
Zaidy MohdZain, Ph.D.,

Curriculum Vitae

EDUCATION:

Ph.D., (Counselor Education and Supervision), KENT STATE UNIVERSITY, Ohio. 1995
M.A. (Human Development Counseling), UNIVERSITY OF ILLINOIS/Springfield. 1989
M.P.A. (Public Administration), UNIVERSITY OF ILLINOIS/Springfield. 1983
B.B.A. (Business Administration), WESTERN MICHIGAN UNIVERSITY, Kalamazoo. 1981.

UNIVERSITY EXPERIENCE:

TEXAS A&M UNIVERSITY – COMMERCE, Department of Counseling, Commerce, Texas. (2018 – present)
Professor (2018 – present)
Coordinator, Doctoral Program in Counselor Education & Supervision (2020 – 2023)
Department Head (2018 – 2020)

Lead and chief administrator for a department with doctoral and master's level preparation programs in Counselor Education and Supervision (PhD.), Clinical Mental Health Counseling, School Counseling and College Student Affairs Counseling. Other duties include but not limited to reviewing and approving all dissertation proposals and final write-ups; representing department to parties both on and off-campus; administering routine policies and procedures at departmental level; and others.

As a full-time professor, I teach full teaching load, serve on various committees, mentoring junior faculty members and doctoral students, and do scholarly activities. I received an endowment (The Brad Chilcote Endowed Professorship in Counseling) in April 2022.

Courses taught (face-to-face and/or online):

Introduction to Counseling Profession (including Counseling Ethics)
Counseling Skills
Advanced Counseling Skills
Counseling Practicum
Counseling Internship
Marriage and Family Counseling
Advanced Marriage and Family Counseling
Communications in Couples
Counseling Theories
Advanced Counseling Theories
Psychodiagnosis and Treatment Planning
Research Applications
Instructional Theory and Methods in Counselor Education
Supervision in Counseling and Human Development

Departmental major accomplishments:

Received approval to hire three additional full-time faculty positions because of increased enrollment;
Received the State of Texas (THECB) final approval for undergraduate degree of study (BA and BSc) in Human Services;
Reviving dormant Harold Murphy Counseling Clinic in McKinney (as part of University's missions to raise

its presence in Dallas Metroplex area);
 Received \$100,000 The Brad Chilcote Professorship in Counseling Endowment (2019);
 Received \$100,000 Rosalie and Frank Turner Race and Reconciliation Endowed Professorship (2020);
 Received University support to develop “Rural Crisis Counseling Intervention Network” linking University’s resources with counseling professionals in rural service area to provide crisis intervention counseling following a traumatic event.

Accreditation:

Leading the faculty in CACREP-accreditation and SACS.

Global Education:

Visited universities in Romania and Malaysia for possible MOUs on doctoral students and faculty exchange programs. Current work-in-progress: Universities in Cyprus, Turkey, Nepal, Brazil, Taiwan, the Philippines, Canada, Columbia, Vietnam.

External Examiner for: Universiti Putra Malaysia
 Universiti Kebangsaan Malaysia
 Universiti Malaya
 Universiti Pendidikan Sultan Idris
 Universiti Malaysia Trengganu

International Visiting Professor (Adjunct): Taylor’s University Malaysia

Departmental program development:

Prepared MOU for approvals with Dallas ISD for a cohort School Counseling program of study with Dallas ISD (facilitating a cohort of 30 Dallas ISD school teachers to prepare for eligibility to be certified as school counselors);
 Developing an online competency-based graduate degree (M.Ed) in College Student Affairs;
 Redesigning PhD program to focus on preparing professors of counseling in addition to preparing clinicians and clinical supervisors;
 Working on hosting premier peer-review journal in the field of counseling at TAMUC;
 Working on a project to make TAMUC an academic referral source for rural addiction and mental health issues.
 Working on MOU with UPSI in Malaysia and Ho Chi Minh University of Social Science and Humanities in Vietnam for doctoral students and faculty exchange program.

SOUTHERN ARKANSAS UNIVERSITY, College of Education, Magnolia, Arkansas. 2008 – 2018.

Professor (2008/2018)

Dean (2008/2018)

Chief academic officer for the College of Education which has three academic departments and two ancillary units and reports to the Provost and Vice President for Academic Affairs. SAU is a small regional university of some 4000 students with College of Education (averaging some 700 students) being one of the four academic colleges. I provide leadership for the College in areas of teaching, research, service, strategic planning and analysis, academic program evaluation and development, and faculty, staff and student recruitment and retention. In addition, I lead the College through accreditation process; lead the efforts to implement comprehensive academic assessment including student learning outcomes; share a vision for university excellence; create student-centered team inclusive of all the University

community to respond to student needs and external concerns about student success; build public school partnerships to advance the University and the economic and cultural vitality of southwest Arkansas; promote institutional advancement to gain additional external and private support; work to establish a regional profile and improve the University's image as a quality comprehensive regional university. I promote and support programs that ensure enrollment stability and growth and champion the best use of technology in delivering academic services.

Courses taught (either face-to-face/online/hybrid):

Counseling Theories
 Counseling Skills
 Counseling Practicum
 Counseling Internship
 Multicultural Counseling
 Educational Research

Major accomplishments as a dean:

College of Education External Funding/Grants:

2017 Arkansas Department of Education (ADE) \$170,725 for the Education Renewal Zone (ERZ);
 2016 Arkansas Department of Education (ADE) \$160,000 for the Education Renewal Zone (ERZ);
 2015 Arkansas Department of Education (ADE) \$134,000 for the Education Renewal Zone (ERZ);
 2014 Arkansas Department of Education (ADE) \$134,000 for the Education Renewal Zone (ERZ);
 2013 Arkansas Department of Education (ADE) \$134,000 for the Education Renewal; Zone (ERZ);
 2013 Arkansas Department of Higher Education (ADHE) \$59,921 Math and Science Common Core Integration Project;
 2012 The Walton Family Foundation, \$1,209,376.00 for the University to support start-up and operational costs for the Arkansas Public School Resource Center (APSRC);
 2011 Arkansas Department of Education (ADE) \$206,333.00 for the Education Renewal Zone (ERZ);
 2011 SAU/Henderson State University bridging Algebra P-16 Partnership Project \$55,856;
 2011 Title II Mathematics and Science Partnership Awards (ADE) \$167,807 (with cooperation from the South Central Education Cooperative);
 2010 Arkansas Department of Education (ADE) \$72,310 for Educational Renewal Zone (ERZ);
 2009 Arkansas Department of Education (ADE) \$137,000 for Education Renewal Zone (ERZ).

