

**MADAN M. KUNDU, PH. D., FNRCA, CRC, NCC, LRC**  
**Chair and Professor**

Department of Rehabilitation and Disability Studies  
Southern University  
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**EDUCATION**

1983 Ph. D.: Rehabilitation Counseling  
Michigan State University, East Lansing, Michigan

Major: Rehabilitation Counseling      Minors: Psychology & Research

Dissertation:

"Developing a Prediction Model for Vocational Rehabilitation Clients Using Demographic, Locus of Control, Work Motivation and Work History Variables: An Exploratory Study."

Received 1984 American Rehabilitation Counseling Association Research Award.

1976 M. A.: Rehabilitation Counseling  
Michigan State University, East Lansing, Michigan

Major: Rehabilitation Counseling      Minor: Psychology

1966 B.Sc.:(Distinction)  
University of Calcutta, Calcutta, India

Major areas: Physics, Chemistry, and Mathematics

**NATIONAL CERTIFICATIONS & STATE LICENSE**

1989- Licensed Rehabilitation Counselor (L.R.C.), #191  
State of Louisiana

1985- Nationally Certified Counselor (N.C.C.), #16026  
National Board for Certified Counselors, Inc.  
Alexandria, Virginia.

1979- Certified Rehabilitation Counselor (C.R.C.), #1641  
Commission on Rehabilitation Counselor Certification  
Schaumburg, Illinois.

## **EMPLOYMENT**

### **2003- Chair and Professor**

Department of Rehabilitation and Disability Studies  
Southern University, Baton Rouge, Louisiana.

- \* Teach graduate courses
- \* Supervise intern students
- \* Coordinate graduate Comprehensive Examination
- \* Advise graduate students' thesis/research paper
- \* Advise and recruit students
- \* Maintain CORE Accreditation
- \* Direct NIDRR funded Research Institute, RSA funded Long-Term Training and CSPD Grants (2), and NSF funded MIND Alliance Project  
RSA funded Rehabilitation Capacity Building Project
- \* Engage in scholarly activities
- \* Supervise 7 faculty, 2 - 3 Adjuncts, 2 Program Coordinators, 1 Administrative Assistant, 6 Graduate Assistants, 3 external grants and day-to-day operations of the department

### **1993- Professor and Coordinator**

2003 Rehabilitation Counseling and Services Programs,  
Department of Psychology, Southern University, Baton Rouge, Louisiana.

- \* Teach graduate courses
- \* Supervise practicum and intern students
- \* Coordinate graduate Comprehensive Examinations
- \* Advise graduate students' thesis/research paper
- \* Advise and recruit students
- \* Obtained eight years of re-accreditation: 1994-2002 and 2002-2010 of the Rehabilitation Counseling Program from the Council on Rehabilitation Education (CORE)
- \* Administer day-to-day operations of the Programs
- \* Organize Professional Development Workshops/Seminars involving students, faculty, and professionals in the field
- \* Conduct Initiation Ceremonies for Sigma Upsilon Chi Chapter of Chi Sigma Iota, Counseling Academic and Professional Honor Society International
- \* Administer national certification examinations every spring and fall
- \* Prepare students for presentations in national conferences
- \* Initiate and assist in hiring of a new faculty for the program

### **1988- Associate Professor and Coordinator**

1993 Rehabilitation Counseling and Services Programs,  
Department of Psychology, Southern University,  
Baton Rouge, Louisiana.

- \* Obtained Full Accreditation (1991) of the graduate program from the Council on Rehabilitation Education (CORE)
- \* Coordinate graduate and undergraduate Comprehensive Examinations
- \* Other activities were similar to Assistant Professor

1984- **Assistant Professor and Coordinator:**

1988 Rehabilitation Counseling and Services Programs  
Department of Psychology, Southern University, Baton Rouge, Louisiana.

