

## APPOINTMENT

Approving the reappointment of Dr. Karen Plavan to serve as a Member of the Drug and Alcohol Planning Council for a term to expire on May 8, 2008.

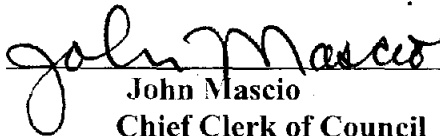
In Council December 6, 2005.

Read and approved by Motion of Council.



Rich Fitzgerald  
President of Council

Attest:

  
John Mascio  
Chief Clerk of Council

2178-05

OFFICE OF THE CHIEF EXECUTIVE



County of Allegheny

DAN ONORATO  
CHIEF EXECUTIVE

101 COURTHOUSE ♦ 436 GRANT STREET  
PITTSBURGH, PA 15219  
PHONE (412) 350-6500 ♦ FAX (412) 350-6512

October 27, 2005

Honorable Council President and Council Members  
Allegheny County Council  
119 Courthouse  
Pittsburgh, PA 15219

Dear Council Members:

Please find the attached resume of Dr. Karen Plavan whom I am recommending for reappointment to the Drug and Alcohol Planning Council. Dr. Plavan's term will expire on May 8, 2008.

The purpose of the Council is to aid and assist the County of Allegheny, the County Executive, and the Director and staff of the Department of Human Services in the planning, development, implementation and evaluation of services for individuals with addition problems who are residents of Allegheny County.

Dr. Plavan has served the Council well and we would be honored to have her continue her service to Allegheny County.

I appreciate your consideration, and ask you to act on this appointment as quickly as possible. Dr. Plavan will make herself available for review before the appropriate committee if members of Council wish to speak with her.

Sincerely,

  
Dan Onorato

cc: Dr. Karen Plavan



Karen A. Plavan, Ph.D.  
100 Ross St., 4th Floor, Pittsburgh, PA 15219  
412-281-7088, kap10@plf.org

**Career Summary:**

Over twenty years experience counseling individuals, designing and implementing training programs, teaching academic courses, administering programs and assisting organizations in managing change and transition. B.A. in Speech and Communications, M.Ed. & Ph.D. in Counselor Education.

**Professional Experience:**

*Consultant, CLEAR - Coalition for Leadership, Education and Advocacy for Recovery, PLF-Pittsburgh Leadership Foundation, Pittsburgh, PA (1991-Present)*

- Advised coalition on effective prevention strategies for regional alcohol/drug coalition.
- Facilitated and taught courses on prevention, community development and addiction.
- Coordinated "Demand Treatment" City Partner activities for region.

*Assistant Professor, Counselor Education, Chemical Dependency, Penn State University, Pittsburgh, PA (1988-2000)*

- Advised students and supervised practicum field sites for M.Ed. students.
- Taught courses on Group Process, Family Therapy, EAPs, Co-Dependency & Prevention.
- Designed and taught new one credit courses on The Addicted Organization, Addictive Thinking, Interventions, History of AA & 12 Steps.

*Consultant, Everything Counts, Pittsburgh Leadership Foundation QED Communications, Pittsburgh, PA (1990-1992)*

- Designed and wrote training materials for creating learning communities.
- Conducted training for community leaders.
- Designed and conducted research for improving the quality of life in communities.

*Counselor, St. Francis Medical Center, Cranberry, PA (1993-1995)*

- Conducted individual assessments and provide individual counseling.

*Consultant, Right Management Associates, Pittsburgh, PA (1993-1995)*

- Conducted individual and group seminars on Career Transition for corporate clients.
- Conducted Change Management training program for improving labor-management relations.

*Consultant & Trainer, Strategic Management Corporation, Pittsburgh, PA (1988-93)*

- Consulted with a variety of corporations on projects related to organizational changes and their impact on individuals within the organization.
- Facilitated meetings for managers and groups of employees in process consultation.
- Designed and implemented training programs on topics including Transition Management, Creating Learning Organizations, Systems Thinking, Creativity, EAPs, Leadership in Changing Times, Total Quality and Team Building.

*Community Relations Coordinator & Counselor, Western Psychiatric Institute & Clinic (1987-1988)*

- Presented seminars to public and served as liaison between the institute and community.
- Counseled clients and families and supervised counselors.
- Designed and wrote promotional materials including brochures, newsletters and reports.

Karen A. Plavan  
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**Professional Experience (continued):**

*Director of International Student Center, Point Park College, Pittsburgh, PA (1986-87)*

- Designed and implemented a marketing strategy to increase international student enrollment.
- Designed and implemented an international student orientation and counseling program.

*Graduate Assistant, Partnerships for Development Dialogue Conference, United Nations Development Program & Graduate School of Business, University of Pittsburgh (1985-86)*

- Planned and organized a conference designed to bring world leaders together with local leaders to discuss human resource issues related to technology transfer.
- Wrote and edited conference highlights published by the United Nations.