Accreditation:

Presently working on leading the faculty to complete self-study to renew and/or pursue national accreditation by the Accreditation of Educator Preparation Program (CAEP - formerly NCATE); the Council for the Accreditation of Counseling and Related Educational Program (CACREP) and the Higher Learning Commission of North Central Association (HLC) - for off-campus undergraduate education degree program in elementary education at various locations (the only academic college at SAU offering complete degree program of study off-campus).

Successful continuing accreditation by the National Council for Accreditation of Teacher Education (NCATE) in October 2013 and the Commission on Accreditation of Athletic Training Education (CAATE).

Program development:

I facilitated/led faculty members to develop new online graduate degree programs (MAT, MS in Kinesiology – Coaching, M.Ed. in Educational Leadership, M.Ed. in Special Education, M. Ed. In

Curriculum and Instruction in Gifted and Talented endorsement, M.Ed. in Higher, Adult and Lifelong Education) to replace non-viable low completers degree programs in response to data from market study, the State of Arkansas' performance funding formula, and data from internal assessment system.

I lead the efforts in transforming the delivery methods of academic programs and courses in the College of Education (COE). The College has the highest number of online degree programs and courses online relative to other academic colleges combined; and increase the locations of off-campus co-hort degree programs from 1 to 7.

International involvement:

I increased the number of partner universities overseas for international recruitment, retention and completion for students and faculty exchange programs; twinning and credit transfer programs. I have travelled to Turkey, China (Shanghai, Taiyuan, Quiyang), Thailand, Malaysia, and the Philippines. I am about to conclude similar arrangement with a Vietnamese and Cambodian universities. I have secured the usage of physical facilities in Shanghai for delivering intensive face-to-face classes.

I have been appointed as an external examiner, dissertation committee member, external program reviewer and visiting professor for the following Malaysian universities:

UNIVERSITI PUTRA MALAYSIA, School of Graduate Studies. 9/2011 to present;
UNIVERSITI KEBANGSAAN MALAYSIA, Faculty of Social Sciences and Humanities. 12/2009, 7/2012;
UNIVERSITI PENDIDIKAN SULTAN IDRIS (Sultan Idris Education University), 12/2015.

Major undertakings/projects:

Concluded fund raising for College of Education Endowed Professorship;
Developed and raised funds to assist students in their professional scholarship endeavors;
Increased and recruited the number of school districts to participate in Teacher Cadets program;
Partnered with area charter schools to recruit international students for seamless transfer from American recognized high school to university;
Partnered with area education cooperatives to deliver professional development workshops;
Developed and lobbied for approval of the University's first doctoral degree program (accomplished in 2018).

SOUTHEAST MISSOURI STATE UNIVERSITY, Department of Educational Leadership and Counseling, Cape Girardeau, Missouri. 1997 – 2008.

Interim Dean, College of Education, 2008

Professor, 2008

Chairperson, 2006/2008

Interim Chairperson, 2005/2006

Associate Professor, 2001/2008

Assistant Professor, 1997/2001

Coordinator, Counselor Education Programs, 2000/2001; 2005.

Adjunct Doctoral Faculty of Educational Leadership and Policy Analysis, University of Missouri/Columbia. 1998/2008.

Interim International Education Coordinator, College of Education, 1999.

As a chairperson, my responsibilities included management, administration, leadership, teaching, faculty-personnel relations, department liaison, student development, and management/budget oversight consistent with a diverse academic department that comprise of graduate programs in educational leadership and counselor education. In my role as a chairperson, I managed departmental

budget, requested resources/equipment, made personnel decisions such as hiring/firing, evaluated and supervised staff and graduate assistants, recommended faculty for tenure and rank promotion, participated in recruitment and retention of faculty and students, administered course schedules, assigned teaching assignments, enforced institution rules and policy including renewing, approving and denying exceptions at departmental level, resolved conflicts, initiated program changes and curriculum reviews, led program review and accreditation efforts, mentored and advocated faculty and students, maintained active scholarly and service agenda and completed departmental reports. As a faculty member, I chaired 6 students' theses committees and as a supervisory/primary reader of 13 Graduate papers.

As an adjunct doctoral faculty, I sat as a member of dissertation committee (5) and oral examination committee (9) for coop doctoral students in educational leadership and policy analysis, an Ed.D., program offered locally through the University of Missouri/Columbia.

As an interim international education coordinator, I chaired the monthly meetings of the international education committee for the college of education; oversaw all college international activities; supervised Step-In program participants from Wales; served on the University International Planning committee; provided advising and direction to students who were interested in exchange and study abroad programs; identified departments and programs and assisted them to recruit international students.

Major accomplishments as a department chair:

Program development:

The department became the first academic unit to offer off-campus classes and later it evolved into off-campus cohort degree programs in mental health counseling and school counseling.

I led efforts to develop and market professional development programs for area school teachers in order to meet their state certification and licensure requirements. I also led efforts to increase the number of enrollment of graduate students in educational leadership degree programs utilizing "the foot-in-the door" technique of enticing them to continue on to complete their advanced degree programs upon completion of their professional development programs. We provided incentives of lower/discounted fees by signing exclusive contracts with area school districts to be their sole providers of their professional development needs.

Accreditation:

The department received accreditation/continuing accreditation from:

The Council for the Accreditation of Counseling and Related Educational Programs (CACREP) for community and school counseling programs;

The Educational Leadership Constituent Council (ELCC) for educational leadership degree programs;

The Missouri State Teacher Education Program (MoSTEP) continuing accreditation for educational leadership and school counseling programs.

International activities:

I hosted and facilitated exchange students in teacher education program from Wales, United Kingdom to complete their student teaching field experience requirements in Southeast Missouri area schools.

I hosted a Fulbright scholar in early childhood from India.

I recruited a faculty member and assisted her in developing a three-credit hour graduate-level course where American students spent 3 weeks in Fortaleza in Brazil with the cooperation from the University of Fortaleza.

Courses taught:

Counseling Theories
 Multicultural Counseling
 Counseling Practicum and Internship
 Career Counseling
 Introduction to Counseling
 Legal and Ethical Issues in Counseling
 Educational Research
 Counseling Skills
 Marriage and Family Counseling

DELTA STATE UNIVERSITY, Division of Behavioral Sciences, Cleveland, Mississippi.

Associate Professor, 1996/1997

Assistant Professor, 1993/1996

Full-time faculty: teaching, scholarship and service. Co-wrote a self-study for accreditation of counseling programs (CACREP); and served as program representative in writing self-study for Southern Association of Colleges and Schools (SACS).