Lead Person, Consent Decree Programs (jointly in collaboration with Dr. Cecil Duncan, Dr. Myrna Lane, and Dr. A. B. Johnson): Developed and implemented master's degree program in rehabilitation counseling and baccalaureate program in rehabilitation services; taught graduate courses; supervised practicum and internship students; advised student research; recruited faculty and students; conducted public relation activities and prepared budgets. The programs were funded by the State of Louisiana:

1985-86 - \$266,717

1986-87 - \$267,664

1987-88 - \$279,889

1988-89 - \$251,900

**Other Achievements:**

- a. obtained Preliminary Accreditation (1985) from the Council on Rehabilitation Education (CORE);
- b. established an Area Center for administration of national examinations for the Certified Rehabilitation Counselors (CRC), Certified Insurance Rehabilitation Specialist (CIRS), and Certified Vocational Evaluators (CVE);
- c. established the Alpha Zeta Chapter of Rho Chi Sigma, National Honor Society in Rehabilitation Counseling and Services, and received the first Outstanding Chapter of the Year Award in 1987;
- d. developed a specialty track study on Vocational Evaluation and Work Adjustment, and the Laboratory;
- e. mobilized the community resources in rehabilitation networking; and
- f. developed practicum and internship sites.

1982- **Research Fellow:** Michigan State University, East Lansing, Michigan

1983 Doctoral dissertation research, with support from Research & Training Center, University of Wisconsin-Stout and Employment Research and Training Center, Human Resources Center, New York (under grants from the National Institute of Handicapped Research, Washington, D.C.).

1980- **Mathematics Instructor:** Louisiana State University, Department of Mathematics,  
1981 Baton Rouge, Louisiana.

Taught remedial and college algebra courses to students with high learning anxiety and marginal mathematics skills.

1979- **Rehabilitation Analyst:** Louisiana State University, International Rehabilitation-

1980 Special Education Network, Baton Rouge, Louisiana.

Specializing in information analyses and dissemination in the fields of rehabilitation and special education (domestically and internationally).

1976- **International Rehabilitation and Special Education Research Assistant:**

1979 Michigan State University, University Centers for International Rehabilitation,  
E. Lansing, Michigan.

Collected, evaluated and disseminated information and research on rehabilitation and

special education (domestically and internationally) in the areas of vocational sufficiency, barrier removal, independent living, and legislation that affects the life of individuals with physical, mental and socially handicapping conditions; and helped develop research utilization plan.

- 1976 **Vocational Rehabilitation Intern:** State of Michigan, Vocational Rehabilitation Services, Lansing Michigan, spring and summer.  
Referral, counseling, employer contacts, job development, job analyses, placement, follow-up and public relations.
- 1976 **Placement Trainer:** Michigan Vocational Rehabilitation Services and Michigan State University.  
Trained Vocational rehabilitation clients using an innovative approach of Job Seeking Skills: "Employment Seeking Preparation and Activity."
- 1972- **Rehabilitation Counselor:** Blind Boys' Academy, Ramakrishna Mission, Calcutta, India.  
1975 Coordinated a Research and Demonstration project of the International Rehabilitation Research Activities, Social and Rehabilitation Services, U.S. Dept. of Health, Education and Welfare (under Public Law 480) and evaluated the "Training techniques to rehabilitate the individuals with visual impairments or blindness in rural occupations and resettle them in their own environment in Indian conditions."

Duties included: counseling, assessment, coordinated the services of mobility, daily-living and vocational instructors; Job development and resettlement in rural communities; follow-up and public relations.

- 1970- **Rehabilitation Fieldwork:** Under the Fulbright Scholarship Program worked at the  
1971 Ohio State Services for the Blind and Iowa Commission for the Blind.  
Counseled vocational rehabilitation clients with visual impairments or blindness.

