eagle, D., Catalano, D., & Chan, F. (2014). Psychometric validation of the *Moorong Self-Efficacy Scale* in people with spinal cord injury: A brief report. *Rehabilitation Counseling Bulletin*, 58, 54-57. DOI: <https://doi.org/10.1177/0034355214523506>
16. Smedema, S. M., Pfaller, J., Moser, E., **Tu, W. M.**, & Chan, F. (2013). Measurement structure of the *Trait Hope Scale* in persons with spinal cord injury: A confirmatory factor analysis. *Rehabilitation Research, Policy, & Education*, 27(3), 206-212. DOI: <https://doi.org/10.1891/2168-6653.27.3.206>
17. Doren, B., Yan, M. C., & **Tu, W. M.** (2013). Key program features to enhance the school-to-career transition for youth with disabilities. *The Prevention Researcher*, 20(2), 11-13. Link: <https://eric.ed.gov/?id=EJ1006595>

BOOK / BOOK CHAPTERS

1. Mpofu, E., Tansey, T., Mpofu, N., **Tu, W. M.**, & *Li, Q. (2019). Employment practice with people with autism spectrum disorder in the digital age. In I. Potgeiter, N. Ferreira & M Coetzee (Eds.) *Theory, research and dynamics of career well-being*. Switzerland: Springer Nature.
2. Ditchman, N., Wu, M. Y., Chan, F., Fitzgerald, S., Lin, C. P., & **Tu, W. M.** (2013). Vocational rehabilitation. In D. Strauser (Ed.), *Career development, employment, and disability in rehabilitation: From theory to practice* (pp. 343-360). New York: Springer Publishing Company.

CURRICULUM FOR PRACTICES

1. Chan, F., Tansey, T., Brooks, J., Pfaller, J., Huck, G., **Tu, W. M.**, ..., & Wu, J. R. (2016). *Evidence-based practice counselor toolkit: Vocational rehabilitation curriculum for people with disabilities*. Rehabilitation Research and Training Center on Evidence-Based Practices in VR (RRTC-EBP-VR).

PROFESSIONAL PRESENTATIONS

(*students under my supervision)

Refereed Conference Presentations

1. *Hooper, D., **Tu, W. M.**, & Moore, A. (2019, May). *Self-esteem as a mediator between shame due to heterosexism and loneliness in older adults*. Poster presentation at the 31st Association for Psychological Science (APS) annual convention, APS, Washington DC
2. *Schwabland, M. & **Tu, W. M.** (2019, May). *Coping with homophobia: The influence of religiosity and resilience on shame due to heterosexism*. Poster presentation at the 31st Association for Psychological Science (APS) annual convention, APS, Washington DC
3. *Li, Q., *Yang, C., & **Tu, W. M.** (2019, April). *Peer Attitudes toward Disabilities in College Settings: A Multidimensional Scaling Analysis*. Poster presentation at the 19th annual meeting of the National Council on Rehabilitation Education (NCRE) Conference, San Diego, CA
4. Watts, J., **Tu, W. M.**, & O'Sullivan, D. (2018, July). *The impact of self-stigma on positive vocational outcome expectations for students participating in Collegiate Recovery Programs: An exploratory investigation*. Paper presentation at the 2018 Conference of Association for Recovery in Higher Education, Houston, TX
5. Umucu, E., Brooks, J., **Tu, W. M.**, Lee, B., Sánchez, J., Fitzgerald, S., & Chan, F. (2018, February). *Preliminary testing of positive psychology factors in a well-being model for college life adjustment of student veterans*. Poster presentation at the 2018 Rehabilitation Psychology Conference, Dallas, TX