SCHOLARLY ACTIVITIES:

Publications:

Lee, T., Smith, D. J., Hendricks, L., Miller, J., MohdZain, Z., Knox, A., and Smith, M. (2024). African American college students' sexual attitudes, behaviors, and beliefs. *ISRG Journal of Arts, Humanities and Social Sciences*, 2(1), 65-71. (peer-reviewed).

Khosvari, S., Hendricks, S., Smith, D., MohdZain, Z., (2022). Factors that may predict a counselor's willingness towards working with sex offenders. *International Journal of Social Policy and Education. IJSPE-2022142*. (peer-reviewed)

MohdZain, Z., & Hendricks, L. (2022, October 24-28). Mentoring for retention, completion, and forming long term relationship using Civil Rights field trips. A project by Department of Counseling at Texas A&M University – Commerce. (Conference proceedings/paper presentation) 15th Annual Mentoring Conference, Albuquerque, New Mexico. (peer-reviewed)

Hendricks, L., Reysen, S., MohdZain, Z., Kelly, M., Oliveira, J., Dang, Q. (2020). Student satisfaction: Importance of civility and University identification predictors, *Journal of International Research in Higher Education*, 5 (4). (peer-reviewed)

Oliveira, J. T., Hendricks, L., MohdZain, Z., and Hudson, L., (2020). Student engagement: Universities initiatives to promote student community engagement. *Journal of Interdisciplinary Education*, 16 (1), 157- 169. (peer-reviewed).

Miller, J.E.K., Hendricks, L., and MohdZain, Z. (2020). A study of the impact of a Civil Rights tour of Mississippi and Tennessee on the acquisition of Civil Rights knowledge and knowledge of self. *Journal of Education and Human Development*, 9(3), 1-12. (peer-reviewed)

Hendricks, L., Reysen, S., Oliveira, J. T., Tietjen-Smith, T., MohdZain, Z., and Dang, Q. (2020). Religious orientation mediates relationship between religious identification and multiple dimensions of wellbeing. *National FORUM Journal of Counseling and Addiction*, 9(1), 1-12. (peer-reviewed).

Ng, K. M., Loy, J. T. C., MohdZain, Z., & Cheong, E. (2013). Gender, race, adult attachment, and marital satisfaction among Malaysians. *The Family Journal: Counseling and Therapy for Couples and Families*, 21(2), 198-207. (peer-reviewed)

MohdZain, A. Z. (2011). Working with Asian Immigrant Families. In A. Zigelbaum and J. Carlson (Eds.) *Working with Immigrant Families: A practical guide for counselors*. (pp.121- 135). New York: Routledge Taylor & Francis Group.

MohdZain, A. Z. (2010). Counseling families with substance abusing member. A proceeding at the 18th Biennial conference of the Association of Psychological and Educational Counselors of Asia Pacific (APECA). Penang, Malaysia.

MohdZain, A. Z. (2009). Dealing with cyberbullying in schools in the United States: A new challenge for educators. A proceeding of the 13th World Conference on Education of the World Council for Curriculum and Instruction (WCCI). Antalya, Turkey.

MohdZain, A. Z. (2008). Student cyber-citizenship: An emerging role for school counselors, teachers, and administrators in the USA. A proceeding at the International Counseling and Social Work Symposium, Universiti Sains Malaysia, Penang, Malaysia.

MohdZain, A. Z. (2007). Using clips of broadcast news items of current events in counseling classes. A proceedings at the 12th International Counseling Conference, Shanghai, China, 12, 66 - 70. (peer-reviewed)

MohdZain, A. Z. (2007). Counseling immigrant Muslim children. *The Counseling Interviewer*, 39(2), 20-23. (peer-reviewed)

MohdZain, A. Z. (2006). Supervising practicum and internship students: Legal issues for school counselors. *The Counseling Interviewer*, 38(4), 22-24. (peer-reviewed)

MohdZain, A. Z. (2001). Feminist family therapy and the male perspective. In K. M. May (Ed.), *Feminist Family Therapy* (pp. 53-66). Alexandria, VA: American Counseling Association (peer-reviewed)

West, P. L., West, L. S., and MohdZain, A. Z. (2000). *Designing meaningful treatment outcomes research: Manual for substance abuse treatment programs*. Bausman, PA: Treatment Research Services.

West, P. L., and MohdZain, A. Z. (2000). Marriage counseling and the TFA model: An application. *The Family Journal: Counseling and Therapy for Couples and Families*, 8(3), 293-299. (peer-reviewed)

MohdZain, A. Z. (1999). Grief counseling for students. *The Counseling Interviewer*, 31(3),12-14. (peer-reviewed)

Zimpfer, D. G., MohdZain, A. Z., West, J. D., and Bubenzer, D. L. (1992). Professional identification of counselor preparation programs. *Counselor Education and Supervision*, 12, 91-107. (peer-reviewed)

Presentations:

MohdZain, Z. (2024, June). Supervising couple and family counselors: Spontaneous experiential activities during supervision sessions. A presentation at International Association of Marriage and Family Counselors Vietnam Conference. Fullbright University, Ho Chi Minh City, Vietnam. (peer-reviewed).

MohdZain, Z. (2024, March). The nitty gritty of counselors' conducts throughout couple and family counseling sessions using system theory perspective: Skills for counselors. An online presentation at the 4th Liberal Arts International Conference on Empowering the Future of Innovative Social Studies and Education: Communication for All (4th LAIC 2024). Songkhla, Thailand (peer-reviewed).

MohdZain, Z., Hendricks, L., Rodriguez, D., Lam, D., (2024, February). Skill building in teaching marriage and family counseling courses. A panel presentation with perspectives from doctoral students and instructors. A presentation at the International Association of Marriage and Family Counselors World Conference, St. Petersburg, Florida (peer-reviewed).

Lam, D., and MohdZain, Z. (2024, February). The use of documentary film in studying Vietnamese families in the US. A presentation at the International Association of Marriage and Family Counselors World Conference, St. Peterburg, Florida (peer-reviewed).

Rodriguez, D., and MohdZain, Z. (2024, February). Cultura y familia – Using system theory to effectively work with Latinx/e families. A presentation at the International Association of Marriage and Family Counselors World Conference, St. Peterburg, Florida (peer-reviewed).

MohdZain, Z. (2023, November). Case conceptualization: Exchange of perspectives. A workshop conducted for doctoral and master's students in counseling from Malaysia's Taylor's University and TAMUC.