- 1967- **Rehabilitation Assistant Counselor and Research Assistant:**  
1970 Blind Boys' Academy, Ramakrishna Mission, Calcutta, India.  
1964- Coordinated a similar PL-480 research and demonstration project on "Evaluating the  
1967 training techniques to rehabilitate the individuals with visual impairments or blindness in competitive open industries."  
Duties included: labor market analysis, job development, job analysis, job engineering, placement, counseling, follow-up and public relations.  
Planned and developed an independent and self-sufficient Sub-Contract Workshop for the Blind.

Three of my clients were presented the President's national award as "One of the Most Efficient Visually Handicapped Employees of the Year" in 1974, 1975 and 1976 respectively.

## **EDITORSHIP**

**Editor:** Journal of Vocational Evaluation and Work Adjustment Association, 2004-2009.

**Guest Reviewer:** *Journal of Rehabilitation*, 1997-98.

**Editorial Board Member:** *Journal of Applied Rehabilitation Counseling*, 1989-96.

**Editorial Advisory Board Member:** *Rehabilitation Education*, 1989-98.

**Consulting Reviewer:** *Rehabilitation Counseling Bulletin*, 1986-94.

**Guest Editor:** Special Issue, Approaches to Traumatic Brain Injury: Challenges to Rehabilitation Workers, *Rehabilitation Education*, 1988.

## **PUBLICATIONS**

- Frain, M., Dutta, A., **Kundu, M.**, Anderson, C., & Wang, C. C. (in review). The effect of economic indicators, social services, and entitlements on the employment prospects and rehabilitation outcomes of persons with disabilities. *Rehabilitation Research, Policy and Education*.
- Dutta, A., Chan, F., **Kundu, M.**, Kaya, C., Brooks, J., Sancez, J., & Tansey, T. (in review). *Assessing vocational rehabilitation engagement of people with disabilities: A factor analytic approach. Rehabilitation Counseling Bulletin*.
- Jing, W., Songmei, Y., **Kundu, M.**, Chiu, C., & Dutta, A. (in review). Study on campus support services in China: Need and satisfaction of post-secondary students with visual impairments. *Journal of Special Education*.
- Dutta, A., Tansey, T., Chan, F., & **Kundu, M.** (in review). Factors affecting counselor-consumer working alliance in vocational rehabilitation: Model validation. *Journal of Occupational Rehabilitation*.
- Dutta, A., **Kundu, M.**, Johnson, E., Chan, F., Trainor, A., Blake, R., & Christy, R. (in press). Community conversations: Engaging stakeholders to improve employment-related transition services for youth with emotional and behavioral disabilities. *Journal of Vocational Rehabilitation*.
- Dutta, A., Chan, F., **Kundu, M.**, Kaya, C., Brooks, J., Sánchez, J., & Tansey, T. (2016). *Assessing vocational rehabilitation engagement of people with disabilities: A factor-analytic approach. Rehabilitation Counseling Bulletin*. Available Online: <http://rcb.sagepub.com/content/early/2016/02/13/0034355215626698.full.pdf+html>
- Keegan, J., Ditchman, N., Dutta, A., Chiu, C-Y., Muller, V., Chan, F., & **Kundu, M.** (2016). Social-Cognitive and Planned Behavior Variables Associated with Stages of Change for Physical Activity in Spinal Cord Injury: A Multivariate Analysis. *Rehabilitation Research, Policy, and Education*, 30(1), 89-106.
- Dutta, A., **Kundu, M.**, Chan, F., Wang, M. H., Huang, I. C., Fleming, K., & Bezyak, J. (2015). Assessing vocational rehabilitation professionals' competencies in Taiwan: A multitrait scaling analysis. *Rehabilitation Counseling Bulletin*. 1-13 (published online before print). doi:10.1177/0034355215613964.

