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Sylvia C. Nassar, Ph.D., is a scholar, leader, and advocate across counseling and career development arenas. With a focus on capacity building and sustainability, her award-winning US and global initiatives have influenced best practices for counseling, career and workforce development, multiculturalism and social justice, and serving individuals of Arab/MENA descent and other marginalized communities.

***\*\*Doctor of Philosophy; Licensed Clinical Mental Health Counselor; Nationally Certified Counselor; Approved Clinical Supervisor; Mental Health Facilitator - Master Trainer; Certified Supervision Professional -Trainer; Facilitating Career Development-Instructor***

## **EDUCATION AND PROFESSIONAL CREDENTIALS**

### **Degrees**

Doctor of Philosophy, 1994, University of North Carolina at Greensboro,  
Greensboro, North Carolina  
Curriculum: Counseling and Counselor Education  
Concentration: Community Counseling  
Cognate: Exercise and Sport Psychology

Master of Arts, 1986, Eastern Michigan University, Ypsilanti, Michigan  
Curriculum: Guidance and Counseling  
Specialization: College Student Personnel

Bachelor of Arts, 1984, Oakland University, Rochester, Michigan  
Curriculum: Psychology  
Concentration: Social Justice and Corrections  
Minor: Human Resources Development

### **Professional Training and Credentials**

Bridges Academic Leadership for Women Program, University of NC, Sept – Nov 2015  
Leadership for a Diverse Campus, NC State University, Jan – May 2014

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Professional Counselor License, State of North Carolina (#2752)  
National Counselor Certification, National Board for Certified Counselors (#34203)

Approved Clinical Supervisor, National Board for Certified Counselors (#00316)  
Certified Supervision Professional—Trainer (Center for Credentialing and Education)  
Mental Health Facilitator – Master Trainer (Center for Credentialing and Education)  
Facilitating Career Development-Instructor, National Career Development Association

## HONORS AND AWARDS

- *Robert O. Stripling Award for Excellence in Standards*, 2019, Association for Counselor Education and Supervision
- *Diversity Initiative Award*, 2019, National Career Development Association
- *Arthur Hitchcock Distinguished Professional Service Award*, 2019, American Counseling Assoc
- *American Counseling Association, Fellow Award*, 2018
- *Distinguished Scholar Award*, 2018, University of North Carolina at Greensboro, Department of Counseling and Educational Development
- *Visiting Scholar*, 2016-17, Research Triangle Institute – International
- *Distinguished Professional Service Award*, 2016, Assoc for Counselor Education and Supervision
- *Michael G. Morris Endowed Chair*, 2013-14. Eastern Michigan University (<http://www.emich.edu/coe/morrischair/index.html>)
- *Extended Research Award*, 2013. American Counseling Association
- *Publication in Counselor Education and Supervision Award*, 2008. Association for Counselor Education and Supervision
- *Alumni Excellence Award*, 2006. Department of Counseling and Educational Development, UNC Greensboro
- *Research and Professional Writing Award*, 2006. North Carolina Counseling Association
- *Best Practices Award*, 2003. American Counseling Association
- *Professional Award*, 2002 Chi Sigma Iota/Mu Tau Beta [UNC Charlotte chapter]
- *President's Service Award Nominee*, 1996
- *Chi Sigma Iota*, 1991-Present
- *Les Carlin Professional Development Award*, Michigan College Personnel Association, 1989-90
- *National Distinguished Service Nominee*, American Association for Counseling & Development, 1989
- *Gold Medallion Award Nominee*, Eastern Michigan University, 1986
- *Student Life Scholarship Recipient*, Oakland University, 1981-83

## SPECIAL APPOINTMENTS

RESEARCH TRIANGLE INSTITUTE – INTERNATIONAL, Research Triangle Park, North Carolina, 2016-17

### **University Scholar, International Development Group**

*The RTI University Scholars Program provides support for distinguished academic researchers to spend scholarly leave time at RTI, actively collaborating with our experts. The goal of the program is to foster collaboration and catalyze opportunities for externally funded, joint projects in the future*

<https://www.rti.org/rti-university-scholars-program>

- Develop curriculums, train-the-trainer, and assessment and program evaluation tools and approaches for work in the career and youth counseling space.
- Deliver colloquiums and publications on career and other supports for youth development to build capacity and scientific stature

EASTERN MICHIGAN UNIVERSITY, Ypsilanti, Michigan, 2013- 2014  
**Michael G. Morris Endowed Chair, College of Education**

*...provides funds for "outstanding faculty members or visiting faculty performing in the top echelons in their disciplines or professional fields" to assist the Eastern Michigan University (EMU) College of Education in achieving its vision of playing a leadership role in transforming education...the Chair will facilitate learning and leadership experiences to support the EMU faculty, staff and students in developing the knowledge, research, and capacity needed to enhance and/or transform education.*  
<http://www.emich.edu/coe/morrischair/research.html>

- Created local/regional interdisciplinary collaborative network
- Provided focus groups training for EMU community
- Developed pilot survey instrument for national/international administration/infrastructure support
- Created domestic and international networks of scholar/practitioners
- Provided community outreach and training, southeast Michigan

UNIVERSITY OF APPLIED LABOUR STUDIES, Mannheim, Germany, June 2014

**Visiting Professor**

- Provided training and consultation on counselor preparation and credentialing to various university and national stakeholders
- Provided training on global multiculturalism and diversity

UNIVERSIDAD IBEROAMERICANA, Mexico City, Mexico, May 2013

**Visiting Professor**

- Provided clinical supervision training and consultation
- Provided accreditation-based consultation on program development
- Provided training on intersectionality of gender, ethnic, and career development and implications for practitioners and policy makers

## PROFESSIONAL EXPERIENCE

NORTH CAROLINA STATE UNIVERSITY, Raleigh, North Carolina, 2003-present

**Professor/Associate Professor**

- Develop curriculum; teach master's and doctoral counseling courses
- Advise doctoral students and committees

**Doctoral Program Coordinator 2016-17**

- Expand doctoral program development based on national best practice models
- Create effective interface at department and college levels
- Solicit input from all stakeholder groups ranging from local to national
- Focus on program evaluation and data collection processes

**Program Coordinator 2009-2016**

- Coordinate all programmatic course scheduling and staffing (approx..50 courses per year)
- Address university, graduate school accountability metrics
- Oversee student recruitment and retention processes
- Monitor and adhere to changes in state and national counselor training
- Coordinate public relations and local partnerships
- Monitor and adhere to changes in state and national counselor training regulations

**Clinical Coordinator 2005-2008**

- Coordinate supervision and field experiences of graduate students
- Develop and maintain best practices for clinical training
- Coordinate community services clinic laboratory

**Coordinator of Agency Counseling Track 2003-2005**

- Coordinate clinical internship sites
- Advise all community agency counseling students

UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE, North Carolina, 1996-2003

**Associate Professor/Assistant Professor**

- Develop curriculum; teach master's and doctoral counseling courses
- Advise students
- Chair and serve on thesis and masters project committees

**Coordinator of Clinical Education 1996-1998**

- Coordinated practicum and internships
- Developed new clinical sites in collaboration with community schools and agencies
- Developed structure for student, faculty, and clinical site procedures

AUSTIN PEAY STATE UNIVERSITY, Clarksville, Tennessee, 1994-1996

**Assistant Professor/Coordinator of Counseling Programs**

- Coordinated school and community counseling programs; supervised interns
- Developed curricula; taught graduate counseling and undergraduate psychology courses
- Revised existing school counseling program to adhere to new state guidelines
- Directed theses research
- Adapted programs to meet CACREP Standards
- Provided leadership in the university and surrounding community

UNIVERSITY OF NORTH CAROLINA AT GREENSBORO, North Carolina, 1991-1994

**Doctoral Fellow, Office of Residence Life**

- Supervised graduate residence directors on committee projects
- Managed inter-departmental projects
- Facilitated development of closed-circuit tutoring program
- Coordinated resident assistant recruitment and selection
- Served as program consultant for residence life staff
- Organized programming for theme period and special interest housing
- Served as Triad Resident Assistant Drive-in Conference Advisor

**Researcher, Department of Exercise and Sport Psychology**

- Designed study to evaluate impact of alternative therapeutic intervention on rape survivors

**Co-instructor, Department of Counseling and Counselor Education**

- Co-facilitated Helping Skills course

CHARLEVOIX PUBLIC SCHOOLS, Michigan, 1991

**Counselor/Site Supervisor, Beaver Island Lighthouse School**

- Provided counseling and direction for at-risk youth in a residential alternative school and work/study camp

LOYOLA UNIVERSITY CHICAGO, Chicago, Illinois, 1990

**Career Counselor/Intern**, Career Development and Placement Services

- Facilitated career and self-assessment workshops
- Administered assessment instruments
- Provided individual career counseling

**Research Team Member**, Department of Counselor Education and Counseling Psychology

- Compiled comprehensive career development assessment battery

**Co-Instructor/Graduate Intern**, Career Development and Placement Services

- Co-facilitated Career and Life Planning Lab

WESTERN MICHIGAN UNIVERSITY, Kalamazoo, Michigan, 1989-1990

**Coordinator**, Career Planning and Placement Services

- Counseled clients on career exploration and employability issues
- Acted as liaison between faculty and students on career development programs and issues
- Coordinated nationwide career fairs, supervised team of student workers
- Developed curricula and presented workshops
- Represented international students and organizations