MohdZain, Z., and Hendricks, L., (2023, February). The teaching of doctoral students doing family counseling with addiction as presenting problem: Issues and techniques in enhancing mastery of systemic counseling techniques. A presentation at the International Association of Marriage and Family Counselors World Conference, Tampa, Florida (peer-reviewed).

MohdZain, Z and Hendricks, L., (2023, February). Utilizing systemic theory in community outreach and advocacy efforts: A pilot study in student retention and degree completion. A presentation at the International Association of Marriage and Family Counselors world conference, Tampa Florida (peer-reviewed).

MohdZain, Z., and Hendricks, L., (2022, October 24-28). Mentoring for retention, completion, and forming long term relationship using Civil Rights field trips. A project by Department of Counseling at Texas A&M University – Commerce. (Conference presentation) 15th Annual Mentoring Conference, Albuquerque, New Mexico. (peer-reviewed)

MohdZain, Z., and Hendricks, L. (2022, February). Never been so lost: How family and friends can manage suicide and attempts. Invited presentation in "Suicide Awareness: We Care" program at Universiti Sains Malaysia, Penang, Malaysia.

MohdZain, Z., Hendricks, L., and Oliveira, J. T. (2022, January). The family counseling treatment and intervention with addictive disorder: Skills and techniques. A presentation at the International Association of Marriage and Family Counselors world conference, New Orleans, Louisiana. (peer-reviewed).

Oliveira, J. T., MohdZain, Z., and Hendricks, L. (2022, January). Nurturing and preparing future counselor educators: Student and faculty perspectives. A presentation at the International Association of Marriage and Family Counselors world conference, New Orleans, Louisiana. (peer-reviewed)

MohdZain, Z., Hendricks, L., and Oliveira, J.T. (2021, August). The family counseling treatment and intervention with addictive disorder: An interactive experiential demonstration of various skills and

techniques. A presentation proposal accepted at the International Counseling Conference, Kuching, Malaysia. (peer-reviewed). [Conference was cancelled due to COVID-19].

MohdZain, Z., Hendricks, L., and Oliveira, J. T., (2021, August). Teaching and learning community service: Preparing students for the professional world of work and career-long engagement. A presentation proposal accepted at the International Counseling Conference, Kuching, Malaysia. (peer-reviewed). [Conference was cancelled due to COVID-19].

McGarrh, D. A., Riddle, J., & MohdZain, Z. (2020, August). CALL for Action: The need for increased advocacy competency amongst practicing counseling professionals. A presentation proposal accepted at the International Counseling Conference, Kuching, Malaysia. (peer-reviewed). [Conference was cancelled due to COVID-19].

Noonan, B., MohdZain, Z., and Ng, K. M., (2021, August). Establishing and integrating international counselor education activities in counselor education programs: Expanding cultural competence development. A proposal accepted for presentation at the International Counseling Conference, Kuching, Malaysia. (peer-reviewed). [Conference was cancelled due to COVID-19].

Oliveira, J., MohdZain, Z., and Hendricks, L., (2020, November). Advocacy and leadership skills through students' engagement and participation in community service activities. A proposal accepted for presentation at the World Council for Curriculum and Instruction (WCCI), an NGO with UNESCO, at its conference in San Diego, California. (peer-reviewed). [Conference was cancelled due to COVID-19].

MohdZain, Z., and Noonan, B., (2020, August). Counselor education and leadership in higher education during Covid-19. Webinar at Counseling Research & Leadership Lab, College of Education, Oregon State University (invited).

MohdZain, A. Z., & Hendricks. (2019, September). *Empowering student leaders through community development projects – TAMUC experience*. A roundtable panel discussion at the Annual Conference of North American Community: Uniting for Equity. Dayton, Ohio. (peer-reviewed).

MohdZain, A. Z. (2019, July). *Leadership is peeling an onion: Servant leadership in the counseling profession*. An invited speaker/presenter at the Counseling Research and Leadership Lab at Oregon State University. Corvallis, OR.

MohdZain, A. Z., & Hendricks, L., (2019, March). *Family Counseling Techniques in treating addictions*. A day-long presentation at Lembaga Kaunseling Malaysia (Malaysian Counseling Authority). Kuala Lumpur, Malaysia (invited).

MohdZain, A. Z., Hendricks, L., Kerk, T., & Nelson, C., (2019, February). *What truth sounds like: Implication for faculty to forge a path for change*. A panel presentation at the Annual Conference of Texas Association of Black Personnel in Higher Education. Austin, Texas (peer-reviewed).

MohdZain, A. Z., and Noonan, B. (2018, July). *Walking the talk: the journeys of two academic deans in embracing global education*. An accepted proposal for presentation at the World Council for Curriculum and Instruction (WCCI) 18th World Conference in Education, Rome, Italy. (peer-reviewed).

MohdZain, A. Z. (2018, February). *Face-to-face teaching family therapy techniques to students overseas with little or no English proficiency by using interpreter: Issues to be considered*. A presentation at the International Association of Marriage and Family Counselors (IAMFC) World Conference, New Orleans, Louisiana. (peer-reviewed).

Noonan, B., Ng, K. M., MohdZain, A. Z. (2016, November). *Establishing and integrating international CE activities in CE programs: Expanding cultural competence development*. A presentation at the Western Association for Counselor Education and Supervision (WACES), Vancouver, British Columbia (peer-reviewed).

Noonan, B., Ng, K. M., MohdZain, A. Z. (2016, November). *Establishing, integrating, and maintaining cross-collaborations with colleagues from different institutions: Journey of 3*. A presentation at the Western Association for Counselor Education and Supervision (WACES), Vancouver, British Columbia. (peer-reviewed).

Noonan, B., MohdZain, A. Z., Ng, K. M. (2015, October). *Promoting successful retention and integration of international counselor educators/scholars through culturally competent professional development*. A presentation at the Annual Conference of the Association for Counselor Education and Supervision (ACES), Philadelphia, PA. (peer-reviewed).

Ng, K.M., MohdZain, A. Z., Noonan, B., (2014, May). *Intercultural competence: Preparing counselors to work and serve in intercultural settings*. A presentation at the Annual Conference of the International Association for Counseling, Victoria, British Columbia, Canada. (peer-reviewed).

MohdZain, A. Z., and Testa, A. M., (2013, October). *Professoriate to administrator: Developmental mentoring*. Accepted for presentation at the University of New Mexico Mentoring Institute's 6th Annual Mentoring Conference. Albuquerque, NM. (peer-reviewed)

Ng, K.M., MohdZain, A. Z., Noonan, B., (2013, October). *Intercultural competence: Preparing counselors to work and serve in intercultural settings*. A presentation at the National Conference of the Association for Counselor Education and Supervision (ACES), Denver, Colorado. (peer-reviewed).