- Dutta, A., Kang, H. J., Kaya, C., Flowers, S., Sharp, S., Chan, F., Cardoso, E., & **Kundu, M.** (2015). Social Cognitive Career Theory predictors of STEM career interests and goal persistence in minority students with disabilities: A path analysis. *Journal of Vocational Rehabilitation*, 43, 159-167.
- Leahy, M., Chan, F., Lui, J., Rosenthal, D., Tansey, T., Wehman, P., **Kundu, M.**, Dutta, A., Anderson, C., Delvalle, R., & Sherman, S. (2014). An analysis of evidence-based best practices in the public rehabilitation program: Gaps, future directions and recommended steps to move forward. *Journal of Vocational Rehabilitation*, 41(2), 147-163.
- Leahy, M., Sherman, S., Anderson, C., Chan, F., Tansey, T., Lui, J., Rosenthal, D., Bezyak, J., **Kundu, M.**, Dutta, A., Lui, K., Fritgerald, S. (2014). Multiple case studies on effective vocational rehabilitation service delivery practices. Madison, WI: Rehabilitation Research and Training Center on Effective Vocational Rehabilitation Service Delivery Practice, University of Wisconsin.
- Dutta, A., & **Kundu, M. M.** (2014) (3<sup>rd</sup> ed.). Independent living: A philosophy in rehabilitation. In J. D. Andrew and C. W. Faubion (Eds.), *Rehabilitation services: An introduction for human service professionals* (pp.401-423). Osage Beach, MO: Aspen Professional Services.
- Yaeda, Jun., **Kundu, M.**, Nishimura, S. (2013). Self-perceived knowledge and skills of Job Coaches in Japan. *Work: A Journal of Prevention, Assessment, & Rehabilitation*, 45, 279-285.
- da Silva Cardos, E., Dutta, A., Chiu, C. Y., Johnson, E., **Kundu, M. M.**, & Chan, F. (2013). Social-cognitive predictors of STEM career interests and goal persistence in high school and college students with disabilities from racial and ethnic minority backgrounds. *Rehabilitation Research, Policy, and Education*, 27(4), 271-284
- Kundu, M.**, Dutta, A., Chan, F., Torres, V., Fleming, K. (2011). Vocational rehabilitation counselor training needs assessment and competence measure: An exploratory factor analysis. *Rehabilitation Education*, 25(3 & 4), 113-126.
- Dutta, A., **Kundu, M.**, & Chan, F. (2011). The conduct of socially valid investigation by culturally diverse researchers: A Delphi study. *Rehabilitation Education*, 24(3 and 4), 113-122.
- White, J., Dutta, A., **Kundu, M.**, Puckett, F., Hayes, S., & Johnson, E. (2011). The relationship of multidimensional health locus of control and attitude toward HIV/AIDS among college students. *Journal of Rehabilitation*, 77(2), 12-18.
- Kundu, M. M.**, Dutta, A., & Chan, F. (2010). A systems approach to placement: A culturally sensitive model. In F. Balcazar, Y. Suarez-Balcazar, T. Ritzler, & C. Keys. *Race, Culture, and Disability: Rehabilitation Science and Practice* (pp. 319-338).

Sudbury, MA: Jones and Bartlett.