**Consultant/Project Coordinator**, Women's Center

- Supervised graduate counseling and psychology students in program faciitation
- Developed grant proposal for extensive training program for Kalamazoo Consortium for Higher Education
- Executed extensive needs assessment project, developed and administered comprehensive questionnaire, compiled summary report and recommendations
- Developed resource materials on campus violence and related issues
- Advised student organization on budget, leadership, and general administration
- Coordinated and implemented campus workshops

UAW/GENERAL MOTORS HUMAN RESOURCE CENTER, Pontiac, Michigan, 1987-1988

**Counselor**

- Facilitated life/career development plans and client decision-making, including assessment of interests, skills, and experiences
- Provided individual and group employability development skills instruction
- Monitored subcontracted training programs to ensure consistency, conflict resolution, and contract adherence
- Developed and demonstrated knowledge of Job Training Partnership Act regulations and UAW/GM policies; presented UAW/GM policies to large and small groups
- Initiated collaborative group between community service organizations for the hearing impaired; UAW/GM representative for hearing impaired clients

MOTION MANUFACTURING, Detroit, Michigan, 1986-1987

**Bi-Lingual Office Manager**

- Translated foreign correspondence: English/German, German/English
- Organized and implemented all office operations

EASTERN MICHIGAN, Ypsilanti, Michigan, 1985-1986

**Graduate Assistant/Teaching Assistant**, Department of Leadership and Counseling

- Career Decision-Making and Exploration
- Basic Guidance Concepts and Processes

OAKLAND UNIVERSITY, Rochester, Michigan, 1981-1985

**Teaching Assistant**, Department of Human Resources Development

- Career Development
- Security Coordinator**, Residence Halls
- Hired, trained, and supervised 30 employees
  - Reorganized residential security system
  - Chaired Alcohol and Drug Awareness committee
- Resident Assistant**, Residence Halls
- Advised and counseled 40 students in academic, personal and social matters
- Conference Assistant**, Residence Halls
- Assisted in all operations of summer conference facility

## PUBLICATIONS

### Books

Nassar, S. C. & Niles, S. G. (2018). *Orientation to Professional Counseling: Past, Present, and Future Trends*. Washington, DC: American Counseling Association.

Tovar, L. Z., & Nassar (2018). *Orientation to Professional Counseling: Instructors Manual*. Washington, DC: American Counseling Association.

Nassar-McMillan, S. C., Ajrouch, K., & Hakim-Larson, J. (Eds.) (2014). *Biopsychosocial perspectives on Arab Americans: Culture, development, and health*. New York, NY: Springer.

Nassar-McMillan, S. C. & Niles, S. G. (Eds.) (2011). *Developing your identity as a professional counselor: Standards, settings, and specialties*. Belmont, CA: Brooks-Cole/Cengage.

Nassar-McMillan, S. C. (2010). *Counseling Arab Americans*. Belmont, CA: Brooks-Cole/Cengage.

### Contributions to Books

Hakim-Larson, J. & Nassar, S. C. (in press). Culturally alert counseling with Middle Eastern Americans. In G. McAuliffe (Ed.) *Culturally alert counseling: A comprehensive introduction*. (3rd ed.). Thousand Oaks, CA: Sage.

Nassar-McMillan, S. C., Taylor, J., & Conley, A. H. (2016). Promising Career and Workforce Development Practices in Middle and High School Settings. In V. S. Solberg & S. R. Ali (Eds.). *The Handbook of Career and Workforce Development Practice and Policy*. Routledge/Taylor & Francis.

Nassar-McMillan, S. C., Al-Qimlass, & Gonzalez, L. M. (2016). Individuals and families of Arab descent. In D. Hays & B. Erford (Eds.). *Developing multicultural competency: A systems approach* (3rd ed.). Boston, MA: Pearson Merrill Prentice Hall.

Nassar-McMillan, S. C., Akcan Aydin, P., & Taylor, J. (2015). Effective Career Development Policy and Practice: Implications for a Global Workforce. In F. Korkut-Owen & D. W. Owen (Eds.). *Gelisen ssikolojik danisma ve rehberlik: Mesleklesme sürecinde ilerlemeler [Developing Counseling and Guidance: Progress in Professionalism]* (3<sup>rd</sup> ed.). Ankara, Turkey: Nobel Yayınevi.

Nassar-McMillan, S. C., Nour, M., & Al-Qimlass, M. I. (2015). Counseling: Settings, clinical considerations, and cultural competence. M. M. Amer, & G. H. Awwad (Eds.). *Handbook of Arab American psychology* (pp. 189-302). New York: Routledge.

Conley, A. H., Nassar-McMillan, S. C., & Ashraf, A. (2014). Muslim identity: Case response. In T. Roberts and V. Kelly (Eds.). *Critical incidents in integrating spirituality into counseling* (pp. 197-204). Alexandria, VA: American Counseling Association.

Hakim-Larson, J., Nassar-McMillan, S. C., & Ajrouch, K. J. (2014). Health and well-being in Arab Americans: Prevention strategies using a biopsychosocial approach. In S. C. Nassar-McMillan, K. A. Ajrouch, & J. Hakim-Larson (Eds.). *Biopsychosocial perspectives on Arab Americans: Culture, development, and health* (pp. 387-402). New York, NY: Springer.

Nassar-McMillan, S. C. (2014). Health and disease: Risks and resilience. In S. C. Nassar-McMillan, K. A. Ajrouch, & J. Hakim-Larson (Eds.). *Biopsychosocial perspectives on Arab Americans: Culture, development, and health* (pp.282 -286). New York, NY: Springer.

Nassar-McMillan, S. C., Ajrouch, K. J., & Hakim-Larson, J. (2014). Biopsychosocial perspectives on Arab Americans: An introduction. In S. C. Nassar-McMillan, K. A. Ajrouch, & J. Hakim-Larson (Eds.). *Biopsychosocial perspectives on Arab Americans: Culture, development, and health* (pp. 1-9). New York, NY: Springer.

Nassar-McMillan, S. C., Hakim-Larson, & Patterson, A. (2014). From theory to practice: Clinical applications with individuals of Middle Eastern and North African descent. In D. W. Sue, M. E. Gallardo, & H. Neville (Eds.). *Case studies in multicultural counseling and therapy* (pp. 61-74). Hoboken, NJ: Wiley.

Nassar-McMillan, S. C., Gonzalez, L. M., & Mohamed, R. H. (2014). Individuals and families of Arab descent. In D. Hays & B. Erford (Eds.). *Developing multicultural competency: A systems approach* (2<sup>nd</sup> ed., pp. 245-277). Boston, MA: Pearson Merrill Prentice Hall.

Nassar-McMillan, S. C., Rezcallah, A., & Nour, M. (2014). Arab American youth: Overcoming adversity. In M. T. Garrett (Ed.). *Youth and adversity: Psychology and influences of childhood and adolescent coping strategies* (pp. 133-145). Hauppauge, NY: Nova Science Publishers.

Amri, S. A., Nassar-McMillan, S. C., Meisenhimer, M., & Bryan, S. A. (2013). Counseling Arab Americans. In C.C. Lee (Ed.). *Counseling for diversity*. (3<sup>rd</sup> ed., pp. 135-147). Alexandria, VA: American Counseling Association.

Nassar-McMillan, S. C., Tovar, L.Z., & Conley, A. H. (2013). Namadi: The case of the misunderstood Muslim. In S. G. Niles, J. Goodman, and M. Pope (Eds.). *The career counseling casebook: A resource for practitioners, students, and counselor educators* (pp. 294-299). Broken Arrow, OK: NCDA.

Hakim-Larson, J. & Nassar-McMillan, S. C. (2012). Culturally alert counseling with Middle Eastern Americans. In G. McAuliffe (Ed.) *Culturally alert counseling: A comprehensive introduction*. (2<sup>nd</sup> ed., pp. 263-292). Thousand Oaks, CA: Sage.

Nassar-McMillan, S. C., Moore, James III., Warfield, H., & Mayes, R. (2012). Global diversity issues in counseling. In T. Hohenshil, N. Amundson, & Niles, S. G. (Eds.). *Counseling around the world: An international handbook* (pp. 9-18). Alexandria, VA: American Counseling Association.

Nassar-McMillan, S. C., Wyer, M., Oliver-Hoyo, M., & Schneider, J. (2012). New tools for examining undergraduate students' STEM stereotypes: Implications for women and other underrepresented groups. In J. G. Gayles (Ed.). *New directions for institutional research: Attracting and retaining women in STEM* (pp. 87-98). San Francisco, CA: Jossey-Bass/Wiley.

Nassar-McMillan, S. C., & Lee, S. (2011). Counseling with diverse clients. In S. C. Nassar-McMillan and S. G. Niles (Eds.). *Developing your identity as a professional counselor: Standards, settings, and specialties* (pp. 108-129). Belmont, CA: Brooks-Cole/Cengage.

Nassar-McMillan, S. C., Gonzalez, L. M., & Mohamed, R. H. (2010). Individuals and families of Arab descent. In D. Hays & B. Erford (Eds.). *Developing multicultural competency: A systems approach* (pp. 216-245). Boston, MA: Pearson Merrill Prentice Hall.

Nassar-McMillan, S. C. (2008). Arab Americans. In F. T. L. Leong (Ed.). *Encyclopedia of counseling* (Vols. 1., pp. 985-991). Thousand Oaks, CA: Sage.