6. Lee, H. L., Hwang, E. J., Wu, S. L., **Tu, W. M.**, Wang, M. H., & Chan, F. (2017, October). *Employment outcomes after vocational training for individuals with chronic psychiatric disorders: A multicenter study*. Poster presentation at the 1st Asia Pacific Occupational Therapy Symposium, Taoyuan, Taiwan
7. **Tu, W. M.**, Umucu, E., Iwanaga, K., Wu, J. R., & Chan, F. (2017, April). *CSE as a mediator for the relationship between functional disability and HRQOL*. Poster presentation at the 17th annual meeting of the National Council on Rehabilitation Education (NCRE) Conference, Anaheim, CA
8. **Tu, W. M.**, Umucu, E., Tang, X., Friefeld, R., Brinck, E., & Thompson, K. (2017, April). *Factors affecting psychological and physical health QOL in young adults with epilepsy*. Poster presentation at the 17th annual meeting of the National Council on Rehabilitation Education (NCRE) Conference, Anaheim, CA
9. Umucu, E., **Tu, W. M.**, Iwanaga, K., Bengtson, K., Chen, X., & Chan, F. (2017, April). *Employment and well-being: Intermediary role of functioning and meaning in life*. Poster presentation at the 17th annual meeting of the National Council on Rehabilitation Education (NCRE) Conference, Anaheim, CA
10. **Tu, W. M.**, Pfaller, J., Iwanaga, K., Wang, M. H., Chan, F., & Strauser, D. (2015, April). *Assessing employers' stigma toward people with cancer: A psychometric validation of the Employers' Stigmatizing Attitudes Toward Cancer Survivors Scale*. Poster presentation at the 15th annual meeting of the National Council on Rehabilitation Education (NCRE) Conference, Newport Beach, CA
11. Pfaller, J., **Tu, W. M.**, Morrison, B., Fitzgerald, S., Brooks, J., & Chan, F. (2015, April). *Predictors of readiness to use evidence-based practice among community-based rehabilitation practitioners*. Poster presentation at the 15th annual meeting of the National Council on Rehabilitation Education (NCRE) Conference, Newport Beach, CA
12. Muller, V., Brooks, J., **Tu, W. M.**, Moser, E., & Chan, F. (2014, March). *Predictors of fatigue in individuals with fibromyalgia: Implications for rehabilitation health practices*. Poster presentation at the 14th annual meeting of the National Council on Rehabilitation Education (NCRE), Manhattan Beach, CA.
13. Brooks, J., Smedema, S. M., **Tu, W. M.**, Eagle, D., Catalano, D., & Chan, F. (2014, March). *Psychometric validation of the Moorong Self-Efficacy Scale in people with spinal cord injury*. Poster presentation at the 14th annual meeting of the National Council on Rehabilitation Education (NCRE) Conference, Manhattan Beach, CA
14. Johnson, E., Chronister, J., Chan, F., & **Tu, W. M.** (2013, April). *Positive person-environment factors associated with QOL of caregivers of individuals with TBI*. Paper

presented at the 13th annual meeting of the National Council on Rehabilitation Education (NCRE), San Francisco, CA

Invited Webinar Presentations

1. **Tu, W. M.** (2018, April). *Employer attitudes toward people with disabilities*. Webinar presentation for the University of North Texas Workplace Inclusion and Sustainable Employment (UNTWISE), Denton, TX

GRANT-RELATED ACTIVITIES

INTRAMURAL GRANT

1. **Small Research Grant, Office of Research and Economic Development, University of North Texas**
“Employers’ hiring intention and attitudes toward autism spectrum disorders: A multidimensional scaling and cluster analysis”
Funding Period: 2017 – 2018 (amount: \$1,500; **funded**)
Role: PI

EXTRAMURAL GRANT

1. **The Texas Health & Human Services Commission (HHSC)**
“Rural healthy community collaborative learning community project”
Funding Period: 2019 – 2021 (amount: \$400,000; **funded**)
Role: Vocational Rehabilitation Subject Matter Consultant (PI: Dr. Abraham Benavides)

HONORS

- 2017 The Dr. William “Bill” Downey Scientific Poster Presentation Award (1st place), National Council on Rehabilitation Education (NCRE)

PROFESSIONAL AFFILIATIONS

- 2018 – Present American Rehabilitation Counselor Association (ARCA), Member
2016 – Present American Psychological Association (Division 22), Member
2012 – Present National Council on Rehabilitation Education (NCRE), Member
2009 – 2012 Taiwan Vocational Rehabilitation Association (TVRA), Member
2009 – 2011 Taiwan Association for Behavior Analysis (TABA), Member

COURSES / TRAININGS ATTENDED

Grant Writing Workshop (October 2015, February 2016)
Offered by the Department of Rehabilitation Psychology and Special Education

University of Wisconsin-Madison, Madison, WI

Advanced Vocational Assessment Training Workshops (December 2011 – May 2012)
Offered by the Vocational Evaluation Resources Center for Individuals with Disabilities in Southern Taiwan, National Kaohsiung Normal University, Taiwan

Preference Stimulus Assessment Training Workshop (October 2010)
Offered by the Applied Behavior Analysis Research and Development Center, Graduate Institute of Rehabilitation Counseling, National Changhua University of Education, Taiwan

Functional Analysis Training Workshop (October 2010)
Offered by the Applied Behavior Analysis Research and Development Center, Graduate Institute of Rehabilitation Counseling, National Changhua University of Education, Taiwan

Last Update: August 2020