- Dutta, A., **Kundu, M. M.**, & Schiro-Geist, C. (2009). Coordination of postsecondary transition services for students with disabilities. *The Journal of Rehabilitation*, 75(1), 10-17.
- Dutta, A., Vergara, J., **Kundu, M.**, & Puckett, F. (2009). Independent living services need and satisfaction in Saipan and American Samoa: A consumer perspective. *The Rehabilitation Professional*, 16(3), 123-138.
- Williams, F., Dutta, A., **Kundu, M. M.**, & Welch, M. (2008). Vocational rehabilitation services needs of female ex-inmates with mental illness: The perspective of a southern state. *Journal of Applied Rehabilitation Counseling*, 39(3), 25-32.
- Johnson, Y., **Kundu, M. M.**, & Dutta, A. (2008). Factors influencing rehabilitation counselor satisfaction with vocational rehabilitation services. *Vocational Evaluation and Work Adjustment Journal*, 36(1), 43-53.
- Dutta, A., & **Kundu, M. M.** (2008). Role of independent living in rehabilitation. In J. D. Andrews & C. W. Fubion (Eds.). *Rehabilitation Services: An introduction for human service professionals* (2<sup>nd</sup> ed.) (pp. 398-414). Osage Beach, MO: Aspen Professional Services.
- Lewis, L., Dutta, A., Miller, D., Washington, C., & **Kundu, M.** (2007). Rehabilitation counselors' knowledge and attitudes toward consumers with HIV/AIDS. *The Rehabilitation Professional*, 15(1)47-55.
- Kundu, M. M.**, Dutta, A., & Walker, S. (2006). Participation of culturally diverse personnel in state-federal rehabilitation agencies. *Journal of Applied Rehabilitation Counseling*, 17(1), 30-36.
- Kundu, M. M.**, & Schiro-Geist, C. (2006). Legislative aspects of rehabilitation. In P. Leung, C. Flowers, W. Talley, & P. Sanderson, (Eds.). *Multicultural Issues in Rehabilitation and Allied Health*, (pp. 17-43). Osage Beach, MO: Aspen Professional Services.
- Dutta, A., & **Kundu, M. M.** (2006). Psychosocial adjustment to disability: A multi-ethnic approach. In P. Leung, C. Flowers, W. Talley, & P. Sanderson, (Eds.). *Multicultural Issues in Rehabilitation and Allied Health*, (pp.155-175). Osage Beach, MO: Aspen Professional Services.
- Chan, F., Wong, D., Rosenthal, D., **Kundu, M. M.**, & Dutta, A. (2005). Eligibility rates of traditionally underserved individuals with disabilities revisited: A data mining approach. *Journal of Applied Rehabilitation Counseling*, 36, 3-10.

- Kundu, M. M., Schiro-Geist, C., & Dutta, A. (2005).** A systems approach to placement: A holistic technique, *Journal of Forensic Vocational Analysis*, 8, 23-29.
- Marme, M., Crandall, L., Schiro-Geist, C., Broadbent, E., **Kundu, M.**, Dutta, A., & Dunlevy, T. (2005). The development of an instrument to assess the psychosocial variables in the design for an experiment and demonstration in early intervention. *The Rehabilitation Professional*, 13(1), 58-67.
- Rosenthal, D., Chan, F. Wong, D., **Kundu, M. M.**, & Dutta, A. (2005). The effects of consumer characteristics and service patterns on vocational rehabilitation employment outcomes. *Journal of Rehabilitation Administration*, 29(4), 229-244.
- Kundu, M. M.**, & Dutta, A. (2004). Pattern of rehabilitation services to consumers of diverse ethnicity: One state's five-year perspective. *The Rehabilitation Professional*, 12(3), 51-57.
- Kundu, M. M.**, Dutta, A., Schiro-Geist, C., & Crandall, L. (2003). Disability related needs and satisfaction of university students. *Rehabilitation Education*, 17(1), 45-54.
- Kundu, M.**, & Dutta, A. (2002). Independent living. In J. D. Andrew and C. W. Faubion (Eds.), *Rehabilitation services: An introduction for the human services professionals*. (pp. 477-491). Osage Beach, MO: Aspen Professional Services.
- Dutta, A., & **Kundu, M. M.** (2002). Review of the book *Rehabilitation and American Indians with disabilities: A handbook for administrators, practitioners, and researchers*. *Rehabilitation Counseling Bulletin*, 45(3), 186-187.
- Dutta, A., **Kundu, M. M.**, Schiro-Geist, C., & Broadbent, E. (2001). Status of women in rehabilitation academia. *The Rehabilitation Professional*, 9(4), 37-40.
- Kundu, M. M.**, & Dutta, A. (2000). Rehabilitation capacity building project: Empowerment, inclusion, and integration. *Rehabilitation Education*, 14(4), 345-358.
- Kundu, M. M.** (2000). Rehabilitation leadership education online. *Online Technology Symposium Proceedings* (pp. 22-25). [On-line], Available: <http://nrlr.org>
- Kundu, M. M.**, & Dutta, A. (1999). After-words: The emerging markets in the new millennium. *Journal of Forensic Vocational Evaluation*. 21(1), 66-69.
- Kundu, M. M.**, & Dutta, A. (1998). Review of the book *Foundations of rehabilitation counseling with persons who are blind or visually impaired*. *Rehabilitation Education*, 12(4), 377-379.
- Kundu, M. M.**, Dutta, A., & Walker, S. (1997). *Professional preparation and participation of*