Nassar-McMillan, S. C. (2008). Arab Americans. In B. Erford (Ed.). *American counseling association encyclopedia of counseling* (pp. 28-30). Washington, DC: American Counseling Association.

Hakim-Larson, J. & Nassar-McMillan, S. C. (2008). Middle Eastern Americans and counseling. In G. McAuliffe (Ed.) *Culturally alert counseling: A comprehensive introduction*. (pp. 293-322). Thousand Oaks, CA: Sage.

Nassar-McMillan, S. C. (2007). Arab American populations. In M. G. Constantine (Ed.) *Clinical practice with people of color: A guide to becoming multiculturally competent* (pp. 85-103). New York, NY: Teachers College Press.

Jackson, M. & Nassar-McMillan, S. C. (2006). Counseling Arab Americans. In C.C. Lee (Ed.). *Counseling for diversity* (3<sup>rd</sup> ed., pp. 135-147). Alexandria, VA: American Counseling Association.

Nassar-McMillan, S. C., Karvonen, M., Young, C., & Abrams, L. (2006). Multicultural competencies and teacher stress: Implications for teacher preparation, practice, and retention. In R. G. Lambert, & C. J. McCarthy (Eds.) *Understanding teacher stress in an age of accountability* (pp. 87-104). Greenwich, CT: Information Age.

Ng., K., Abrams, L., & Nassar-McMillan, S. C. (2005). Rank the job: A values clarification exercise on occupational prestige. In C. Minor, & M. Pope (Eds.). *Experiential activities for teaching career counseling classes and facilitating career groups* (Vol 2, pp.46-48). Washington, DC: National Career Development Association.

Nassar-McMillan, S. C. (2003). Counseling Arab Americans. In N. A. Vacc, S. B. DeVaney, & J. M. Brendel (Eds.). *Counseling multicultural and diverse populations* (4<sup>th</sup> ed., pp. 117-139). New York, NY: Brunner-Routledge.

Nassar-McMillan, S. C. (2003). Mary Thomas Burke. In D. L. Bubenzer, Osborn, C., & J. D. West (Eds.). *Leaders and legacies: Contributions to the profession of counseling* (pp. 143-150). New York, NY: Brunner-Routledge.

Nassar-McMillan, S. C., & Algozzine, B. (2001). Improving outcome and future practices: Family-oriented programs and services. In D. J. O'Shea, L. J. O'Shea, B., Algozzine, & D.J. Hammite, (Eds.). *Families and teachers: Collaborative orientations, responsive practices* (pp. 273-292). Boston, MA: Allyn and Bacon.

Nassar-McMillan, S. C. (1996). Case and field study research methods. In Loesch, L. C., & Vacc, N A (Eds.), *Research in counseling and therapy* (pp. 73-75). Greensboro, NC: Educational Resources Information Center/Clearinghouse on Counseling and Student Services (ERIC/CASS).



### Refereed Articles

Nassar, S. & Al-Qimlass, A. (2020). *Emergent voices of MENA American youth: What they are saying*. Manuscript in preparation.

Leibowitz-Nelson, S., Baker, S., & Nassar, S. C. (2020). Multicultural and Social Justice Counseling Competencies: Institutional interventions for professional school counselors. *Journal of Leadership and Advocacy*, *https://doi.org/10.1080/2326716X.2020.1727384*

Nassar, S. & Singh, A. (2020). Embodying the Social Justice and Multicultural Counseling Competency Movements: Voices from the Field. *Journal of Counseling & Development*, *98*, 3. <https://doi.org/10.1002/jcad.12320>

Singh, A., & Nassar, S. C. (2020). Introduction to the Special Issue: Integrating the Multicultural and Social Justice Counseling Competencies Into Practice, Research, and Advocacy. *Journal of Counseling & Development*, *98*, 3. <https://doi.org/10.1002/jcad.12318>

Singh, A., Nassar, S. C., Arredondo, P., & Toporek, R. (2020). The past guides the future: Implementing the new Multicultural and Social Justice Competencies (2015). *Journal of Counseling & Development*, *98*, 3. <https://doi.org/10.1002/jcad.12319>

Karacan-Ozdemir, N., Nassar, S., Karabay, E., & Ayaz, A. (2019). Program evaluation of career development services in five Turkish schools: A preliminary study. *Journal for Perspectives of Economic, Political and Social Integration*, *25* (2). <https://doi.org/10.18290/pepsi-2019-0007>

Nassar, S.C., Al-Qimlass, A. & Ozdemir, N.K. (2019). A tripartite model of program evaluation: implications for effective career services and workforce development. *International Journal for Educational and Vocational Guidance*, *25*(2), 26-40. <https://doi.org/10.1007/s10775-019-09410-6>

Nassar, S.C., Al-Qimlass, A., Karacan-Ozdemir, N., & Tovar, L.Z. (2019). Considerations for career intervention services in global youth workforce development: Consensus across policy, research, and practice. *Empirical Research in Vocational Education and Training*, *11*(5). <https://doi.org/10.1186/s40461-019-0080-4>

Ashraf, A., & Nassar, S. (2018). American Muslims and vicarious trauma: An explanatory concurrent mixed-methods study. *American Journal of Orthopsychiatry*, *88*(5), 516–528. <https://doi.org/10.1037/ort0000354>

Paxton, D., Wyer, M., & Nassar-McMillan, S. C. (2017). Measurement matters: Science identity, gender, and career commitment. Manuscript submitted for publication.

Nassar, S., & Al-Qimlass, A. (2017). *Career builders: Key components for effective global youth career and workforce development*. (RTI Press Publication No. OP-0045-1709). Research Triangle Park, NC: RTI Press. <https://doi.org/10.3768/rtipress.2017.op.0045.1709>

Ratts, M., Singh, A., Nassar-McMillan, S. C., Butler, K., & McCullough, J. R. (2016). Multicultural and Social Justice Counseling Competencies: Guidelines for the profession. *Journal of Multicultural Counseling and Development*, *44*, 1, 28-48. <https://doi.org/10.1002/jmcd.12035>

Nassar-McMillan, S.C. (2014). A Framework for cultural competence, advocacy, and social justice: Applications for global multiculturalism and diversity. *International Journal for Educational and Vocational Guidance*, *14*(1), 103-118. <https://doi.org/10.1007/s10775-014-9265-3>

Conley, A. H., Nassar-McMillan, S. C., & Tovar, L. Z. (2013). Hardhats, boots, and goggles revisited: Science, technology, engineering, and mathematics career development for the 21<sup>st</sup> century. *Career Planning and Adult Development Journal*, 28(1), 72-87.

Nassar-McMillan, S.C., & Tovar, L. Z. (2012). Career Counseling with Americans of Arab descent. *Career Planning and Adult Development Journal*, 28(1), 72-87.

Nassar-McMillan, S. C., & Vuorinen, R. (2012). Public policy and career development: An international symposium discussion. In Trusty, J. & Rossier, J. (Eds).[Special Issue] *Career Development Quarterly*, 60(5), 1-11.

Baker, S., Chapman, R., Nassar-McMillan, S., & Gerler, E. (2011). Cybersupervision: Further examination of synchronous and asynchronous modalities in counseling practicum supervision. *Counselor Education and Supervision*, 50(5), 298-313. <https://doi.org/10.1002/j.1556-6978.2011.tb01917.x>

Nassar-McMillan, S., & Conley, A. H. (2011). Programme evaluation toolbox: Effective evaluation principles and considerations in career practice. *International Journal for Educational and Vocational Guidance*, 11(13), 211-220. <https://doi.org/10.1007/s10775-011-9206-3>

Nassar-McMillan, S. C., Lambert, R. G., & Hakim-Larson, J. (2011). Discrimination history, backlash fear, and ethnic identity among Arab Americans: Post 9-11 snapshots. *Journal of Multicultural Counseling and Development*, 39(1), 38-47. <https://doi.org/10.1002/j.2161-1912.2011.tb00138.x>

Jamil, H., Nassar-McMillan, S. C., Lambert, R. G., Wang, Y., Ager, J., & Arnetz, B. (2010). Pre- and post- displacement stressors and time of migration as related to self-rated health among Iraqi immigrants and refugees in southeast Michigan. *Journal of Medicine, Conflict and Survival*, 26(3), 207-222. <https://doi.org/10.1080/13623699.2010.513655>

Nassar-McMillan, S. C., Jamil, H., & Lambert, R. G. (2010). Chemical, environmental, and trauma exposures and corresponding health symptoms among Iraqi American women. *Journal of Applied Biobehavioral Research*, 15(2), 88-102. <https://doi.org/10.1111/j.1751-9861.2010.00053.x>

Nassar-McMillan, S. C., Wyer, M., Oliver-Hoyo, M., & Ryder-Burge, A. (2010). Using Focus Groups in Preliminary Instrument Development: Expected and Unexpected Lessons Learned. *The Qualitative Report*, 15(6), 1621-1634.

Wyer, M., Schneider, J., Nassar-McMillan, S., & Oliver-Hoyo, M. (2010). Capturing stereotypes: Developing a scale to explore U.S. college students' images of science and scientists. *International Journal of Gender in Science and Technology*, 2(3), 382-415.