MohdZain, A. Z., (2012, December). *Advocating for global education: A personal and professional reflection of an American public regional rural university dean*. A presentation at the 15th World Conference in Education, World Council for Curriculum and Instruction (WCCI). Kaohsiung, Taiwan (peer-reviewed).

MohdZain, A. Z., (2011, May). *Emerging trends/thrusts in today's education*. A panel of speakers at the 3rd International Education Conference. Tarlac State University, Tarlac City, the Republic of Philippines. (invited)

MohdZain, A. Z. (2010, August). *Family counseling with substance abusing client*. 3 hour workshop at the Association of Psychological and Educational Counseling of Asia (APECA) Conference, Penang, Malaysia (peer-reviewed)

MohdZain, A. Z. (2010, January). *Counseling couples and families*. 3 sessions of a 7-hour day workshop on skill development at Universiti Kebangsaan Malaysia, Bangi. (invited and delivered in dual languages: Malay and English)

MohdZain, A. Z. (2009, November). *Teacher professional development: Opportunities to serve a myriad of interests in linking the University, area schools and community. A narrative of an outreach program at Southern Arkansas University*. The International Conference on Teacher Professional Development: Searching for New Paradigms, Agendas and Network. Kasetsart University, Bangkok, Thailand (peer-reviewed)

MohdZain, A. Z. (2009, March). *Legal and ethical issues in counseling supervision*. A presentation at the Annual Conference of Arkansas Association for Counselor Education and Supervision, Henderson State University, Arkadelphia, Arkansas (peer-reviewed).

MohdZain, A. Z. (2009, January). *Student cyber-citizenships: An emerging role for school counselors, teachers, and administrators in the USA*. A presentation at the International Counseling and Social Work Symposium (ICSWS), Universiti Sains Malaysia, Penang, Malaysia (peer-reviewed)

MohdZain, A. Z. (2009, January). *Structural family therapy techniques*. A 6-hour post symposium workshop (invited and delivered in dual languages: Malay and English). A pro-bono service during the International Counseling and Social Work Symposium (ICSWS), Universiti Sains Malaysia, Penang, Malaysia.

Koch, G., Ward, J., & MohdZain, A. Z. (2008, October). *Counselor self-care: An holistic model*. A presentation at the Northcentral Association for Counselor Educators and Supervision (NCACES), Indianapolis, Indiana (peer-reviewed)

MohdZain, A. Z. (2008, September). *Student cyber-citizenship: New emerging roles for schools and educators*. A presentation at the 13th World Conference in Education of the World Council for Curriculum and Instruction (WCCI), Antalya, Turkey. (peer-reviewed)

MohdZain, A. Z. (2007, October) *Loving what we do and doing it right*. A keynote address during the opening ceremony of the 39th Pennsylvania Counseling Association Annual Conference, State College, Pennsylvania. (invited)

West, P. L. & MohdZain, A. Z. (2007, October) *Using outcomes to assess counselor competency*. A presentation at the 39th Pennsylvania Counseling Association Annual Conference, Pittsburg, State College, Pennsylvania. (peer-reviewed)

MohdZain, A. Z. (2007, June). *Using clips of broadcast news items of current events in counseling classes and group supervision*. A presentation at the International Counseling Conference, Shanghai, China. (peer-reviewed)

MohdZain, A. Z. (2007, June). *Marriage and family counseling techniques*. A 6 hour workshop at the Shanghai University. (invited and delivered using Chinese interpreter). A pro-bono service during the 12th International Counseling Conference.

West, P. L., and MohdZain, A. Z. (2007). *The ACA code of ethics (2005) and measures of treatment effectiveness: Is there an implied mandate?* A presentation at the Annual Convention of the American Counseling Association, Detroit, Michigan. (peer-reviewed).

MohdZain, A. Z. (2006). *Supervising practicum and internship students: Legal and ethical issues*. A presentation at the Annual Conference of the American Counseling Association of Missouri, Jefferson City, Missouri. (peer-reviewed)

MohdZain, A. Z. (2006). *Counseling Muslim clients: Contemporary Issues*. A presentation at the Annual Convention of the American Counseling Association, Montreal, Canada. (peer-reviewed)

Ward, J., Milde, C., and MohdZain, A. Z. (2006). *Counselor educators advocating for the profession: Above and beyond the classroom*. A presentation at the Annual Conference of the North Central Association for Counselor Education and Supervision (NCACES), Kansas City, Missouri. (peer-reviewed)

- MohdZain, A. Z. (2006). *The impact of current worldwide events on our Muslim students and faculty members: An advocacy issue*. A presentation at the Annual Conference of the North Central Association for Counselor Education and Supervision (NCACES), Kansas City, Missouri. (peer-reviewed)
- MohdZain, A. Z. (2005, December). *Western theoretical models in family counseling interventions in Asia: Helping or hindering?* A presentation at the International Counseling Conference, Bangkok, Thailand. (peer-reviewed)
- Ward, J., Milde, C., Leitner, J., Pope, V., and MohdZain, A. Z. (2005, October). *Selecting future counselors: A creative ten factor model*. A presentation at the Annual Conference of Association of Counselor Education and Supervision (ACES), Pittsburg, Pennsylvania. (peer-reviewed)
- Ng, K. M., Lee, S., Majzoub, O., MohdZain, A. Z., Sandhu, D. S., Seto, A., Chalungsooth, P. (2005, April) *Counseling Asian Clients: A Seven-Member Panel Presentation*. A workshop presentation at the Pre-convention Learning Institute, Annual Convention of American Counseling Association (peer-reviewed) (a 7-hour workshop).
- MohdZain, A. Z. (2005). *Current ethical and legal pitfalls in counseling*. A presentation at the Annual Conference of American Counseling Association of Missouri, Jefferson City. (peer-reviewed)
- MohdZain, A. Z., Milde, C., Pope, V., Leitner, J., Ward, J., & Brewer, L. (2004). *Building bridges to the community: A Southeast Missouri State University experience*. A presentation at North Central Association for Counselor Education and Supervision (NCACES) Conference. St. Louis, Missouri. (peer-reviewed)
- MohdZain, A. Z., Waddle, J., & Bertrand, L. (2004). *School administrators' view of school counselors*. A presentation at North Central Association for Counselor Education and Supervision (NCACES) Conference. St. Louis, Missouri. (peer-reviewed)
- MohdZain, Z. (March 2003). Tort Liability and Ethics. Presentation to St. Louis Pubic Schools Counselors In-Service Conference. St. Louis, MO. (Invited).*
- MohdZain, Z., Milde, C., Pope, V., & Skelton, D. (October, 2003). How to Become a Counselor. Presentation to Psychology Club/Psi Chi Meeting; Common Hour; Southeast MO State University. (Invited).
- West, P., and MohdZain, A. Z. (2002, April). . *ISAC: Promoting counseling accountability through valid outcome research*. A presentation at the American Counseling Association (ACA) World Conference, New Orleans, Louisiana (peer-reviewed)
- MohdZain, A. Z. (2002). *International students in counselor preparation programs: Helpful hints and issues for counselor educators*. A presentation at the North Central Association for Counselor Education and Supervision (NCACES) Conference, Oak Brooks, Illinois. (peer-reviewed)
- Mide, C., Skelton, D., Pope, V., and MohdZain, A. Z. (2002). *Intelligence testing: Should school counselors quit?* A presentation at the North Central Association for Counselor Education and Supervision (NCACES) Conference, Oak Brooks, Illinois. (peer-reviewed)
- MohdZain, A. Z., Milde, C., Skelton, D., & Pope, V. (2000, April) *Screening procedure: A Southeast Missouri State University Experience*. A presentation at the North Central Association for Counselor

