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**Professor of Counselor Education**  
**Department of Curriculum, Instruction, & Counselor Education**  
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**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 Credentials**

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)  
Career Development Facilitator-Instructor, National Career Development Association (#827)

**HONORS AND AWARDS**

- Michael G. Morris Endowed Chair, 2014. Eastern Michigan University
- 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
- Chi Sigma Iota/Mu Tau Beta [UNC Charlotte chapter] Professional Award, 2002
- 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

## PROFESSIONAL EXPERIENCE

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

EASTERN MICHIGAN UNIVERSITY, Ypsilanti, Michigan, Jan – Nov 2014

### Michael G. Morris Endowed Chair, College of Education

- 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

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

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

### Program Coordinator 2009-present

- 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 and Monographs

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.

Nassar-McMillan, S. C. (2003). *Counseling Arab Americans: Counselors' call for advocacy and social justice*. Denver, Co: Love Publishing.

### Contributions to Books

Nassar-McMillan, S. C., Nour, M., & Al-Qimlass, M. I. (in press). Counseling psychology approaches for working with Arab Americans. In M. Amer, & G. Awwad (Eds.). *Handbook of Arab American psychology*. New York, NY: Brunner-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**

Paxton, D., Wyer, M., & Nassar-McMillan, S. C. (2014). *Measurement matters: The scientist-self similarity score (4S), gender, and science career commitment*. Manuscript submitted for publication.

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.

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.

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.

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.

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.

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.

Nassar-McMillan, S. C., Wyer, M., Oliver-Hoyo, M., & Ryder-Burge, A. (2010). Using focus groups in 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.

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.

Hakim-Larson, J., Kamoo, R., Nassar-McMillan, S. C., & Porcerelli, J. H. (2007). Counseling Arab and Chaldean American families. *Journal of Mental Health Counseling*, 29(4), 301-321.

Jamil, H., Nassar-McMillan, S. C., & Lambert, R. G. (2007). Immigration and attendant psychological sequelae: A comparison of three waves of Iraqi immigrants. *Journal of Orthopsychiatry*, 77(2), 199-205.

Jamil, H., Nassar-McMillan, S. C., Lambert, R. G., & Hammad, A. (2007). Medical complaints of Iraqi American people before and after the 1991 Gulf War. *Ethnicity & Disease*, 17 [suppl 3], S3-77-S3-78.

Jamil, H., Nassar-McMillan, S. C., Lambert, R. G., & Hammad, A. (2006). An epidemiological study: Health assessment of three waves of Iraqi immigrants. *Journal of Immigrant and Refugee Studies*, 4, 69 – 74.

Jamil, H., Nassar-McMillan, S. C., Salman, W. A., & Tahar, M. (2006). Iraqi Gulf War veteran refugees: PTSD and physical symptoms. *Journal of Social Work in Health Care*, 43(4), 69-74.

Nassar-McMillan, S. C., McFall-Roberts, E. J., Flowers, C., & Garrett, M. T. (2006). Ebony and Ivory: Relationship between African American adolescent females' skin color and ratings of peers and self. *Journal of Humanistic and Educational Development*, 45(1), 79-94.

Nassar-McMillan, S.C., McFall-Roberts, E. J., & Govan, S. (2006). Skin color: Influences on female African American adolescents' self-image. *International Journal of Arts and Sciences*, 26-29.

Patterson, C. H., Jackson, M. L., & Nassar-McMillan, S. C.(2006). Talking with the late "Pat" Patterson: Selections from two interviews. *The Person-Centered Journal*, 13, 94-109.

Brewington, J. O., Nassar-McMillan, S. C., Flowers, C., & Furr, S. R. (2004). The relationships between grief responses and job loss, Holland type, and other factors. *Career Development Quarterly*, 53(1), 78-83.

Jamil, H., Nassar-McMillan, S. C., & Lambert, R. (2004). Aftermath of the Gulf War: Mental health issues among Iraqi Gulf War veteran refugees in the United States. *Journal of Mental Health Counseling*, 26(4), 295-308.

Nassar-McMillan, S. C., & Hakim-Larson, J. (2003). Counseling considerations among Arab Americans. *Journal of Counseling and Development*, 81(2), 150-159.

Nassar-McMillan, S. C., & Lambert, R. (2003). The Relationship between volunteers' self-reported work behaviors and background and preparation variables. *Journal of Adult Development*, 10(2), 89-97.

Nassar-McMillan, S. C., & Borders, L. D. (2002). Use of focus groups in survey item development. *The Qualitative Report*, 7(1). Retrieved from <http://www.nova.edu/ssss/QR/QR7-1/index.html>

Ewing, M. J., Nassar-McMillan, S. C., Lambert, R., & Furr, S. R. (2001). Career indecision and program effectiveness: Using the career decision profile to evaluate service Outcome. *Student Affairs Journal Online*. Retrieved from <http://sajo.org> Copyright (c) 1996-2001 Student Affairs Journal - Online. All Rights Reserved.

Gowan, M. A., & Nassar-McMillan, S. C. (2001). An examination of gender differences in the use of job search strategies following a job loss. *Journal of Employment Counseling*, 38(4), 185-196.

Nassar-McMillan, S. C. (2001). Celebrating fifty years of service: A conversation with Mary Thomas Burke. *Journal of Counseling & Development*, 79(4) 497-504.

Brewington, J. O., & Nassar-McMillan, S. C. (2000). Older adults: Work related issues and implications for counseling. *Career Development Quarterly*, 49(1), 2-15.