Baker, S., Grimmer, M., Cannon, S., Ting, S. R., Nassar-McMillan, S., Gerler, Jr., E., Maxwell, M., Edwards-Joseph, A. (2009). Preparing entry level counselors for collaboration. *Journal of Counselor Education and Supervision*, 48(4), 285-296. <https://doi.org/10.1002/j.1556-6978.2009.tb00081.x>

Nassar-McMillan, S. C., Karvonen, M., Perez, T., & Abrams, L. (2009). Identity development and school climate: The role of the school counselor. *Journal for Humanistic Education and Development*, 48(2), 195-216. <https://doi.org/10.1002/j.2161-1939.2009.tb00078.x>

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### **Instructional Materials**

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### **Book Reviews and Non-refereed Articles**

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### **Conference Presentations R = refereed, I = invited**

#### **National/International Presentations**

**I** Nassar, S. C. (2020, February). *Creating, Evaluating, and Enhancing Career Counseling and Youth Support Programs in Global Workforce Development: Consensus across Practice, Policy, and Research*. Keynote plenary session presented at the National Career Development Association Career Practitioner Institute; Charlotte, NC.

**I** Dansby, V. & Nassar, S. C. (2019, October). *Leading with Intentionality and Integrity*. Biannual ACES Women's Retreat facilitated at the Association of Counselor Education and Supervision biannual conference. Seattle, WA.

**R** Nassar, S. C., Singh, A., Arredondo, P., & Toporek, R. (2019, October). *Operationalizing the Multicultural and Social Justice Counseling Competencies: A Call to Action for Counselor Educators and Supervisors*. Paper presented at the Association of Counselor Education and Supervision biannual conference. Seattle, WA.

**R** Dansby, V. & Nassar, S. C. (2019, October). *The Value of the ACES Women's Retreat for any Stage in your Professional and Personal Path*. Panel presented at the Association of Counselor Education and Supervision biannual conference. Seattle, WA.

**R** Nassar, S. C. (2019, June). *Consensus among Practice, Policy, and Research Experts: Career Counseling in Global Workforce Development*. Roundtable presented at the National Career Development Association annual conference. Houston, TX.

**R** Nassar, S. C., & Singh, A. (2019, April). *Operationalizing the Multicultural and Social Justice Counseling Competencies*. Paper presented at the American Counseling Association annual conference. New Orleans, LA.

**R** Nassar, S. C. (2018, September). *Stakeholder Capacity Building: A Delphi Study on Global Workforce Development*. Paper presented at the 7<sup>th</sup> International Conference on Arab Health Issues. Washington, DC.

**R** Nassar, S. & Al-Qimlass, A. (2017, November). *Consensus among policy, research, and practice experts in global workforce development: Preliminary results of a Delphi study*. Paper presented at the International Association for Educational and Vocational Guidance; Mexico City, Mexico.

I Nassar, S. C. & Dansby, V. (2017, November). ACES Women's (2-day) Retreat: Personal and Professional Authenticity in Counselor Education. Association for Counselor Education and Supervision, Chicago, IL.

R Nassar, S. & Al-Qimlass, A. (2017, September). Critical guidelines for career counseling and youth support services in global workforce development: Consensus among policy, research, and practice experts. Poster presented at the Global Youth Economic Opportunities Summit; Washington, D.C.

I Nassar, S. C. & Al-Qimlass. (August, 2017). Critical Guidelines for Career Counseling and Youth Support Services in Global Workforce Development: Consensus among Policy, Research and Practice Experts. Panel presentation for the Society for Vocational Psychology presented at the American Psychological Association Convention, Washington, D.C.

R S. C. & Al-Qimlass. (August, 2017). Emergent Voices of MENA American Youth: What They Are Saying. Poster presented at the American Psychological Association Convention, Washington, D.C.

I Nassar, S. C., (2017, February). The Role of Career Guidance in Developing National Workforce and Contributing to Qatar's Transition Towards a Knowledge-Based Economy. Moderated seminar held by The Qatar Center for Professional Development, Doha, Qatar.

R Nassar, S. & Al-Qimlass, A. (2016, November). *Career builders: The role of counseling and youth support services in global workforce development*. Poster presented at the International Association for Educational and Vocational Guidance; Madrid, Spain.

R Nassar, S. (2016, November). *Promising career and workforce development practices: Implications for a global workforce*. Paper presented at the International Association for Educational and Vocational Guidance; Madrid, Spain.

R Nassar-McMillan, S. (2016, June). *Promising Career and Workforce Development Practices in Middle and High School Settings*. Paper presented at the annual conference of the National Career Development Association Conference, Chicago, IL.

R Nassar-McMillan, S. C. & Akhan Ayden, P. (2016, May). *Effective Career Development Policy and Practice: Implications for a Global Workforce*. Paper presented at the biennial conference of the Society for Vocational Psychology, Tallahassee, Florida.

R Nassar-McMillan, S. C. (2016, May). *Measurement Matters: Science Identity, Gender, and Career Commitment*. Poster presented at the biennial conference of the Society for Vocational Psychology, Tallahassee, Florida.

I Singh, A, Nassar-McMillan, S., Butler, K., & McCullough, J. R. (2016, March). *Operationalizing the Multicultural and Social Justice Counseling Competencies*. Paper presented at the annual conference of the American Counseling Association, Orlando, FL.

I Ratts, V., Singh, A, Nassar-McMillan, S., Butler, K., & McCullough, J. R. (2015, October). *Multicultural Counseling Competencies Revision: Updates from the AMCD MCCs Revision Committee*. Paper presented at the biannual convention of the Association for Counselor Education and Supervision, Philadelphia.

R Kennelly, E., Lenz, J., Zaideman, K., & Nassar-McMillan, S. (2015, June). *Training and Supervision for the Next Generation of Career Counselors*. Paper presented at the annual conference of the National Career Development Association Conference, Denver, CO.

I Ratts, V., Singh, A, Nassar-McMillan, S., Butler, K., & McCullough, J. R. (2015, March). *Revision of the Association of Multicultural Counseling and Development: Future Directions for Counseling Practice and Research*. Paper presented at the annual conference of the American Counseling Association, Orlando, FL.

I Nassar-McMillan, S. (2015, February). *Emergent Voices of Middle Eastern/North African Youth: What They Are Saying*. Paper presented at Arab Community Center for Economic and Social Services 6<sup>th</sup> International Conference on Health Issues in Arab Communities. Muscat, Oman.

R Nassar-McMillan, S. C. (2014, June). *The Scientist-Self Similarity Score: A Promising Perspective on Personal, Community, and Worklife Identity*. Paper presented at the annual conference of the International Association for Educational and Vocational Guidance, Quebec City, Canada.

R Nassar-McMillan, S. C. (2014, June). *The Scientist-Self Similarity Score: A Promising Perspective on Personal, Community, and Worklife Identity*. Paper presented at the annual conference of the International Association for Educational and Vocational Guidance, Quebec City, Canada.

R Nassar-McMillan, S.C., & Conley, A. H. (2013, October). *Counselor Educators' Guide to the Program Evaluation [and Grant] Galaxy: Implications for Social Justice*. Paper presented at the biannual convention of the Association for Counselor Education and Supervision, Denver, Colorado.

R Milsom, A., Nassar-McMillan, S.C., Williams, D., & Pope, V. (2013, October). *2016 CACREP Standards Revision: Feedback Session on Draft 2*. Paper presented at the biannual convention of the Association for Counselor Education and Supervision, Denver, Colorado.

R Santos, S., & Nassar-McMillan, S. C. (2013, October). *Evaluating Study Abroad Programs: A Central American Case Example*. Paper presented at the biannual convention of the Association for Counselor Education and Supervision, Denver, Colorado.

R Milsom, A., Nassar-McMillan, S., Pope, V., & Williams, D. (2013, March). *CACREP standards revision 2016: Future directions for draft II*. Paper presented at the American Counseling Association annual convention, Cincinnati, OH.

R Nassar-McMillan, S. C. (2012, October). *Global multiculturalism and diversity: A case reflection on cultural competence, advocacy, and social justice*. Paper presented at International Association for Educational and Vocational Guidance, Mannheim, Germany.

R Nassar-McMillan, S. C., Conley, A. H., & Parikh, S. (2012, October). *Relationships between social equality perceptions, stereotypes, and careers in science: A review of three new research tools*. Paper presented at International Association for Educational and Vocational Guidance, Mannheim, Germany.

R Nassar-McMillan, S. C., Conley, A. H., Sampson, J., & Parikh, S. (2012, October). *Effective evaluation principles and strategies in career guidance as tenets of social justice*. Paper presented at International Association for Educational and Vocational Guidance, Mannheim, Germany.



R Nassar-McMillan, S. C., Jamil, H., & Hakim-Larson. (2012, October). *Immigration and psychological impact: Three waves of (US) Iraqi immigrants*. Paper presented at Arab Community Center for Economic and Social Services 6<sup>th</sup> International Conference on Health Issues in Arab Communities. Dearborn, Michigan.

I Nassar-McMillan, S. C. (2012, May). *Counseling in the US: A domestic and global perspective*. Keynote paper presented at the National Pedagogic University Francisco Morazan Conference on Guidance and Counseling.

R Nassar-McMillan, S. C. (2011, November). *Program evaluation toolbox: Effective evaluation principles and strategies in the age of accountability*. Paper presented at the bi-annual conference of the Society for Vocational Psychology, Boston, MA.

R Milsom, A., Nassar-McMillan, S.C., Pope, V., Thompson, J., & Williams, D. (2011, October). *Intro to the 2016 Standards revision committee process*. Paper presented at the biannual convention of the Association for Counselor Education and Supervision, Nashville, Tennessee.