Education and Supervision (NCACES) Annual Conference. Indianapolis, Indiana. (peer-reviewed)

MohdZain, A. Z., Benton, J., & Stennis-Williams, S. (2000). Creating effective international programs. A presentation at the American Association of Colleges for Teacher Education (AACTE) 52nd Annual Conference, Chicago. Illinois. (peer-reviewed)

MohdZain, A. Z., (1999, April). *Taking care of ourselves: Are the perceived needs of new counselor education faculty members being met?* A presentation at the Association for Counselor Education and Supervision (ACES) National Conference, New Orleans, Louisiana. (peer-reviewed)

MohdZain, A. Z. (1997, April). *Getting a counselor education faculty position: What it takes.* A presentation at the North Central Association for Counselor Education and Supervision (NCACES) Conference, St. Louis, Missouri (peer-reviewed)

MohdZain, A. Z., and West, P. (1996, April). *The journey into counselor education professoriate: Roses and thorns.* A presentation at the American Counseling Association (ACA) World Conference, Pittsburgh, Pennsylvania. (peer-reviewed)

MohdZain, A. Z. (1996). *Talking to people in distress: Narrative therapy perspective.* A presentation at the Mississippi Counseling Association (MCA) Annual Conference, Jackson, Mississippi. (peer-reviewed)

MohdZain, A. Z., & Cash, R. (1996). *Counseling young children: Play therapy techniques.* A presentation at the Mississippi Counseling Association (MCA) Annual Conference, Jackson, Mississippi. (peer-reviewed)

MohdZain, A. Z. (1996). *Preparing for professional presentation/workshops for professional counselors.* A presentation at the 15th Annual Spring Conference, Delta Counseling Association, Cleveland, Mississippi. (peer-reviewed)

MohdZain, A. Z. (1995). *Using clinical supervision in the transition from novice to expert counselor.* A presentation at the Mississippi Counseling Association (MCA) Annual Conference, Biloxi, Mississippi. (peer-reviewed)

MohdZain, A. Z. (1995) *Using parents in counseling that works.* A presentation at the Mississippi Counseling Association (MCA) Annual Conference, Biloxi, Mississippi. (peer-reviewed)

MohdZain, A. Z. (1995). *Family counseling techniques in school settings.* A presentation at the Northwest Mississippi Counseling Association Mid-Winter Conference, Oxford, Mississippi. (invited, key-note speaker)

MohdZain, A. Z. (1994). *Family intervention in school settings* A presentation at the Mississippi Counseling Association (MCA) Annual Conference, Jackson, Mississippi. (peer-reviewed)

MohdZain, A. Z. (1994). *The Professoriate in counselor education: A work role analysis.* A presentation at the Southern Association for Counselor education and Supervision (SACES) Conference, Charlotte, North Carolina. (peer-reviewed)

MohdZain, A. Z. (1994). *The professoriate in counselor education: A work role analysis.* A presentation at the North Central Association for Counselor Education and Supervision (NCACES) Conference, Milwaukee, Wisconsin. (peer-reviewed)

MohdZain, A. Z. (1993). *Family counseling: A structural approach.* A presentation at the 12th Annual Spring Conference, Delta Counseling Association, Cleveland, Mississippi. (peer-reviewed)

MohdZain, A. Z. (1992). *Multicultural issues in counselor education recruitment and retention* A presentation at the Association for Counselor Education and Supervision (ACES) National Conference, San Antonio, Texas. (peer-reviewed)

MohdZain, A. Z. (1992). *A survey of orientation of counselor preparation programs*. A presentation at the Association for Counselor Education and Supervision (ACES) National Conference, San Antonio, Texas. (peer-reviewed)

MohdZain, A. Z., (1992). *Awareness of Asian/Pacific Islander worldview for sexologist*. A presentation at the 14th American Association of Sex Educators, Counselors and Therapists (AASECT) Annual Conference, Orlando, Florida. (peer-reviewed)

MohdZain, A. Z. (1991). *The current professional identity of counselor preparation programs*. A presentation at the North Central Association for Counselor Education and Supervision (NCACES) Conference, Chicago, Illinois. (peer-reviewed)

Editorial Board Membership:

As a member of these editorial boards, I blind reviewed submitted manuscripts and made recommendations for acceptance to publish in the journal, or made some modifications for further reviews or to decline the manuscript for publication.

The *Journal for International Counselor Education*, published by University of Nevada, Las Vegas.

The *Journal of Counseling*, published by the Association of Psychological and Educational Counselors of Asia Pacific (APECA). 2010/present.

The *Journal of Interdisciplinary Research in Education (JIRE)*. An academic journal of multi-disciplinary teaching and learning published annually by Taylor's University of Malaysia. Term: Founding member.

The Asian Pacific Journal of Educators and Education. An academic journal published quarterly by the Universiti Sains Malaysia Press, Center for Educational Studies. Term: August 1, 2010 to present.

The Family Journal: Counseling and Therapy for Couples and Families. Published quarterly by the International Association of Marriage and Family Counselors (IAMFC), a division of American Counseling Association (ACA). Reviewed and recommended manuscripts for publication since 1996.

The Missouri Professors of Educational Administration (MPEA). 2003.