*minorities in the state-federal rehabilitation agencies.* Washington, D.C.: Howard University Research and Training Center for Access to Rehabilitation and Economic Opportunity.

**Kundu, M., & Dutta, A.** (1995). Implementation of rehabilitation counselor training programs at Historically Black Colleges and Universities. *Disability and diversity: New leadership for a new era* (pp. 45-54). Washington, D.C.: The President's Committee on Employment of People with Disabilities in collaboration with Howard University Research and Training Center.

Shaw, L. R., & **Kundu, M. M.** (1994). Response to Goodwin on Professional organizational issues confronting the rehabilitation counseling profession. *Rehabilitation Education*, 8(3), 289-291.

**Kundu, M. M.** (1993). The vocational rehabilitation of minorities: A reaction paper. *Proceedings of the National Council on Disability* (pp. 98-107). Washington, D.C.

**Kundu, M. M.** (1988). Approaches to traumatic brain injury, challenges to rehabilitation workers (Guest Editorial). *Rehabilitation Education*, 2(3/4), 159-164.

Kahoe, J., **Kundu, M. M.**, & Hollingsworth, D. (1988). Impact of brain injury on the family and the role of rehabilitation counselor in post-acute rehabilitation setting. *Rehabilitation Education*, 2(3/4), 205-212.

**Kundu, M. M.** (1987). Marketing and placing graduates in private sector. *Rehabilitation Education*, 1(2-3), 191-196.

**Kundu, M. M.** (1979). Placement of the severely disabled. University Center for International Rehabilitation, Michigan State University, East Lansing, MI.

**Kundu, M. M.** (1979). Biofeedback in controlling hypertension. University Center for International Rehabilitation, Michigan State University, East Lansing, MI.

**Kundu, M. M.** (1970). Education of the deaf-mute: A brief history. *Proceeding of the World Day of the Disabled*, Calcutta, India.

**Kundu, M. M.** (1969). New trends in training and employment of the urban blind. *Central Institute of Research and Training in Public Cooperation*, New Delhi, India.

## **GRANTS RECEIVED**

- |           |  |
|-----------|--|
| 2015-2020 | Vocational Rehabilitation Technical Assistance Center for Targeted Communities: Educate, Empower, and Employ (Project E3). Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., <b>\$12,500,000 – Project Director</b> |
| 2015-2018 | Cooperative Learning and Individualized Mentoring to Build Self-Efficacy, Persistence, and Goal Attainment in Postsecondary African American Students, National Institute on   |

Disability, Independent Living, and Rehabilitation research, Administration for Community Living, U.S. Department of Health and Human Services, Washington, D.C. **\$600,000 – Co-Principal Investigator**