R Nassar-McMillan, S. C. (2011, September). *New Research Tools to Measure Images and Attitudes Toward Science Careers: A Review of the Stereotypes of Scientists, Careers in Science, and Social Equality Perceptions in Science Scales*. Poster presented at International Association for Educational and Vocational Guidance, Padova, Italy.

R Nassar-McMillan, S. C., & Zagzebski, L. (2011, June). *The age of accountability: Sustaining your career guidance program through effective evaluation*. Paper presented at the annual conference of the National Career Development Association, San Antonio, TX.

R Zagzebski, L. & Nassar-McMillan, S. C. (2011, June). *Lab coats aren't for people like me: Addressing STEM career underrepresentation through multi-media interventions*. Paper presented at the annual conference of the National Career Development Association, San Antonio, TX.

R Nassar-McMillan, S. C. (2011, April). *Programme evaluation toolbox: Effective evaluation principles and considerations in career practice*. Paper presented at the International Association for Educational and Vocational Guidance, Cairns, Australia.

R Nassar-McMillan, S. C., Holland A., Osborne, J. W., & Zagzebski, L., (2011, March). *Counselors' program evaluation toolbox: Effective evaluation principles and strategies*. Paper presented at the annual convention of the American Counseling Association, New Orleans, LA.

R Zagzebski, L., Holland, A., & Nassar-McMillan, S. C. (2011, March). *When role models are scarce: Using multi-media and online resources to encourage STEM careers in underrepresented populations*. Paper presented at the annual convention of the American Counseling Association, New Orleans, LA.

I Nassar-McMillan, S. C., Wyer, M. M., Oliver-Hoyo, M., & Holland, A. (2011, March). *Measurement matters: New survey tools for STEM stereotypes research*. Brown Bag presentation to the Friday Institute for Educational Innovation, North Carolina State University.

I Nassar-McMillan, S. C. (2011, February). *Counselors' program evaluation toolbox: The age of accountability*. Keynote presentation at the Chi Sigma Iota Counselor Education Honor Society Induction Ceremony, East Carolina University.

I Nassar-McMillan, S. C., Mohamed, R., & Rezcallah, A. (2011, February). *Counseling Arab Americans in contemporary times: Post 9-11 profiling and prejudice*. Presentation to the Chi Sigma Iota Counselor Education Honor Society at East Carolina University.

I Nassar-McMillan, S. C., Holland, A., & Zagzebski, L. (2011, February). *Lab Coats Aren't for People Like Me: Exploring Gender, Culture, and Career Across Educational Disciplines*. Brown bag luncheon presentation to the College of Education, East Carolina University.

R Niles, S., Nassar-McMillan, S., Sharp, J., & Holland, A. (2010, March). *Infusing diversity, social justice and advocacy into career development training*. Paper presented at the annual convention of the American Counseling Association, Pittsburg, PA.

R Corbett, L. & Nassar-McMillan, S. C. (2010, January). *The good, bad, and the ugly: Ethical decision-making from A – Z*. Paper presented at the American Association of State Licensure Boards Conference, Orlando, FL

R Niles, S., Nassar-McMillan, S., Sharp, J., & Holland, A. (2009, September). *Infusing career courses with policy and advocacy strategies*. Paper presented at the biannual convention of the Association for Counselor Education and Supervision, San Diego, CA.

R Nassar-McMillan, S., & Niles, S. (2009, July). *Infusing Career Courses with Policy and Advocacy Strategies: Addressing Biases and Creating Change*. Paper presented at the National Career Development Association Conference, St. Louis, MO.

R Lenz, J., Brown, S., Nassar-McMillan, S., Reardon, R., Sampson, J., & Niles, S. (2009, June). *Examining cognitive career theories: Current status, future trends, and implications for the development and implementation of guidance services*. Thematic session presented at the International Association for Educational and Vocational Guidance Conference, Jyvaskyla, Finland.

R Nassar-McMillan, S. C., & Niles, S. G. (2009, June). *Advocacy, Public Policy, and Social Justice: Implications for Practitioner Training*. Paper presented at the International Association for Educational and Vocational Guidance Conference, Jyvaskyla, Finland.

R Nassar-McMillan, S. C., Gressard, C. F., Lupton-Smith, H., Shores, A., & Warren, J. (2009, March). *Evidence-based practice: Empirical and practical comparisons of dyadic and triadic supervision approaches*. Paper presented at the American Counseling Association Conference, Charlotte, NC.

R Nassar-McMillan, S. C., & Shoffner, M. (2009, March) *Should vs. Do: Contemporary perceptions of educational and employment equity across gender and ethnicity*. Paper presented at the American Counseling Association Conference, Charlotte, NC.

R Nassar-McMillan, S. C. (2008, September). *Career Adaptation of Women and People of Color in the U.S.* Paper presented at the International Association for Educational and Vocational Guidance, Buenos Aires, Argentina.

R Ibrahim, F., Ohnishi, H., Nassar-McMillan, S. C., & Ivey, A. (August, 2008). *Counseling Muslims post 9-11: Enhancing resilience, reducing trauma*. Symposium presented at the American Psychological Association Convention, Boston, MA.

R Hakim-Larson, J., Nassar-McMillan, S. C., Lambert, R., Paterson, A. (August, 2008). *Personal and social values in Arab Americans post 9-11*. Poster presented at the American Psychological Association Convention, Boston, MA.

R Nassar-McMillan, S. C., Jamil, H., Lambert, R.G., & Hakim-Larson, J. (August, 2008). Iraqi American women's autoimmune responses to psychological and environmental trauma. Poster presented at the American Psychological Association Convention, Boston, MA.

R Nassar-McMillan, S. C. (2008, July). *Career Stereotyping: Contemporary Influences of Gender and Culture*. Paper presented at the National Career Development Association Conference, Washington, DC.

R Nassar-McMillan, S. C., Hakim-Larson, J., & Amen-Bryan, S. (2008, March). *Counseling Approaches to working with Arab American Clients: Clinical Vignettes*. Paper presented at the American Counseling Association Conference, Honolulu, HA.

I Nassar-McMillan, S. C., & Corbett, L. (2008, January). *Darned If You Do, Darned If You Don't: Case Studies in Law & Ethics*. Paper presented at the American Association of State Licensure Boards Conference, New Orleans, LA.

R Zyromski, B., Chapman, R., & Nassar-McMillan, S. C. (2007, October). *Technology Competence and Counselor Self Efficacy: Web Enhanced Practicum Supervision*. Paper presented at the Association for Counselor Education and Supervision Conference, Columbus, OH.

R Nassar-McMillan, S. C., Lambert, R. G., & Hakim-Larson, J. (2007, August). *Discrimination History, Backlash Fear, and Ethnic Identity among Arab Americans: Post 9-11 Snapshots*. Poster presented at the American Psychological Convention, San Francisco, CA.

R Nassar-McMillan, S. C., Wyer, M., & Ryder-Burge, A. (2007, July). *Gender & Culture in Career Development: Using Focused Questions to Identify Influences on Career Development*. Paper presented at the National Career Development Association, Seattle, WA.

R Nassar-McMillan, S. C., & Hakim-Larson, J. (2007, March). *Understanding Arab Americans: Meeting the Detroit Area Community*. Paper presented at the American Counseling Association, Detroit, Michigan.

R Nassar-McMillan, S. C., & Hakim-Larson, J. (2006, March). *Identity Development in Arab American Youth: Implications for Practice and Research*. Paper presented at the American Counseling Association, Montreal, Quebec.

R Nassar-McMillan, S. C., & Hakim-Larson, J. (2006, March). *Operationalizing the Multicultural Competencies: Culture Centered Work with Arab Americans*. Paper presented at the American Counseling Association, Montreal, Quebec.

R Jamil, H., Nassar-McMillan, S. C. & Lambert, R. (2005, March). *The aftermath of the Persian Gulf War: Mental health issues among Iraqi American veterans*. Paper presented at the American Counseling Association, Atlanta, Georgia.

R Lee, S. Myers, H. P. P., Nassar-McMillan, S. C., & Ahmed, S. (2005, March) *Multicultural Supervision: Impacts of Racial Identity Development*. Paper presented at the American Counseling Association, Atlanta, Georgia.

R Nassar-McMillan, S. C. (2005, October). *9-11 Backlash and Social Justice: Implications for Arab Americans*. Paper presented at the Association for Counselor Education and Supervision, Pittsburgh, Pennsylvania.

R Jamil, H. Nassar-McMillan, Salman, W. A., Tahar, M., & Jamil, L. H. (2004, September). *Iraqi veteran refugees of the Gulf War: Post traumatic Stress Disorder and physical symptoms*. Paper presented at the XXXVth International Congress on Military Medicine, Washington, DC.

R Jamil, H., Nassar-McMillan, S. C. & Lambert, R. (2003, October). *The aftermath of the Persian Gulf War: Mental health issues among Iraqi American veterans*. Paper presented at the Third National Conference on Health Issues in the Arab American Community, Dearborn, Michigan.

R Jamil, H., Nassar-McMillan, S. C., Salman, W. A., Tahar, M., & Jamil, L. H. (2003, October). *Iraqi American veterans of the Persian Gulf War: PTSD and physical symptoms*. Paper presented at the Third National Conference on Health Issues in the Arab American Community, Dearborn, Michigan.

R Kamoo, R., Hakim-Larson, J. A., Nassar-McMillan, S. C., & Porcerelli, J. H. (2002, March). *Mental health of Arabs and Chaldeans*. Paper presented at the 2002 Midwinter Meeting of the Society for Personality Assessment, San Antonio, TX.