*Counselor & Trainer, English as a Second Language Program, Pittsburgh, PA (1979-85)*

- Designed and implemented a counseling program for international adults.
- Coordinated special events and training programs.

*Director, Women's Center & Shelter of Greater Pittsburgh (North Hills), Pittsburgh, PA (1979-1982)*

- Planned and organized the development of a United Way outreach center offering services to victims of domestic violence. Responsible for overall administration including finances and public relations.
- Recruited hired and trained staff and volunteers. Developed a volunteer & police training program.
- Counseled women and children and facilitated support groups.

*Trainer, The Emerging Leader Program, University of Pittsburgh (1980-81)*

- Participated in ELP designed for college students to enable them to develop leadership skills.
- Conducted training on Communications, Problem Solving, Decision Making, Conflict Resolution and Stress Management. Developed training resource manual.

**Education:**

Ph.D., Counselor Education, University of Pittsburgh  
MBA Course Work Industrial Psychology, Human Resources and Organizational Development  
Dissertation Topic: Significant Characteristics in Employee Assistance Program's (EAPs) among Fortune 500 Companies

M.Ed., Counselor Education, University of Pittsburgh  
(Practicum - Western Psychiatric Institute and Clinic)

B.A., Speech and Communications, University of Pittsburgh  
(U.S. Senatorial Scholarship)

University of Dayton, Dayton, Ohio  
Mt. Alvernia High School (Merit's Who's Who Among American High School Students & Business Honor Society)

Karen A. Plavan  
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**Certification:**

National Board for Certified Counselors, Inc.

Pennsylvania Department of Education "Professional Certificate" in Secondary School Guidance, Harrisburg, PA

**Professional Organizations:**

American Society for Training and Development

Employee Assistance Program Association

World Future Society

**Community Volunteer Work:**

National Cathedral Association, Washington, D.C. - Western Pennsylvania, Executive Committee

St. Andrew's Episcopal Church, Vestry Member, Adult Education, Youth Leader

United Nations Association of Pittsburgh, Board of Directors, President



OFFICE OF THE COUNTY COUNCIL  
**County of Allegheny**

ROOM 119 • 436 GRANT STREET • PITTSBURGH, PENNSYLVANIA 15219  
412.350.6490 • 412.350.6499 (FAX)

**RICH FITZGERALD**  
DISTRICT 11  
PRESIDENT

November 16, 2005

**CHARLES MARTONI**  
DISTRICT 8  
VICE-PRESIDENT

**JOHN DEFAZIO**  
AT-LARGE

Karen A. Plavan, Ph.D.  
100 Ross Street, 4<sup>th</sup> Floor  
Pittsburgh, PA 15219

**DAVE FAWCETT**  
AT-LARGE

Dear Dr. Plavan:

**RON FRANCIS, JR.**  
DISTRICT 1

This is to inform you that an Appointment Review Committee Meeting has been scheduled for 4:00 PM, Wednesday, November 23, 2005 in Conference Room One, 119 County Courthouse.

**JAN REA**  
DISTRICT 2

**EDWARD J. KRESS**  
DISTRICT 3

Your presence has been requested to discuss your nomination for reappointment to the Drug and Alcohol Planning Council.

**DOUG PRICE**  
DISTRICT 4

If you have any questions regarding this please contact me at 412-350-6495

**VINCE GASTGB**  
DISTRICT 5

**JOAN CLEARY**  
DISTRICT 6

Sincerely,

**EILEEN WATT**  
DISTRICT 7

A handwritten signature in cursive script that reads "John Mascio".

**C.L. JABBOUR**  
DISTRICT 9

John Mascio  
Chief Clerk  
Allegheny County Council

**WILLIAM RUSSELL  
ROBINSON**  
DISTRICT 10

**RICH NERONE**  
DISTRICT 12

JM/fb

**BRENDA FRAZIER**  
DISTRICT 13

**JOE CATANESE**  
CHIEF OF STAFF

**JOHN MASCIO**  
CHIEF CLERK



JOHN DeFAZIO, AT- LARGE  
**County of Allegheny**

ROOM 119 • 436 GRANT STREET • PITTSBURGH, PENNSYLVANIA 15219  
412.350.6516 • 412.350.6499 (FAX)  
JDEFAZIO@COUNTY.ALLEGHENY.PA.US

December 14, 2005

Karen A. Plavan, Ph.D.  
143 Hawthorne Road  
Pittsburgh, PA 15209

Dear Dr. Plavan,

This is to inform you that at the Regular Meeting of Allegheny County Council held on December 6, 2005, Council approved your appointment to serve as a member of the Drug and Alcohol Planning Council for a term to expire on May 8, 2008.

Congratulations on your appointment and best of luck in this undertaking. We look forward to receiving your recommendations and stand willing to assist you in any way you believe appropriate.

Sincerely,

A handwritten signature in cursive script that reads "John DeFazio".

John DeFazio  
At-Large Representative

JD/fb

**OFFICE OF THE COUNTY COUNCIL**