- 2014-2019     Rehabilitation Counselor Training Program with Specialization in Mental Illness. Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$750,000 – Associate Project Director**
- 2014-2019     Rehabilitation Counselor Training Program with Specialization in Assistive Technology. Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$1,000,000 – Project Director**
- 2014-2019     Rehabilitation Counselor Training Program with Specialization in Vocational Evaluation and Work Adjustment. Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$750,000 – Project Director**
- 2014-2019     Rehabilitation Counselor Training Program with Specialization in Rehabilitation of Diverse Populations with Psychiatric Disability. Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$1,000,000 – Associate Project Director**
- 2013-2016     Project Work Opportunity through Research and Capacity Building (WORC) to identify evidenced based employment practices for African American Transition Age Youth with Emotional, Intellectual and Behavioral Disabilities (TAY-EIB). National Institute on Disability and Rehabilitation Research, U. S. Department of Education, Washington, D.C., **\$600,000 – Project Director.**
- 2010-2015     Rehabilitation Counseling Program with a Specialization in Vocational Evaluation and Work Adjustment for Culturally Diverse Populations, Rehabilitation Service Administration, U. S. Department of Education, Washington, D.C., **\$500,000 – Project Director.**
- 2010-2013     Rehabilitation Capacity Building Project for Underrepresented Populations, U. S. Department of Education, Rehabilitation Services Administration, Washington, D.C. **\$900,000 – Project Director.**
- 2009 - 2014     Rehabilitation Counseling Online, Comprehensive System of Personnel Development, Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$1,000,000 - Project Director.**
- 2009 - 2014     Rehabilitation Counselor Training Program with a Specialization in Rehabilitation of Ethnic Minorities (REM), Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$750,000 - Associate Project Director.**
- 2008 - 2013     Minority-Disability (MIND) Alliance Project in Science, Technology, Engineering, and Mathematics (STEM) for Students with Disabilities. National Science Foundation, Washington, D.C. Jointly with Hunter College of State University of New York, NY. **\$1,010,720 – Project Director.**

- 2005 - 2010 Rehabilitation Counseling Program with a Specialization in Assistive Technology for Culturally Diverse Populations, Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$750,000 - Associate Project Director.**
- 2005 - 2010 Rehabilitation Capacity Building Project for Underrepresented Populations, U. S. Department of Education, Rehabilitation Services Administration, Washington, D.C. **\$1,250,000 - Project Director.**
- 2005 - 2010 Rehabilitation Counseling Program with a Specialization in Vocational Evaluation and Work Adjustment for Culturally Diverse Populations, Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$500,000 - Project Director.**
- 2004 - 2009 Rehabilitation Counseling Online, Comprehensive System of Personnel Development, Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$1,000,000 - Project Director.**
- 2004 - 2009 Rehabilitation Counselor Training Program with a Specialization in Rehabilitation of Ethnic Minorities (REM), Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$750,000 - Associate Project Director.**
- 2003 - 2008 Rehabilitation Research Institute for Underrepresented Populations, U.S. Department of Education, National Institute on Disability and Rehabilitation Research, Washington, D.C., **\$1,750,000 – Project Director.**
- 2002 - 2005 National Rehabilitation Capacity Building Project for Minority Entities, U. S. Department of Education, Rehabilitation Services Administration, Washington, D.C., **\$675,000 – Project Director.**
- 2000 - 2005 Rehabilitation Counselor Training Program with a Specialization in Vocational Evaluation and Work Adjustment for Culturally Diverse Populations, Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$500,000 – Project Director.**
- 1999 - 2004 Rehabilitation Counselor Training Program with a Specialization in Rehabilitation of Ethnic Minorities (REM), Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$500,000 — Project Director.**
- 1999 - 2002 Capacity Building in Disability and Rehabilitation of Minorities Research: A National consortium, NIDRR, U.S. Department of Education, Washington, D.C., \$1.5 million not funded.
- 1999 - 2002 Rehabilitation Capacity Building for Minority Entities in Region VI, Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$450,000 – Project Director.**

- 1997- 2000    Rehabilitation Counselor Training with Specialization in Vocational Evaluation and Work Adjustment for Culturally Diverse Populations, Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$300,000 – Project Director.**
  
- 1997- 2002    Interpreters Program for the Deaf, Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C. (Jointly with Dr. Patricia Bockmiller). **\$350,000.**
  
- 1996 -1999    Region VI Consortium for Rehabilitation Capacity Building in Minority Educational Institutions, Rehabilitation Services Administration, U.S. Department of Education, Washington, D.C., **\$1,200,000 – Project Director.**
  
- 1995 - 1999    Independent Living Needs of Students with Disabilities of Minority Background. A collaborative research with Independent Living Research Utilization (ILRU), Houston, TX, funded by the National Institute for Disability and Rehabilitation Research (NIDRR), Washington, D.C., **\$40,000.**
  
