

**DAVID M. TOKAR**  
Master Vita  
November 1, 2007

Office: Department of Psychology  
The University of Akron  
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Current Rank: Professor with tenure, Counseling Psychology

Date of First Appointment: August 1993, The University of Akron

**A. Education**

Ph.D. 1993 Southern Illinois University at Carbondale  
M.A. 1990 Southern Illinois University at Carbondale  
B.A. 1988 The University of Akron

**B. Professional Employment**

Professor of Psychology, The University of Akron, August 2005-present  
Associate Professor of Psychology, The University of Akron, August 1998-August 2005  
Assistant Professor of Psychology, The University of Akron, August 1993-August 1998  
(tenure conferred August 1998)  
Teaching Assistant, Psychology Department, Southern Illinois University at Carbondale,  
August 1988-May 1992

**C. Teaching**

The University of Akron

3750:400/500	Personality (1994-present)
3750:441	Clinical and Counseling Psychology I (2004-present)
3750:630	Psychology Core III: Individual Differences (formerly Counseling, Individual, & Abnormal) (1993-present)
3750:671	Pre-Practicum in Counseling Psychology (1996-1998)
3750:712	Principles & Practices of Individual Intelligence Testing (1994-1995)
3750:714	Objective Personality Evaluation (1996-present)
3750:709	Introduction to Counseling Psychology (1998-2005)

Southern Illinois University at Carbondale

Psychology of Personality (1991-1992)  
Introduction to Psychology (1988-1989)

## Supervision of Theses and Dissertations

Major Advisor: 13 Counseling theses, 8 Counseling dissertations

### **D. Publications**

#### Refereed Publications

- Tokar, D. M.**, Thompson, M. N., Plaufcan, M. R., & Williams, C. M. (in press). Precursors of learning experiences in Social Cognitive Career Theory. *Journal of Vocational Behavior*.
- Buchanan, T. S., Fischer, A. R., **Tokar, D. M.**, & Yoder, J. D. (in press). Testing a culture-specific extension of objectification theory regarding African-American women's body image. *The Counseling Psychologist*.
- Tokar, D. M.** (in press). Tinsley, Howard E. A. (in press). In F. T. L. Leong (Series Ed.) & W. B. Walsh & P. J. Hartung (Vol. Eds.), *The encyclopedia of counseling: Vol. 2. Personal and emotional counseling*. Thousand Oaks, CA: Sage.
- Schaub, M., & **Tokar, D. M.** (2005). The role of personality and learning experiences in Social Cognitive Career Theory. *Journal of Vocational Behavior*, *66*, 304-325.
- Dickinson, J., & **Tokar, D. M.** (2004). Structural and discriminant validity of the Career Factors Inventory. *Journal of Vocational Behavior*, *65*, 239-254.
- Whitaker, L. A., Phillips, J. C., & **Tokar, D. M.** (2004). Influencing client expectations about career counseling using a videotaped intervention. *Career Development Quarterly*, *52*, 309-322.
- Schomburg, A. M., & **Tokar, D. M.** (2003). The moderating effect of private self-consciousness on the stability of vocational interests. *Journal of Vocational Behavior*, *63*, 368-378.
- Tokar, D. M.**, Hall, R. J., & Moradi, B. (2003). Planting a tree while envisioning the forest—The recursive relation between theory and research: Reply to Blustein (2003). *Journal of Counseling Psychology*, *50*, 24-27.
- Tokar, D. M.**, Withrow, J. R., Hall, R. J., & Moradi, B. (2003). Psychological separation, attachment security, vocational self-concept crystallization, and career indecision: A structural equation analysis. *Journal of Counseling Psychology*, *50*, 3-19.
- Fischer, A. R., **Tokar, D. M.**, Mergl, M. M., Good, G. E., Hill, M. S., & Blum, S. A. (2000). Assessing women's feminist identity development: Studies of convergent, discriminant, and structural validity. *Psychology of Women Quarterly*, *24*, 15-29.