R Nassar-McMillan, S. C. (2002, October). *Counseling Arab Americans*. Paper presented at the Association for Counselor Education and Supervision, Park City, Utah.

R Nassar-McMillan, S. C. (2001, October). *Multicultural Issues in Education: A Focus Group Study*. Poster presented at the Southern Association for Counselor Education and Supervision, Athens, Georgia.

I Kamoo, R., Hakim-Larson, J., Nassar-McMillan, S. C., & Porcerelli, J. (May, 2001). *An Integrative Approach to Acculturation and Mental Health in Immigrants of Arab and Chaldean Descent*. Paper presented at the Second National Conference on Health Issues in the Arab American Community, Dearborn, Michigan.

R Nassar-McMillan, S. C. (2001, March). *Issues Among Arab Americans: Implications for Personal and Career Counseling*. Paper presented at the American Counseling Association, San Antonio, Texas.

R Nassar-McMillan, S. C. (2001, March). *Multicultural Issues in Education: A Focus Group Study*. Poster presented at the American Counseling Association, San Antonio, Texas.

R Nassar-McMillan, S. C., & Furr, S. R. (2000, March). *Mental health considerations in the Arab community*. Paper presented at the American Counseling Association, Washington, DC.

R Nassar-McMillan, S. C., & Henderson, D. (1999, April). *A growing body of volunteers: Implications for counseling*. Paper presented at the meeting of the American Counseling Association, San Diego, California.

R Nassar-McMillan, S. C. (1999, October). *Mental health considerations in the Arab community*. Paper presented at the Association for Counselor Education and Supervision, New Orleans, Louisiana.

R Nassar-McMillan, S. C. (1999, May). *Mental health considerations in the Arab community*. Paper presented at the First National Conference on Health Issues in the Arab American Community, Southfield, Michigan.

R Nassar-McMillan, S. C., Furr, S. R., & Ewing, M. (1998, July). *Career indecision and program effectiveness: Using the Career Decision Profile to evaluate service outcome*. Paper presented at the meeting of the National Career Development Association, Chicago, Illinois.

R Nassar-McMillan, S. C., & Gowan, M. A. (1998, July). *Gender, ethnicity, and personality type: Differences in job search strategies following job loss?* Paper presented at the meeting of the National Career Development Association, Chicago, Illinois.

R Nassar-McMillan, S. C., & Henderson, D. (1998, March). *Using focus groups in survey development: Applications for research and practice*. Paper presented at the meeting of the American Counseling Association, Indianapolis, Indiana.

R Nassar-McMillan, S. C. (1996, April). *A work behavior analysis of volunteers in mental health service*. Paper presented at the meeting of the American Counseling Association, Pittsburgh, Pennsylvania.

R Nassar-McMillan, S. C. (1995, August). *Development of the Volunteer Work Behaviors Questionnaire: An effective use of focus groups*. Poster presented at the meeting of the American Psychological Association, New York.

R Nassar-McMillan, S. C., & McCarthy, M. (1996, October). *Changing the face of supervision: assessing the moral development of counselors in training*. Paper presented at the meeting of the Association for Counselor Education and Supervision, Portland, Oregon.

### **State/Regional Presentations**

I Nassar, S. C. (2018, May). *Striving toward Work-Life Integration*. Workshop presented at the North Carolina State University College of Textiles annual Academic Pathways: Gearing up for Faculty Conference. Raleigh, NC.

I Nassar, S. C. (2018). *Authenticity in Academia: Befriending Ourselves*. Workshop presented to East Carolina University Brody College of Medicine Annual Women's Faculty Conference. Greenville, NC.

I Nassar, S. C. (2018). Leadership in Layers: Multicultural and Social Justice Counseling Competence. Keynote Address presented to University of North Carolina at Greensboro Chi Sigma Iota annual Induction Ceremony. Greensboro, NC.

R Nassar-McMillan, S., Brown, S., & Seay, J. (2016, February). *Operationalizing the Multicultural Cultural and Social Justice Social Counseling Competencies: Implications for Counselors and Counselor Educators*. Session presented at North Carolina Counseling Association Conference, Greensboro, North Carolina.

I Nassar-McMillan, S. C. (2014, November). Emergent Voices of Middle Eastern/North African Youth: What They Are Saying about Schools and Communities. Paper presented as Morris Lecture, Eastern Michigan University, Ypsilanti, Michigan.

I Bobby, C., & Nassar-McMillan, S. C. (2012, November) CACREP Standards revision feedback session. Paper presented at the meeting of the Western Counselor Education and Supervision, Portland, OR.

**I** Nassar-McMillan, S. C., Pope, V. & Urofsky, R. (2012, October) CACREP Standards revision feedback session. Paper presented at the meeting of the North Central Region Counselor Education and Supervision, Kansas City, Nebraska.

**I** Nassar-McMillan, S. C., Williams, D. & Urofsky, R. (2012, October) CACREP Standards revision feedback session. Paper presented at the meeting of the North Atlantic Region Counselor Education and Supervision, Niagara Falls, NY.

**R** Ashraf, A., & Nassar-McMillan, S. C. (2012, October). *Vicarious traumatization of Muslim Americans: Implications for counselor educators*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, Savannah, Georgia.

**R** Santos, S. D. & Nassar-McMillan, S. (2012, October). *Self-evaluating the Program Counselor Education in Honduras: A Cultural Immersion Experience*. Round table presented at Southern Association for Counselor Education and Supervision 2012 Conference, Savannah, Georgia.

**R** Santos, S. D. & Nassar-McMillan, S. (2012, February). *Designing a cultural immersion experience for counselors*. Session presented at North Carolina Counseling Association 2011 Conference, Greensboro, North Carolina.

**R** Santos, S. D. & Nassar-McMillan, S. (2012, February). *Understanding begins with exposure: Preparing a cultural immersion experience*. Southeastern conference on cross-cultural issues in counseling and education.

**R** Holland, A., Zagzebski, L., & Nassar-McMillan, S.C. (2011, February). *The Age of Accountability: Effective Evaluation Principles and Strategies*. Paper presented at the annual conference of the North Carolina Counseling Association, Concord, NC.

**R** Zagzebski, L., Holland, A., & Nassar-McMillan, S. C. (2011, February). *Using technology to address STEM career underrepresentation during tough economic times*. Paper presented at the annual conference of the North Carolina Counseling Association, Concord, NC.

**R** Nassar-McMillan, S. (2010, November). *The heightened accountability era: Sustaining your counseling program through effective evaluation*. Paper presented at the annual conference of the Michigan Counseling Association, Grand Rapids, MI.

**I** Nassar-McMillan, S. C., Wyer, M., & Ryder-Burge (2007, February). *Gender and Culture in Career Development : Using Focused Questions to Identify Influences on Career Development*. Paper presented at the meeting of the North Carolina Counseling Association, Durham, North Carolina.

**R** Baker, S., & Nassar-McMillan, S. C. (2006, March). *School Community Collaborations: Implications for Counselor Education*. Paper presented at the North Carolina Counseling Association, Charlotte, North Carolina.

**I** Nassar-McMillan, S. C. (2003, October). *Counseling Arab American students*. Paper presented at the meeting of the North Carolina College Personnel Association, Raleigh, North Carolina.

**I** Nassar-McMillan, S. C., & Furr, S. R. (2000, February). *“Personal” and “career” counseling: Synonyms for effective counseling practice*. Paper presented at the meeting of the North Carolina Counseling Association, Charlotte, North Carolina.

I Al-Haj, M., & Nassar-McMillan, S. C. (2000, April). *Multicultural competencies in systems of care*. Paper presented at the statewide conference of Child & Family Services Section, NC Division of Mental Health, Developmental Disabilities, Substance Abuse Services, & The Cultural Competence Initiative and Continuing Education Program, Jordan Institute for Families, School of Social Work, the University of North Carolina at Chapel Hill, Research Triangle Park, North Carolina.

R Furr, S. R., & Nassar-McMillan, S. C. (1999, February). *A guide to leadership ethics: Understanding our professional responsibilities*. Paper presented at the meeting of the North Carolina Counseling Association.

R Nassar-McMillan, S. C., & Post, P. (1998, March). *Ethics reconsidered: Review of the American Counseling Association Ethical Standards Casebook*. Paper presented at the meeting of the North Carolina Counseling Association, Chapel Hill, North Carolina.

I Nassar-McMillan, S. C., & Ewing, M. (1997, November). *"Personal" and "career" counseling: Synonyms for effective counseling practice*. Paper presented at the meeting of the North Carolina Career Development Association, Charlotte, North Carolina.

R Nassar-McMillan, S. C., & Post, P. (1997, February). *Hidden opportunities: Domestic violence identification and intervention*. Paper presented at the meeting of the North Carolina Counseling Association, Greensboro, North Carolina.

R Nassar-McMillan, S. C. (1995, November). *Preparing counselors for supervisory roles*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, Knoxville, Tennessee.

R Nassar-McMillan, S. C. (1994, October). *Focus groups: Many hands make human services work*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, Charlotte, North Carolina.

R Nassar, S. C. (1993, October). *Supervision of volunteers in human service*. Paper presented at the meeting of the Southern Association for Counselor Education and Supervision, Charleston, South Carolina.