Nassar-McMillan, S. C. (1999). *The Life of a Legacy Bearer: Biographical Interview with C.H. Patterson*.(ERIC Document Reproduction Service No. ED 435879).

Nassar-McMillan, S. C., & Borders, L. D. (1999). A work behavior analysis of volunteers in mental health service agencies. *Journal of Social Service Research*. 24, (3-4), 39-66.

Cashwell, C. S., & Nassar-McMillan, S. C. (1997). Family functioning and peer relationships: Influences on adolescent drug use. *Journal of At-Risk Issues*,4(1), 30-35.

Nassar-McMillan, S. C., & Cashwell, C. S. (1997). Building self-esteem among children and adolescents through adventure-based counseling. *Journal of Humanistic Education and Development*,36, 59-67.

Nassar-McMillan, S. C. (1995). Post-traumatic nightmare. A personal experience. *Journal of Mental Health Counseling*, 17(4), 451-455.

Nassar-McMillan, S. C., & Tomlinson, R. (1995). Cable tutoring on campus. *Talking Stick: The News Magazine of the Association of College and University Housing Officers International*, 13(1), 9.

Nassar, S.C., & Collins-Eaglin, J. (1994). Issues of intimacy: Profile of a peer counseling program. *Journal of College Student Development*, 3(6), 492-493.

Nassar, S. C. (1993). *Adventure-based counseling: An alternative therapeutic approach to working with rape survivors*. Paper presented at the Southeast Sport and Exercise Psychology Symposium, Greensboro, NC. (ERIC Document Reproduction Service No. ED 362795)

### **Instructional Materials**

Nassar-McMillan, S. C., & Hakim-Larson, J. (2008). *Counseling Arab Americans: Diversity, Treatment Goals, & Interventions*. Framingham, MA: Microtraining Associates.[DVD]

Nassar-McMillan, S. C., & Hakim-Larson, J. (2008). *Counseling Arab Americans: Diversity, Treatment Goals, & Interventions Leader Guide..* Framingham, MA: Microtraining Associates.[DVD Leader Guide]

Nassar-McMillan, S. C., Hakim-Larson, J., & Amen-Bryan, S. (2008). *Counseling Arab Americans II: Clinical Vignettes*. Framingham, MA: Microtraining Associates.[DVD]

Nassar-McMillan, S. C., Hakim-Larson, J., & Amen-Bryan, S. (2008). *Counseling Arab Americans II: Clinical Vignettes Leader Guide..* Framingham, MA: Microtraining Associates. [DVD Leader Guide]

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

Nassar-McMillan, S. C. (2013, Winter). Cracking the world of external grant funding. *Vocational Psychology News*, 20 (1), 6 and 9.

Tovar, L. Z., Conley, A. H., & Nassar-McMillan, S. C. (2013). When role models are scarce: Using multimedia and online resources to encourage science, technology, engineering and mathematics careers in underrepresented populations. *Counseling Today*, 56(4), 46-49.

Williams, D., Milsom, A., Nassar-McMillan, S., & Pope, V. (2012). 2016 CACREP standards revision committee at turn one. *Counseling Today*, 55(5), 56.

Milsom, A., Nassar-McMillan, S., Pope, V., & Williams, D. (2012, March). March 2012 Standards revision committee update. *CACREP Connection*. Retrieved from [http://67.199.126.156/detail/article.cfm?article\\_id=25](http://67.199.126.156/detail/article.cfm?article_id=25)

Milsom, A., Nassar-McMillan, S., Pope, V., Thompson, J., & Williams, D. (2012). Revision of CACREP standards underway. *Counseling Today*, 54(8), 54.

Milsom, A., Nassar-McMillan, S., Pope, V., Thompson, J., & Williams, D. (2012). Revision of CACREP standards underway. *Counseling Today*, 54(8), 54.

Milsom, A., Pope, V., Kline, W., & Nassar-McMillan, S. (2011, September). 2016 Standards revision committee: Out of the gate. *CACREP Connection*. Retrieved from [http://www.cacrep.org/detail/article.cfm?article\\_id=22](http://www.cacrep.org/detail/article.cfm?article_id=22)

Nassar-McMillan, S. C. (1997, December). Hearing the internal trauma: Working with children and adolescents who have been sexually abused [Review of the book *Hearing the Internal Trauma: Working with Children and adolescents who have Been Sexually Abused*]. *Counseling Today*.

Nassar-McMillan, S. C. (1996, June). ACA Ethical Standards Casebook [Review of the book *ACA Ethical Standards Casebook*, fifth edition]. *Counseling Today*.

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

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

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*. To be 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, Jyväskylä, 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, Jyväskylä, 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-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 Phizer 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.**

### **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

### **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

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: Ashraf, Anjabeen

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

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

Doctoral Chair: Nemiro, Ashley

Doctoral Chair: Roberts, Gwen

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

Doctoral Chair: Tovar, Lynn Zagzebski

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

## **SERVICE**

### **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)

### **Professional**

#### **National and International**

- Member, Association for Multicultural Counseling & Development, Multicultural Counseling Competencies (MCC) Revision Committee (2014 - present)
- Senior Associate Editor, *Journal of Counseling & Development* (JCD)(2010-present)
- Member, CACREP 2016 Standards Review Committee (2011-2016)
- 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 – present)
- 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)

### **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/Screenener**

- 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
- 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

## 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