- Moradi, B., Tokar, D. M., Schaub, M., Jome, L. M., & Serna, G. S. (2000). Revisiting the structural validity of the Gender Role Conflict Scale. *Psychology of Men and Masculinity, 1*, 62-69.
- Tokar, D. M., Fischer, A. R., Schaub, M., & Moradi, B. (2000). Masculine gender roles and counseling-related variables: Links with and mediation by personality. *Journal of Counseling Psychology, 47*, 380-393.
- Walker, D. F., Tokar, D. M., & Fischer, A. R. (2000). What are eight popular masculinity-related instruments measuring? Underlying dimensions and their relations to sociosexuality. *Psychology of Men and Masculinity, 1*, 98-108.
- Schaub, M., & Tokar, D. M. (1999). Patterns of expectations about counseling: Relations to the five-factor model of personality. *Journal of Counseling and Development, 77*, 177-188.
- Tokar, D. M., Fischer, A. R., Snell, A. F., & Harik-Williams, N. (1999). Efficient assessment of the five-factor model of personality: Structural validity analyses of the NEO Five-Factor Inventory (Form S). *Measurement and Evaluation in Counseling and Development, 32*, 14-30.
- Fischer, A. R., Tokar, D. M., Good, G. E., & Snell, A. F. (1998). More on the structure of male role norms: Exploratory and multiple sample confirmatory analyses. *Psychology of Women Quarterly, 22*, 135-155.
- Fischer, A. R., Tokar, D. M., & Serna, G. S. (1998). Validity and construct contamination of the Racial Identity Attitude Scale–Long Form. *Journal of Counseling Psychology, 45*, 212-224.
- Jome, L. M., & Tokar, D. M. (1998). Dimensions of masculinity and major choice traditionality. *Journal of Vocational Behavior, 52*, 120-134.
- Tokar, D. M., & Fischer, A. R. (1998). Psychometric analysis of the Racial Identity Attitude Scale–Long Form. *Measurement and Evaluation in Counseling and Development, 31*, 138-149.
- Tokar, D. M., & Fischer, A. R. (1998). More on RIASEC and the five-factor model of personality: Direct assessment of Prediger's (1982) and Hogan's (1983) dimensions. *Journal of Vocational Behavior, 52*, 246-259.
- Tokar, D. M., Fischer, A. R., & Subich, L. M. (1998). Personality and vocational behavior: A selective review of the literature, 1993-1997. *Journal of Vocational Behavior, 53*, 115-153.
- Tokar, D. M., & Jome, L. M. (1998). Masculinity, vocational interests, and career choice traditionality: Evidence for a fully mediated model. *Journal of Counseling Psychology, 45*, 424-435.

- Young, G., Tokar, D. M., & Subich, L. M. (1998). Congruence revisited: Do 11 indices differentially predict job satisfaction and is the relation moderated by person and situation variables? *Journal of Vocational Behavior*, *52*, 208-223.
- Tokar, D. M., & Subich, L. M. (1997). Relative contributions of congruence and personality dimensions to job satisfaction. *Journal of Vocational Behavior*, *50*, 482-491.
- Swanson, J. L., Daniels, K. K., & Tokar, D. M. (1996). Assessing perceptions of career-related barriers: The Career Barriers Inventory. *Journal of Career Assessment*, *4*, 219-244.
- Tokar, D. M., Hardin, S. I., Adams, E. M., & Brandel, I. W. (1996). Clients' expectations about counseling and perceptions of the working alliance. *Journal of College Student Psychotherapy*, *11*, 9-26.
- Truman, D. M., Tokar, D. M., & Fischer, A. R. (1996). Dimensions of masculinity: Relations to date rape supportive attitudes and sexual aggression in dating situations. *Journal of Counseling and Development*, *74*, 555-562.
- Tokar, D. M., & Swanson, J. L. (1995). Evaluation of the correspondence between Holland's vocational personality typology and the five-factor model of personality. *Journal of Vocational Behavior*, *46*, 89-108.
- Tokar, D. M., Vaux, A., & Swanson, J. L. (1995). Dimensions relating Holland's vocational personality typology and the five-factor model. *Journal of Career Assessment*, *3*, 59-74.
- Swanson, J. L., Tokar, D. M., & Davis, L. E. (1994). Content and construct validity of the White Racial Identity Attitude Scale. *Journal of Vocational Behavior*, *44*, 198-217.
- Tinsley, H. E. A., Tokar, D. M., & Helwig, S. E. (1994). Client expectations about counseling and involvement during career counseling. *Career Development Quarterly*, *42*, 326-336.
- Yanico, B. J., Swanson, J. L., & Tokar, D. M. (1994). A psychometric investigation of the Black Racial Identity Attitude Scale--Form B. *Journal of Vocational Behavior*, *44*, 216-234.
- Swanson, J. L., & Tokar, D. M. (1991a). College students' perceptions of barriers to career development. *Journal of Vocational Behavior*, *38*, 92-106.
- Swanson, J. L., & Tokar, D. M. (1991b). Development and initial validation of the Career Barriers Inventory. *Journal of Vocational Behavior*, *39*, 344-362.
- Tokar, D. M., & Swanson, J. L. (1991). An investigation of the validity of Helms's (1984) model of White racial identity development. *Journal of Counseling Psychology*, *38*, 296-301.