R Nassar, S. C. (1993, April). *A venture forth into the unknown: The past, present, and future of adventure based counseling*. Paper presented at the meeting of the North Carolina Counseling Association, Raleigh, North Carolina

R Benschhoff, J., & Nassar, S. C. (1993, February). *Certification and licensure: What does the future hold?* Paper presented at the meeting of the North Carolina Development Professionals Association/Counselors Division, Asheboro, North Carolina.

R Nassar, S. C. (1993, January). *A venture forth into the unknown: The past, present, and future of adventure based counseling*. Paper presented at the meeting of the Southeast Sport and Exercise Psychology Symposium, Greensboro, North Carolina.

R Nassar, S. C., & Benschhoff, J. (1991, November). *Counselor licensure: When, where, and why?* Paper presented at the meeting of the North Carolina College Personnel Association, Browns Summit, North Carolina.

R Nassar, S. C. & Russell, D. (1990, April). *Issues for the new professional: A panel discussion*. Paper presented at the meeting of the Michigan College Personnel Association, Frankenmuth, Michigan.

R Nassar, S. C., & Gant, D. (1989, April). *Career counseling toward a multicultural workplace*. Paper presented at the meeting of the Michigan Association for Counseling and Development, Bellaire, Michigan.

R Nassar, S. C., & Reilly, M. J. (1989, April). *Women's Centers' trends in the 90's: Addressing career issues*. Paper presented at the meeting of the Michigan College Personnel Association, Troy, Michigan.

R Nassar, S. C. (1988, April). *Clients in transition: Servicing the dislocated auto worker*. Paper presented at the meeting of the Michigan College Personnel Association, Lansing, Michigan.

R Nassar, S. C. (1988, April). *Date rape: A criminal epidemic*. Paper presented at the meeting of the Michigan College Personnel Association, Lansing, Michigan.

R Nassar, S. C., & Collins-Eaglin, J. (1986, April). *Peer counseling: Issues of intimacy*. Paper presented at the Michigan College Personnel Association, Detroit, Michigan.

### **National and Regional Grant Activities**

Principle Investigator, Michael Morris Endowed Chair Award, Eastern Michigan University (2014). *Emergent Voices of Middle Eastern/North African Youth: A Preliminary Focus Group Study and Small-and-Large Scale Infrastructure Development for Inquiry and Subsequent Democratic Transformations of Education and Society* [\$50,000; one year]

Blanchard, M., Williams, B., & Alsbury, T. [Keene, K, McCulloch, & Nassar-McMillan – Senior Researchers] (2010 - 12). *STEM Teams: Promoting science, technology, engineering, and mathematics skills, knowledge, interest, and career awareness through strategic teaming*. Grant Proposal submitted to the National Science Foundation. **Funded. \$1,197,669.** (3 years).

Nassar-McMillan, S. C. (2009 - 2011). *NASA Educational Television*. Grant Proposal submitted to the National Institute of Aerospace. **Funded. \$260,000.** (2 years).

Wyer, M., Nassar-McMillan, S. C., & Oliver-Hoyo, M. (2005 - 2010). *Measurement Matters: Developing New Scales to Evaluate Undergraduate Students' Images and Attitudes in Science, Math, and Engineering Fields*. Grant Proposal submitted to the National Science Foundation. **Funded. \$499,788.00** (3 years).

Nassar-McMillan, S. C. (2000). *A Focus Group Study of Multicultural Issues in Education: Implications for Counselor Education*. Grant Proposal submitted to the Association for Counselor Education and Supervision. **Funded, \$300.00.**

### **State/Local Grant Activities**

Nassar-McMillan, S. C., & Stephenson-Green, E. (2000). *Multicultural Issues in Education: A Focus Group Study*. Grant proposal submitted to the College of Education, University of North Carolina at Charlotte, for a University-School Teaching Education Partnerships Mini-Grant. **Funded, \$1500.00.**



Jamil, H, & Hammad, A. [Nassar-McMillan, S., Editorial Consultant] (2003). An epidemiological study: Health assessment of Iraqi Americans residing in southeast Michigan. Grant proposal submitted to the Pfizer Corporation. **Funded.**

### **University Faculty Development Grant Activities**

Nassar-McMillan, S. C. (2004). *Technology Enhanced Gender Issues: An Initiative in Counselor Education*. Grant proposal submitted to the North Carolina State University Faculty Center for Teaching and Learning. **Funded, \$1500.00**

Nassar-McMillan, S. C. (2003). "9-11" and Ethnic Identity Development of Arab Americans: A Preliminary Investigation. Grant Proposal submitted to the College of Education Faculty Research and Program Development Program. **Funded, \$1000.**

Nassar-McMillan, S.C. (2000). *Refugee Career Development Issues: A Community Based Study*. Grant proposal submitted to the University of North Carolina at Charlotte for a Junior Faculty Fellowship Grant. **Funded, 3,500.00.**

Nassar-McMillan, S. C. (1999). *Career Counseling Considerations in an Arab Community: A Cross Cultural Study*. Grant proposal submitted to the University of North Carolina at Charlotte for a Junior Faculty Fellowship Grant. **Funded, 3,500.00.**

Nassar-McMillan, S. C. (1998). *Career indecision and program effectiveness: Using the Career Decision Profile to evaluate service outcome*. Grant proposal submitted for Junior Faculty Summer Fellowship, University of North Carolina at Charlotte. **Funded, \$3,500.00.**

## **SERVICE**

### **National and International**

- Senior Associate Editor, *Journal of Counseling & Development* (JCD)(2010-present)
- Member, Association for Multicultural Counseling & Development, Multicultural Counseling Competencies (MCC) Revision Committee (2014 - 2016)
- Member, CACREP 2016 Standards Review Committee (2011-2015)
- Associate Editor for Multicultural Issues, JCD (2008-2011)
- Board of Directors, National Board for Certified Counselors (2000-2006)
  - 2000-2001 Member: Nominations, Policies and Procedures, Examinations Committees
  - 2001-2002 Chair: Policies & Procedures Committee
  - Member: Examinations, Global, Applications/Certifications/Appeals
  - 2002-2005 Chair: Policies & Procedures Committee
  - Member: Finance, Global Committees
- Arab Community Center for Economic and Social Services, National Scientific Committee Member (2003 - 2007)
- 2005 World Conference of Mental Health [World Federation for Mental Health] Committee of Consumer and Career Participation, Co-Chairperson (2004-2005)
- The Dearborn Educator Editorial/Advisory Board Member (2003-present)

[public school academic/pedagogical refereed journal]

- Arab American Institute Foundation Census Information Center Advisory Committee (2002-present)
- Editorial Board Member, Journal of Counseling and Development (1996-1999)
- Guest Reviewer, Journal of Muslim Mental Health (current, unspecified term)
- Guest Reviewer, Journal of Transpersonal Psychology (current, unspecified term)
- American Counseling Association Professionalization Committee Member (1995-1998)

### **State**

- NC Board for Licensed Professional Counselors, Member (Gubernatorial appointment, 2006-2010)
- NC Board for Licensed Professional Counselors, Ethics Committee Chair, 2006 – 2010)
- NC Career Development Association, Research Grant Committee, Member (2003 – 2006)
- North Carolina Counseling Association, Archivist (2000-2003)
- North Carolina Association for Counselor Education and Supervision, President (1999-2000)
- North Carolina Association for Counselor Education and Supervision, President-elect (1998-1999)
- Ethics Committee Chair, North Carolina Counseling Association (1997-1998)

### **University**

- O. Max Gardner Award Standing Committee, North Carolina State University (2008 – 2011)
- College of Education, Council on Multicultural Issues and Diversity Chair (2009 – 2010)
- College of Education, Council on Multicultural Issues and Diversity (2007 – 2010)
- College of Education Diversity Committee, North Carolina State University (2004 - 2006)
- College of Education Research Committee, North Carolina State University (2004-2006)
- International Operations Council, Alternate, North Carolina State University (2004-2005)
- College of Education Instructional Technology Advisory Committee, UNC Charlotte (2002-2004)
- Faculty Employment Status Committee, University of North Carolina at Charlotte (2001-2003)
- University Honorary Degree Committee, University of North Carolina at Charlotte (2000-2002)
- Faculty Employment Status Committee, Alternate, University of North Carolina at Charlotte (1999-2000)
- College Student Personnel and Grievance Committee, University of North Carolina at Charlotte (1998-2000)
- College Graduate Curriculum Committee, Alternate, University of North Carolina at Charlotte (1998-1999)
- Faculty Council Member, University of North Carolina at Charlotte (1997-1998)
- Sexism Committee Member, Austin Peay State University (1995-1996)
- Critical Incident Stress Management Team Member, Austin Peay State University (1994-1996)
- University Hearing Board Member, Austin Peay State University (1994-1996)

## **Community**

LUTHERAN COUNSELING CENTER, Charlotte, North Carolina (1999-2000)

### **Therapist**

- Conduct individual and family therapy sessions to special populations in underserved areas

FAMILY AND CHILDREN'S SERVICE, Greensboro, North Carolina (1992-1993)

### **Therapist/Intern**

- Conducted individual and family therapy sessions
- Counseled walk-in and telephone crisis clients
- Co-facilitated children's group for survivors of domestic violence
- Developed adventure-based counseling group for rape survivors

HAVEN, Oakland County Domestic Violence Shelter, Pontiac, Michigan (1986-1988)

### **Group Facilitator**

- Facilitated support group for survivors of sexual assault

### **Community Educator**

- Prepared and implemented presentations on domestic violence and sexual assault issues

### **Trainer/Screeners**

- Facilitated support group for survivors of sexual assault

VOLUNTEERS FOR PEACE, Vermont (1990)