Other scholarship service:

- I reviewed a book proposal "*Family Therapy with Muslims*", made suggestions and recommendations for publication to the publisher (New York: Rutledge Taylor & Francis) (March 2015)
- I reviewed manuscripts for the International Education Studies as a guest reviewer (September, 2014)
- I reviewed a book proposal *Children and Parental Illness: A Practitioner's Guide*, made suggestions and recommendations for publication to the publisher (New York: Rutledge Taylor & Francis) (February, 2014)
- I reviewed proceedings proposals and made recommendations for acceptance/publication for the University of New Mexico Mentoring Institute Annual Conference (July 2013; July 2014).
- I reviewed proposals and made recommendation for presentation acceptance for the American

Counseling Association 2013 Conference (July 2012); for the 2014 Conference (June 2013); for the 2015 Conference (June 2014); for the 2016 Conference (June 2015); and for the 2017 Conference (July 2016);

- I reviewed proposals and made recommendation for presentation acceptance for the Annual Association for Counselor Education and Supervision (ACES) Conference (2013), (2014), (2015), (2016), (2017),(2018), (2019); and for the 2016 Western Association for Counselor Education and Supervision (WACES) Conference (June 2016).
- I reviewed and made recommendation as an external reviewer, the promotion materials of two candidates for academic rank promotion at the University Kebangsaan Malaysia (UKM) [*National University of Malaysia*] (July 2012)
- I reviewed a book proposal *Effective Treatment of Individuals and Families with Medical Conditions*, made suggestions and recommendations for publications to the publisher (New York: Rutledge Taylor & Francis) (November 2011).
- I reviewed and made recommendation as an external reviewer, the promotion materials of a candidate for rank promotion to an associate professor position at the Universiti Kebangsaan Malaysia (UKM) [*National University of Malaysia*] (October, 2011)
- I reviewed a book proposal *Migration and the Family Life Cycle: A Guide for Therapists*, made suggestions and recommendations for publication to the publisher (New York: Rutledge Taylor & Francis) (September 2011)
- I reviewed 12 -13 Education Session Proposals submitted for American Counseling Association 2012 Conference (June 2011).
- I reviewed and made recommendation as an external reviewer the promotion materials of a candidate for rank promotion to an associate professor at University Putra Malaysia (UPM) (June 2011)
- I reviewed a book proposal *RCT and Couples Therapy*, made suggestions and recommendations for publication to the publisher (New York: Rutledge Taylor & Francis) (Spring, 2011)
- I reviewed and made recommendation as an external reviewer, the promotion materials of a candidate for rank promotion to an associate professor position at the Universiti Kebangsaan Malaysia (UKM) [*National University of Malaysia*] (May, 2011)
- I along with two other University personnel reviewed grant applications from El Dorado school personnel, made recommendations for the award of *Educational Enhancement Grants* (\$500 to \$5000.00 a grant) using the criteria set by the El Dorado Education Foundation. (Fall, 2010).
- I along with two other University personnel reviewed nomination materials for El Dorado Education Foundation's 13th Annual Teacher Excellence Award, made recommendations for the three winners: Outstanding elementary, outstanding middle/junior high school, and outstanding high school teachers in El Dorado, Arkansas. (Spring 2010).
 - I reviewed, made suggestions and recommended publication of the manuscript of: Kindsvatter, A. (in press). *Structural Approaches to assisting dysfunctional families*. New York: Rutledge Taylor & Francis
 - I reviewed, made suggestions and recommended publication of the manuscript of following:
 1. Patrick, P. K. S. (2007). *Contemporary issues in counseling*. Boston, MA: Pearson Education.
 2. Doweiko, H. (2009) *Concepts of chemical dependency*.(7th ed.) Belmont, CA: Thomson Wadsworth.

I reviewed the following chapters:

Chapter 6: An introduction to pharmacology

Chapter 7: Alcohol: The oldest recreational chemical

Chapter 8: Chronic alcohol abuse and addiction

Chapter 9: Abuse and addiction to the barbiturates and barbiturate-like drugs

Chapter 10: Abuse of and addiction to benzodiazepines and similar agents

- I reviewed 25 presentation proposals and made recommendation for acceptance or rejection at the Association for Counselor Education and Supervision (ACES) 2009 national conference. April 2009
- I reviewed the manuscript of proposed book, *Narrative Counseling with Couples and Families: Intentional Practices for Bringing Forth Hope and Possibilities* and made recommendation to the publisher: Routledge Publisher. March 2009

Other professional service:

- Served as a member of the State of Arkansas Professional Licensure Standards Board (PLSB). PLSB was created by Act 846 of 2007, amended by Act 1045 of 2011, pursuant to Arkansas Code Ann § 6-17-422. A second 3-year term. I represent all deans of education from public universities in Arkansas.
- Served the Council for the Accreditation of Educator Preparation Program (CAEP) as a Site-Reviewer.
- Served as a peer-reviewer for Higher Learning Commission of the North Central Association (HLC).
- I participated in interviewing candidates for admission to the Cooperative Doctoral program in Educational Leadership and Policy Analysis, University of Missouri/Columbia. March 2007.
- Attended training workshop on preparing self-study presented by the Council for Accreditation of Counseling and Related Educational Program (CACREP).

PROFESSIONAL ORGANIZATIONS

Membership

International Association for Counseling (IAC)

American Counseling Association (ACA)

- Association for Counselor Education and Supervision (ACES)
- International Association of Marriage and Family Counselors (IAMFC)

World Council of Curriculum and Instructions (WCCI).

Chi Sigma Iota (life member)

Association of Psychological and Educational Counselors of Asia Pacific (APECA)

American Association of Colleges for Teacher Education (AACTE)

Leadership roles

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|--------------|--|
| 2021/present | Elected as Vice-President of USA Chapter of World Council of Curriculum and Instruction (WCCI), an NGO registered with the United Nations' UNESCO. |
| 2009/2010 | Member, Board of Directors of Arkansas American Association for Colleges of Teacher Education (AACTE). |
| 2011/2013 | Treasurer, World Council of Curriculum and Instruction (WCCI), an NGO registered with the United Nations. 2011 – 2013. |

- 1999/2018 President of the Board of Directors of the Institute for the Scientific Advancement of Counseling Services (ISACS), a non-profit, non-governmental entity that promotes the use of valid outcome research to support counseling initiatives.
- 1997/2000 American Counseling Association (ACA) – appointed by ACA President to sit on the International and Interprofessional Committee. A 3-year term.
- 2000/2003 American Counseling Association (ACA) – appointed by ACA President to sit on the Professionalization Committee (now renamed as Professional Standards Committee). A 3-year term. Chair in 2003.
- 1998/1999 World Council of Curriculum and Instructions (WCCI) North American Chapter. A member of the Board of Directors.
- 2000 Southeast Missouri School Counselor Association (SEMOSCA), Faculty Advisor.