Westcot, A. M., & Tokar, D. M. (1991). The assessment of career decision-making. *Guidance and Counseling, 6*, 28-35.

Tokar, D. M., Matheson, N. K., & Haude, R. H. (1989). Lateralization differences for color-naming and color-matching in men and women. *Perceptual and Motor Skills, 69*, 651-656.

#### Working Papers

Tokar, D. M., Moore, S., Hall, R. J., & Hardin, S. I. (2005). *Is it time for counseling psychology to adopt the five-factor model of personality? Some evidence for the model's utility in counseling practice.* Manuscript in preparation.

Tokar, D. M., Subich, L. M., Hardin, S. I., Jome, L. M., Simonson, K. J., & Snell, A. F. *Psychometric analysis of the Expectations About Counseling Questionnaire-Brief Form.* Manuscript in preparation.

#### **E. Grant Activity**

Co-PI (with Dr. Linda Mezydlo Subich) on a preliminary proposal titled "Improving Mental Health Services for Battered Women: Adding a Vocational Perspective" for consideration for an Ohio Department of Mental Health regular grant award of \$46,961 (not funded).

#### **F. Honors and Awards**

2000	Buchtel College of Arts and Sciences Chairs' Award for Outstanding Achievement in Research
1999	Buchtel College of Arts and Sciences Chairs' Award for Outstanding Achievement in Research
1991-1992	Doctoral Fellowship, Southern Illinois University at Carbondale
1989-1990	Master's Fellowship, Southern Illinois University at Carbondale
1988	Graduated Summa Cum Laude from the University of Akron

#### **G. Presentations**

##### Paper Presentations

Graef, S. T., & Tokar, D. M. (2007, August). *Gender role conflict, masculinity ideology, and mens' career counseling attitudes.* Poster presented at the annual meeting of the American Psychological Association, San Francisco.