### **Workcamp Leader**, Baxter State Park, Maine

- Supervised and coordinated activities of international crew of volunteers

GIRL SCOUTS OF AMERICA, Kalamazoo, Michigan (1990)

### **Bicycle Program/Workshop Leader** \$, Glowing Embers Council

- Developed workshop materials and provided technical instruction

## **MEMBERSHIPS**

- American Counseling Association
- Association for Counselor Education and Supervision
- Association for Multicultural Counseling and Development
- National Career Development Association
- Chi Sigma Iota
- American Psychological Association (1990-2000)
- North Carolina Counseling Association
- North Carolina Association for Counselor Education and Supervision
- Southern Association for Counselor Education and Supervision

## **TEACHING/CURRICULUM DEVELOPMENT**

## Courses Taught

### North Carolina State University

Cultural Immersion: Honduras (2 week special topics course in Honduras)

#### Core Courses:

ECD 536 Community Agency Services  
ECD 540 Gender Issues in Counseling  
ECD 641 Pre-Practicum in Counseling  
ECD 642 Practicum in Counseling  
ECD 653 Internship in Community Agency Counseling  
ECD 735 Counseling Supervision: Theory and Research  
ECD 740 Psychosocial Identity Development  
ECD 843 Doctoral Practicum  
ECD 847 Counseling Supervision Practicum  
ECD 850 Internship in Counseling

### University of North Carolina at Charlotte

#### Core Courses:

CSLG 6110 Counseling Techniques I  
CSLG 6120 Group Counseling  
CSLG 6150 Career and Lifestyle Development  
CSLG 6430 Practicum  
CSLG 6435 Internship  
CSLG 6436 Advanced Internship  
CSLG 7430 Community Counseling & Management  
CSLG 8110 Clinical Supervision

#### Special Topics:

CSLG 6000 Holistic Counseling

### Austin Peay State University

#### Core Courses:

PSY 5410/11 Counseling Techniques I  
PSY 5411 Counseling Techniques Practicum  
PSY 5430 Group Counseling  
PSY 5670 Practicum in Couns Tech  
PSY 5720 Internship in Counseling

#### Special Topics:

PSY 4130/6080 Violence Against Women  
and Families

## Curriculum Development

Program Coordination, North Carolina State University, 2008 - present

Clinical Coordination, North Carolina State University, 2005 - 2008

Community agency track clinical coordination, North Carolina State University, 2003-2005

Clinical coordination, field experiences, University of North Carolina at Charlotte, 1996-1998

Coordination, school and community counseling programs, Austin Peay State University, 1994-1996

## Course Development

North Carolina State University

Cultural Immersion: Counseling & Education in Honduras

Web based course in Gender Issues in Counseling

Techniques in Supervision

### University of North Carolina at Charlotte

CSLG 6000 Holistic Counseling  
CSLG 8110 Clinical Supervision  
CSLG 8410 Practicum in Clinical Supervision

### Austin Peay State University

PSY 4130/6080 Violence Against Women  
and Families

## Thesis and Doctoral Advisory Committees

### North Carolina State University

Nassar, Vita, page 28 of 30

Doctoral Chair: Acheampong, Cassandra Dixon  
[Dissertation: Worldviews, Mental Health, Career Values, and Academic Success of Medical Students at a Southeastern Medical School]

Doctoral Chair: Adair, Jeannie  
[Dissertation: Moving from Secondary to Primary Prevention of Sexual Violence: Attitudes, Perceptions, and Experiences of Rape Crisis Prevention Coordinators]

Doctoral Chair: Akhan, Perihan

Doctoral Chair: Aisha Al-Qimlass

Doctoral Chair: Ashraf, Anjabeen [Dissertation: Vicarious Trauma and American Muslims: A Mixed Methods Study]

Doctoral Chair: Corey, Donte' Roach [Dissertation: Army Wives and the Post Deployment Experience: An Interpretive Phenomenological Study]

Doctoral Chair: Gerstacker, Matthew  
[Dissertation: Becoming an Emerging Adult: Demographic and Cultural Factors, Coping Style, and Coping Self-Efficacy as Predictors of Exploration and Commitment during the Resolution of Emerging Adults Identity Crises]

Doctoral Chair: Cheney, Greg

Doctoral Chair: Conley, Abigail Holland [Dissertation: Spirituality in Higher Education: Exploring Counselor Training and Practice]

Doctoral Chair: Glueck, Bethany [Dissertation: An Interpretive Phenomenological Study of Behavioral Health Clinicians' Experiences in Integrated Primary Care Settings]

Doctoral Chair: Goldberg, Daniel

Doctoral Chair: Jang, Su-Jeung [Dissertation: Toward Connection: Korean Young Adults' Meaning Making Development]

Doctoral Chair: Lane, Jonnie Seay

Doctoral Chair: Leibowitz, Stephanie

Doctoral Chair: Misenhimer, Mary [Dissertation: Religious, Gender, and Ethnic Identity Development in Muslim and Christian Women]

Doctoral Chair: Nemiro, Ashley [Dissertation: Understanding Internally Displaced Congolese Women: The Relationship between Coping Strategies and Mental Health Factors]

Doctoral Chair: Roberts, Gwen

Doctoral Chair: Robertson, Ashley

Doctoral Chair: Shores, Angela [Dissertation: Exploring Professional Identity of Counselors in Training: A Phenomenological Study.]

Doctoral Chair: Tovar, Lynn Zagzebski [Dissertation: A Narrative Analysis of Barriers and Supports in School Involvement Experiences of Hispanic Immigrant Parents with Spanish Language Proficiency]

Doctoral Co-Chair: Chapman, Russell [Cybersupervision of Entry Level Practicum Supervisees: The Effect on Acquisition of Counselor Competence and Confidence]

Doctoral Co-Chair: Myers, Heloisa Portela  
[Dissertation: The Relationship Between Culture Shock and Social Support of International Students]

Doctoral Co-Chair: Lee, Song  
[Dissertation: Hmong Women: Identity and Mental Health Issues]

Doctoral Co-Chair: Nears, Kennard  
[Dissertation:] The Achievement Gap: Effects of a Resilience-based After School Program on Indicators of Academic Achievement]

Doctoral Co-Chair: Zyromski, Brett  
[Dissertation: Succeeding in School: A Qualitative Analysis]

Doctoral Committee Member: Ahmed, Shamshad

Doctoral Committee Chair: Amola, Oluwakemi

Doctoral Committee Member: Amos-Williams, Jean

Doctoral Committee Member: Bailey, Diane

Doctoral Committee Member: Blackburn, Charles

Doctoral Committee Member: Bolton, Clinton  
Doctoral Committee Chair: Devose, Delton  
Doctoral Committee Member: Dysart, Millie Maxwell  
Doctoral Committee Member: Edwards-Joseph, Arline  
Doctoral Committee Member: Hong, Jihee  
Doctoral Committee Member: Fleming, Latoria  
Doctoral Committee Member: Menke, Carrie  
Doctoral Committee Member: Pettiford, Marrius  
Doctoral Committee Member: Robertson, Heather  
Doctoral Committee Member: Schwarze, Mark  
Doctoral Committee Member: Smith, Angela  
Doctoral Committee Member: Smith, Nicole  
Doctoral Committee Member: Smith, Nannette  
Doctoral Committee Member: Uzzell, Kamala  
Doctoral Committee Member: Walker, Charles  
Thesis Committee Member: McKenzie, Heather  
Thesis Committee Member: Nears, Kennard  
Thesis Committee Member: Powers, Brook  
Master's Project Chair: William ("Billy") Dennis

#### University of North Carolina at Charlotte

Doctoral Chair: Dodson-Sims, Arlana  
Doctoral Chair: Hess, Barbara  
Doctoral Committee Member: Rausch, Stephanie  
Doctoral Committee Member: Virkler, Patty

#### Austin Peay State University

Thesis Chair: Gunn, Robin  
Thesis Chair: Torres, Maribel  
Thesis Chair: Yingling, David  
Thesis Committee Member: Campbell, Beth

### **WORKSHOPS AND CONSULTANCIES**

#### **Multicultural Competencies**

Presented to campus and community groups:

- North Carolina State University
- University of North Carolina
- University of North Carolina at Charlotte

#### **Basic Counseling Skills**

Listening, reflecting, confrontation, problem-solving.

Presented to employee and volunteer staff:

- Paraprofessional Hospice Counselors, Charlotte, North Carolina
- Austin Peay State University, Residence Life, Clarksville, Tennessee
- National Conference of Christians and Jews, Boston, Massachusetts
- Oakland University Residence halls, Rochester Michigan
- HAVEN, Oakland County Shelter, Pontiac, Michigan

#### **Relationship Dynamics**

Healthy and violent relationships, acquaintance rape, assertiveness training, personal safety.

Presented to campus and community groups:

- Austin Peay State University, Clarksville, Tennessee
- University of North Carolina at Greensboro, North Carolina
- Western Michigan University, Kalamazoo, Michigan
- Eastern Michigan University, Ypsilanti, Michigan
- HAVEN, Oakland County Shelter, Pontiac, Michigan

**Employment Development Skills**

Job Search, interviewing, resume writing

Presented to organizational and community groups:

- University of North Carolina at Charlotte
- Western Michigan University, Kalamazoo, Michigan
- Girl Scouts of America, Kalamazoo, Michigan
- UAW/GM Human Resource Center, Pontiac, Michigan