

DAVID M. TOKAR

Master Vita

January 20, 2011

Office: Department of Psychology
The University of Akron
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(330) 972-6845
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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)
3750:420/520	Abnormal Psychology (2008-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 (1996-2008)
3750:709	Introduction to Counseling Psychology (1998-2005; 2008-present)

Southern Illinois University at Carbondale

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

Supervision of Theses and Dissertations

Major Advisor: 16 Counseling theses, 13 Counseling dissertations

D. Publications

Refereed Publications

- Graef, S. T., **Tokar, D. M.**, & Kaut, K. P. (2010). Relations of masculinity ideology, conformity to masculine role norms, and masculine gender role conflict to men=s attitudes toward and willingness to seek career counseling. *Psychology of Men & Masculinity, 11*, 319-333.
- Yeagley, E. E., Subich, L. M., & **Tokar, D. M.** (2010). Modeling college women=s perceptions of elite leadership positions with social cognitive career theory. *Journal of Vocational Behavior, 77*, 30-38.
- Buchanan, T. S., Fischer, A. R., **Tokar, D. M.**, & Yoder, J. D. (2008). Testing a culture-specific extension of objectification theory regarding African-American women=s body image. *The Counseling Psychologist, 36*, 697-718.
- Tokar, D. M.** (2008). Tinsley, Howard E. A. In F. T. L. Leong (Series Ed.) & W. B. Walsh & P. J. Hartung (Vol. Eds.), *The encyclopedia of counseling: Vol. 3. Career counseling* (pp 1659-1661). Thousand Oaks, CA: Sage.
- Tokar, D. M.**, Thompson, M. N., Plaufcan, M. R., & Williams, C. M. (2007). Precursors of learning experiences in Social Cognitive Career Theory. *Journal of Vocational Behavior, 71*, 319-339.
- 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 & 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 & 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.

E. Grant Activity

Co-PI (with Dr. Linda Mezydlo Subich) on a preliminary proposal titled AImproving 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

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| 2006 | John Holland Award for Outstanding Achievement in Career and Personality Research |
| 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

- Tokar, D. M.** (2009, August). *Structural and discriminant validity of the CMNI*. Poster presented at the annual meeting of the American Psychological Association, Toronto, Ontario, Canada.
- 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 8th 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:

- P anger management
- P physical and sexual abuse
- P date rape prevention
- P intimacy in relationships
- P cultural diversity
- P sexual behavior
- P self-esteem
- P career development
- P time management
- P 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 & Masculinity*, 2000-2003, 2010
Ad hoc reviewer: *Journal of Personality*, 2003
Ad hoc reviewer: *Journal of Personality Assessment*, 2005
Ad hoc reviewer: *Journal of Career Development*, 2006-2010
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, 2007-2009
Library Committee, 1993-present
Statistics and Computers Committee, 1993-1994, 2001-2009
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
Distinguished Professor, 2009-present

Dissertations Directed

Rummell, Christina (in progress).
Graef, Stephen (in progress).

- Plaufcan, Melissa (in progress).
- Buchanan, Taneisha (2010). *An investigation of social cognitive career theory on the prestige domain for African American women.*
- Rogers, Tim (2009). *Predicting college men=s intentions to seek psychological help using the theory of reasoned action.*
- Cummings, Devon. (2008). *Using social cognitive career theory to conceptualize and develop a measure of the barriers to career choice for individuals who have criminal records.*
- Bicheler, Carly (2008). *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.*
- 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

- McKay, Derek. (in progress).
- Lehman, Elizabeth (2010). *Studying the effects of self-objectification and adherence to gender role norms on body dissatisfaction and shame.*
- Rummell, Christina (2009). *Examining the construct validity of the Expectations About Counseling Brief Form in a clinical sample.*
- 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)
- Practicum Counselor, 1989-1992, Counseling Center, Southern Illinois University at Carbondale
(individual and group counseling)
- Practicum Career Counselor, 1989-1990, Career Services, Southern Illinois University at
Carbondale