- Plaufcan, M., **Tokar, D. M.**, Thompson, M., & Williams, C. (2007, May). *Precursors of learning experiences in social cognitive career theory*. Poster presented at the 8<sup>th</sup> biennial meeting of the Society of Vocational Psychology, Akron, Ohio.
- Buchanan, T. S., Fischer, A. R., **Tokar, D. M.**, & Yoder, J. D. (2005, August). *Testing a Culture-Specific Extension of Objectification Theory Regarding African American Women's Body Image*. Poster presented at the annual meeting of the American Psychological Association, Washington, DC.
- Dickinson, J., & **Tokar, D. M.** (2003, August). *Structural and discriminant validity of the Career Factors Inventory*. Poster presented at the annual meeting of the American Psychological Association, Toronto.
- Whitaker, L. A., **Tokar, D. M.**, & Phillips, J. C. (2002, August). *Manipulation of client expectations about career counseling*. Poster presented at the annual meeting of the American Psychological Association, Chicago.
- Tokar, D. M.**, Withrow, J. R., & Moradi, B. (2001, August). *Psychological separation, attachment style, vocational self-concept crystallization, and career indecision*. Poster presented at the annual meeting of the American Psychological Association, San Francisco.
- Tokar, D. M.**, & Flores, L. (2001, March). The low down on publish or perish. In C. D'Achiardi, R. Dalrymple, J. Edwards, M. Garber, & S. Summers (Co-Chairs), *Counseling psychology training for professional identity*. Roundtable discussion conducted at the Fourth National Counseling Psychology Conference, Houston.
- Jome, L. M., **Tokar, D. M.**, & Fischer, A. F. (2000, August). *Construct validity of the White Racial Identity Attitude Scale*. Poster presented at the annual meeting of the American Psychological Association, Washington, DC.
- Subich, L. M., Young, G., & **Tokar, D. M.** (2000, August). *Development and validation of the Role Behavior Self-efficacy Scale*. Poster presented at the annual meeting of the American Psychological Association, Washington, DC.
- Tytler, S. M., & **Tokar, D. M.** (1999, August). *The five-factor model and observers' perceptions of the working alliance*. Poster presented at the annual meeting of the American Psychological Association, Boston.
- Withrow, J. R., & **Tokar, D. M.** (1999, August). *Attachment styles, parental attachment, and career indecision*. Poster presented at the annual meeting of the American Psychological Association, Boston.
- Tokar, D. M.**, Fischer, A. R., & Schaub, M. (1998, August). Men's personality, gender role traditionality, and gender role conflict. In J. M. O'Neil & G. E. Good (Chairs), *Gender-role conflict research: Expanding empirical research in men's studies*. Symposium

conducted at the annual meeting of the American Psychological Association, San Francisco.

Walker, D. F., **Tokar, D. M.**, & Fischer, A. R. (1998, August). *Dimensions underlying nine masculinity-related measures*. Poster presented at the annual meeting of the American Psychological Association, San Francisco.

Fischer, A. R., Mergl, M., Hill, M., Blum, S. A., & **Tokar, D. M.** (1998, March). *Enhancing assessment of women's feminist identity development: Examining the state of the art*. Presented at the annual meeting of the Association for Women in Psychology, Baltimore, Maryland.

Fischer, A. R., Blum, S. A., **Tokar, D. M.**, & Good, G. E. (1997, August). *Assessing feminist identity development in women: Current status and future directions*. Poster presented at the annual meeting of the American Psychological Association, Chicago.

Fischer, A. R., **Tokar, D. M.**, & Good, G. E. (1997, August). *More on the structure of male role norms: Exploratory and multiple sample confirmatory analyses*. Poster presented at the annual meeting of the American Psychological Association, Chicago.

Hardin, S. I., Subich, L. M., **Tokar, D. M.**, Jome, L. M., Simonson, K. J., & Snell, A. F. (1997, August). *Psychometric analysis of the Expectations About Counseling Questionnaire--Brief Form*. Poster presented at the annual meeting of the American Psychological Association, Chicago.

Jome, L., & **Tokar, D. M.** (1997, August). *Dimensions of masculinity: Relations to vocational interests*. Poster presented at the annual meeting of the American Psychological Association, Chicago.

McPartland, E. B., Brown, S. D., Ryan, N. E., & **Tokar, D. M.** (1997, August). The relation between neuroticism and interest differentiation. In S. D. Brown (Chair), *Social cognitive career theory: Extending the empirical base*. Symposium conducted at the annual meeting of the American Psychological Association, Chicago.

Schaub, M. & **Tokar, D. M.** (1997, August). *Relations of expectations about counseling to the five-factor model of personality*. Poster presented at the annual meeting of the American Psychological Association, Chicago.

**Tokar, D. M.**, & Fischer, A. R. (1997, August). *More on RIASEC and the five-factor model of personality*. Poster presented at the annual meeting of the American Psychological Association, Chicago.