COMMUNITY SERVICE (professional pro-bono workshops/work):

- 2016 A member Magnolia School District Strategic Planning Taskforce.
- 2016 A member of panel reviewing and drafting a memorandum of understanding/agreement between the State of Arkansas and the Council for the Accreditation of Educator Preparation Programs (CAEP).
- 2012 A member of panel reviewing and drafting an agreement between the State of Arkansas and National Council for the Accreditation of Teacher Education (NCATE).
- 2011 A panel member of reviewers (education deans) of state standards and procedures of “Requirements for professional education programs in Arkansas colleges and universities for the licensure of teachers and other school personnel” for submission, approval and adoption by the Arkansas State the Professional Licensure Standards Board (PLSB). Arkansas State Department of Education (ADE).
- 2010 A panel of judges (representing the University) for the El Dorado Educational Enhancement Grants. Reviewed competitive grants applications, made recommendation for the award.
- 2010 A panel of judges for the El Dorado Annual Teacher Excellence Award. Reviewed nomination materials, observed classroom teaching of finalists and interviewed school principals.
- 2007 “Marriage and family counseling techniques” a 6-hour workshop for Chinese (Shanghai) professional counselors and students conducted during the 12th International Counseling Conference.
- 2001 “Working outside the box” to St. Louis Public Schools Counselors in service conference.
- 1999 “In-home crisis intervention and self-protection in crisis situations” to Community Counseling Center professional staff.
- 1999 Participated in the Family Fun Fair organized by the Community Counseling Center Foundation to raise funds.
- 1998 “Sexual Abuse Treatment: Techniques for Helping Victims and Family Members” to area mental health professionals. Sponsored by SEMO and the Spirit of St. Louis Satellite Clinic.

HONOR/NAME LISTED:

- 2022 Texas Association of Black Personnel in Higher Education, Dr. Harry Wade Senior Faculty Honor
 2021 TABPHE, Dr. John Humphreys Academic Excellence Award
 2020 Chancellor's Summit on Diversity, Equity and Inclusion Award
 2013 Marquis Who's Who in America
 2007 Marquis Who's Who in America Education (8th edition)
 2006 Marquis Who's Who in American Education (7th edition)
 2005 Marquis Who's Who in America (59th edition)
 2004 College of Education Faculty Award for Service
 2004 Marquis Who's Who in America
 2004 Marquis Who's Who in the World
 2000 College of Education Faculty Award for Outstanding Scholarship
 1997 Dictionary of International Biography (26th edition)
 1997 Marquis Who's Who is the South and Southwest (25th Silver edition)
 1993 Research Award, Association for Counselor Education and Supervision (ACES)
 1993 Research Award , Ohio ACES
 1988 Outstanding Student in Human Development Counseling Program, Sangamon State University
 (currently University of Illinois/Springfield)
 1983 Who's Who Among Students in American Universities and Colleges

CLINICAL COUNSELING EXPERIENCE:

- 2000/2008 *Director of Research* (Private Practice), Treatment Research Services, P. O. Box 31, Bausman, PA 17504.
 Headed a team of reviewers to study submissions from substance abuse treatment providers regarding their treatment endeavors.
- 1993/1997 *Private Practice* (Part-time)
 Provided individual, couple, and family counseling services.
- 1992/1993 *Doctoral Intern*, Akron Child Guidance Center, 312 Locust Street, Akron, Ohio 44302
 Provided services under supervision such as assessment and diagnosis for mental and emotional disorders, intake screening, crisis interventions, individual and family counseling.
- 1992 *Doctoral Graduate Assistant*, Counseling and Human Development Center, 325 White Hall, Kent State University, Kent, Ohio 44242
 Provided services such as counseling clients, consulting and coordinating emergency care, intake screening and assessment, supervising masters-level counseling practicum and internship students, telephone screening, and crisis counseling.
- 1991 *Out Patient Therapist*, Kevin Coleman Center, 275 Martinel Drive, Kent, Ohio 44240
 Provided individual, marital, family and group counseling to clients. Screening including intakes, evaluation, assessment, and crisis intervention to service applicants and clients.
- 1991 *Co-Leader/Facilitator*, STOP Treatment Program, Center for Children and Youth Services, 42707 North Ridge Road, Elyria, Ohio 44035
 Facilitated and co-led group counseling for adult perpetrators of child sexual abuse.
- 1989/1990 *Mental Health Counselor*, Community Resource Center, 101 South Locust Street, Centralia, Illinois 62801

Provided individual, group, marital, and family counseling. Group counseling included counseling perpetrators of child sexual abuse, child victims of sexual abuse, and marital enrichment. Related duties included presentation on various topics of interest in the community; home study for child placement; and counseling through crisis hot line operation.

- 1988/1989 *Therapist*, Kemmerer Village, R. R. #1, Box 12C, Assumption, Illinois 62510
 Provided individual, group and family counseling for residents and their families. Assessed and screened prospective residents and performed administrative duties regarding case management and planning. Liaised child clients with outside agencies.
- 1988 *Counselor Trainee*, Catholic Charities, 108 East Cook Street, Springfield, Illinois 62701.
 Provided individual, marriage, and family counseling; intake screening and recordkeeping.
- 1986/1987 *Graduate Assistant*, International Student Office, Sangamon State University (now the University of Illinois), Springfield, Illinois 62708.
 Performed intake interviews with students seeking assistance to determine appropriate actions and referral; served as a liaison between international students, Foreign Student Advisor, and university community; assisted Foreign Student Advisor in delivering services to international students such as orientation, cultural adjustment, advising, and acculturation.

BUSINESS MANAGEMENT EXPERIENCE

- 1985/1986 *Director*, Sasquatch Sdn Bhd., 42-3B Jalan Sultan Ismail, Kuala Lumpur 50250, Malaysia.
 Joined this construction and property development company as a manager. Main area of responsibilities included financial management and budgeting, contract management and procurement, public and employee relations, supervising professional staff of engineers, surveyors and accountants; training and office management.
- 1983/1985 *Bank Officer*, Corporate Banking Department, Bank of Commerce Berhad, Kuala Lumpur 50250, Malaysia. (A Malaysian affiliate bank of Morgan Guaranty Trust Company of New York).
 Examined, evaluated, authorized and/or recommended approval of applications for credits or loans from corporations and governmental agencies; marketed bank services, liaised various departments of the bank and clients.

Dated: March 30, 2024