**Tokar, D. M.**, Fischer, A. R., & Serna, G. S. (1997, August). *Psychometric analysis of the Racial Identity Attitude Scale--Long Form*. Poster presented at the annual meeting of the American Psychological Association, Chicago.

- Young, G., Subich, L. M., & Tokar, D. M. (1997, August). *Extending the findings of Brown and Gore (1994) to a sample of employed adults*. Poster presented at the annual meeting of the American Psychological Association, Chicago.
- Jome, L., & Tokar, D. M. (1996, August). *Relation between masculine gender roles and traditionality of career choice*. Paper presented at the annual meeting of the American Psychological Association, Toronto, Ontario, Canada.
- Tokar, D. M., Snell, A. F., & Harik, N. (1996, August). *A confirmatory factor analysis of the NEO-FFI (Form S)*. Poster presented at the annual meeting of the American Psychological Association, Toronto, Ontario, Canada.
- Tokar, D. M., & Subich, L. M. (1995, August). *Relative contributions of congruence and personality dimensions to job satisfaction*. Poster presented at the annual meeting of the American Psychological Association, New York.
- Truman, D. M., & Tokar, D. M. (1995, May). *Acquaintance rape attitudes as a function of masculinity ideology, attitudes toward feminism, and homophobia*. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago.
- Tokar, D. M., & Adams, E. A. (1994, August). *Clients' expectations about counseling and perceptions of the working alliance*. Poster presented at the annual meeting of the American Psychological Association, Los Angeles.
- Tokar, D. M., & Swanson, J. L. (1994, August). *Correspondence between Holland's vocational personality typology and the five-factor model*. Poster presented at the annual meeting of the American Psychological Association, Los Angeles.
- Tokar, D. M., & Swanson, J. L. (1991, August). *Psychometric properties of the White Racial Identity Attitude Scale*. Poster presented at the annual meeting of the American Psychological Association, San Francisco.

#### Workshops and Outreach Presentations

I have provided educational workshops and outreach presentations on a variety of topics, including the following:

- anger management
- physical and sexual abuse
- date rape prevention
- intimacy in relationships
- cultural diversity
- sexual behavior
- self-esteem
- career development
- time management

- assertiveness training

## H. Professional Activities

### Professional Organizations

American Psychological Association

Div. 17 (Counseling Psychology)

Div. 51 (Society for the Psychological Study of Men and Masculinity)

### Editorship and Editorial Reviewer

Editorial Board Member: *Journal of Counseling Psychology*, 1997-present

Editorial Board Member: *Journal of Vocational Behavior*, 1998-present

Editorial Board Member: *Journal of Career Assessment*, 1996-present

Ad hoc reviewer: *Journal of Vocational Behavior*, 1992-1995, 1997

Ad hoc reviewer: *Journal of Counseling Psychology*, 1993-1996

Ad hoc reviewer: *Journal of Counseling and Development*, 1993-1995, 1998, 2000

Ad hoc reviewer: *Measurement and Evaluation in Counseling and Development*, 1993-1999

Ad hoc reviewer: *Journal of Career Assessment*, 1993-1995

Ad hoc reviewer: *Journal of Personality and Social Psychology*, 1996, 2005

Ad hoc reviewer: *The Counseling Psychologist*, 1998-2001

Ad hoc reviewer: *Psychology of Men and Masculinity*, 2000-2003

Ad hoc reviewer: *Journal of Personality*, 2003

Ad hoc reviewer: *Journal of Personality Assessment*, 2005

Ad hoc reviewer: *Journal of Career Development*, 2006-2007

Ad hoc reviewer: *Journal of Mental Health Counseling*, 2007

Program reviewer: APA, Division 17 (for 1997-1999 conferences)

### University Committees and Service

Graduate Admissions Committee, Department of Counseling and Special Education, 1997, 2000

Undergraduate recruitment activities, 1995-1996 (Represented the Department of Psychology in several Saturday programs [e.g., Advanced Placement Day, Sneak Preview])

### Departmental Committees

Bylaws Committee, 2007-present

Library Committee, 1993-present

Statistics and Computers Committee, 1993-1994, 2001-present

Student Evaluations Committee, 1993-1997

Counseling Psychology Admissions Committee, 1994-1997, 1998-present

Faculty Advisor, Psychology Club, 1994-1996

Counseling Psychology Program Executive Committee, 1997-2000

Journal Ranking Committee, 1998-present

Faculty Search Committee, 1999-2000  
Chair, Retention Committee, 1999-2000  
Undergraduate Assessment Committee, 2000-present  
Graduate Faculty Committee, 2000-2001  
Faculty Advisor, Counseling Psychology Graduate Student Organization, 2003-2005  
Chair, Tenure and Promotion Committee, 2004-2005  
Chair, Undergraduate Assessment Committee, 2004-present

#### Dissertations Directed

Buchanan, Taneisha (in progress).  
Graef, Stephen (in progress).  
Plaufcan, Melissa (in progress).  
Rogers, Tim (in progress).  
Bicheler, Carly (*The roles of self-determined non-conformity, rejection of traditional feminine gender roles, and endorsement of feminist ideals as resistance factors against internalization of the thin ideal and body dissatisfaction*—in progress).  
Dickinson, Josephine (2007). *An examination of the applicability of social cognitive career theory for African American college students.*  
Moore, Stacey (2004). *Attachment security's relation to various indices of career development.*  
Serna, George (2004). *The confounding role of personality in the relation between gender role conflict, substance abuse, and sexual aggression toward women.*  
Schaub, Michael (2003). *Social cognitive career theory: Examining the mediating role of sociocognitive variables in the relation of personality to vocational interests.*  
Jome, LaRae (2000). *Construct Validity of the White Racial Identity Attitude Scale.*  
Felker, Clint (1999). *CASPER as a typological classification system for college student problems: Verification and validation with the five-factor and Millon theoretical models.*

#### Theses and Thesis Waivers Directed

Hanneman, Christina (in progress).  
Graef, Stephen (2006). *Impact of gender role conflict and traditional masculinity ideology on men's attitudes toward and willingness to seek career counseling..*  
  
Plaufcan, Melissa (2005). *Structural and discriminant validity of the NEO-FFI in an outpatient clinical sample.*  
Buchanan, Taneisha (2003). *Self-objectification in African American women.*  
Dickinson, Josephine (2003). *Revisiting the construct validity of the Career Factors Inventory: Tests of structural and discriminant validity.*  
Schomburg, Allison (2002). *Relationship between private self-consciousness and the stability of vocational interests.*

- Whitaker, Laura (2001). *Effect of a videotaped intervention on the manipulation of client expectations about career counseling.*
- Wagner, Kimberly (2000). *How do clients react to counselor self-disclosure as a function of personality?*
- Tytler, Stacey (1998). *The five-factor model and observers' perceptions of the working alliance.*
- Withrow, Jason (1998). *Attachment style, parental attachment, and career indecision.*
- Schaub, Michael (1997). *Relation of expectations about counseling to the five-factor model of personality.*
- Jome, LaRae (1996). *Relationship between masculinity constructs and traditionality of career choice in men.*
- Serna, George (1996). *Dimensions relating gender role traits and the big five model of personality: A joint factor analysis of the Extended Personal Attributes Questionnaire and the NEO Five-Factor Inventory--Form S.*
- Berardi, Maura (1995). *Evaluation of the correspondence between the structure of career decision variables and the Holland RIASEC model.*

#### **I. Other Clinical and Applied Activities**

- Professional Psychology Intern, 1992-1993, Counseling and Testing Center, University of Akron  
(individual, couples, and group counseling)
- Counselor, 1989-1992, Counseling Center, Southern Illinois University at Carbondale  
(individual and group counseling)
- Career Counselor, 1989-1990, Career Services, Southern Illinois University at Carbondale