- 1995 - 1998    An Examination of Practices Related to the Recruitment and Employment of Minority Rehabilitation Personnel. A research project jointly with Howard University's Research and Training Center, Washington, D.C., funded by the National Institute for Disability and Rehabilitation Research (NIDRR), **\$20,000.**
  
- 1994 - 1999    Rehabilitation Counselor Training Program With A Specialization in Rehabilitation of Ethnic Minorities (REM) and Continuing Education Opportunities for Practicing Professionals. Rehabilitation Services Administration, U.S. Department of Education, Washington, D.C. **\$539,000 – Project Director.**
  
- 1987 - 1988    Teaching Voting Skills to Mildly and Moderately Retarded Adults. Funded by the Developmental Disabilities Council, Office of Mental Retardation, State of Louisiana. Joint work with Dr. Cecil Duncan, **\$10,000.**

### **PROFESSIONAL PRESENTATIONS: International**

#### *Professional Competencies Needed for the Return to Work Coordinators*

- Rehabilitation International Seminar, Hong Kong, September, 2015

#### *Work and Employment – An International Perspective*

- European Conference, Rehabilitation-Value for Societies in Europe, Warsaw, Poland, October 7, 2014

#### *Employment as an Effective Investment Approach for People with Disabilities*

- Disabled Persons Assembly, Wellington, New Zealand, April 17, 2014

#### *Work and Employment – An International Perspective*

- International Conference on Disability and Rehabilitation, Oslo, Norway, May 16, 2013

*Vocational Rehabilitation Counselor Training Needs Assessment and Competence Measure: An Exploratory Factor Analysis*

- 22<sup>nd</sup> Rehabilitation International World Congress, Incheon, South Korea, October 31, 2012

*Opportunities and Challenges for Employability*

- 4th International Congress of AVAPES, Sao Paulo, Brazil, November 10, 2011

*A Systems Approach to Placement: A Culturally Sensitive Model for People with Disabilities*

- 4th International Congress of AVAPES, Sao Paulo, Brazil, November 10, 2011

*Livelihood in Community Based Rehabilitation*

- The 9th European Conference on Rehabilitation and 3rd Danish Rehabilitation Conference, Rehabilitation International, Copenhagen, Denmark, November 9, 2010

*Need for Effective Transition Services for Students with Disabilities in Post-Secondary Institutions*

- Changuha National University of Education, Changhua, Taiwan, June 10, 2010

*Evidence Based Concepts and Strategies of Job Placement for Persons with Disabilities:*

*A Systems Approach*

- National Taiwan Normal University, Taipei, Taiwan, June 11, 2010
- National Kaohsiung First University, Kaohsiung, Taiwan, June 9, 2010
- Employment Services Center, Taichung-Changuha-Nantou Region, Bureau of Employment and Vocational Training, CLA, Taiwan, June 7, 2010
- Sixth Sino-American International Research Forum, Guangxi Normal University, Guilin, China, June 2-3, 2010

*Implementation of Article 27 of the United Nations Convention on Rights for People with Disabilities (UNCRPD): A Paradigm Shift*

- National Workshop on “Stock-taking of Endeavors towards implementation of UNCRPD in India,” National Institute for the Mentally Handicapped, Hyderabad, India, March 8-9, 2010

*Transition from Education to Employment: Challenges for Students and Professionals*

- Inter-country Meeting on Promotion of Inclusivity in Education, Employment & Health of Persons with Disability in South-East Asia, Sponsored by the World Bank, UNESCO, UNICEF, and Ministry of Human Resource Development, Government of India, New Delhi, India, March 3-5, 2010

*A Systems Approach to Placement (SAP): A Culturally Sensitive Model for People with Disabilities*

- Thakur Hari Prasad Institute of Research and Rehabilitation for the Mentally Handicapped, Hyderabad, India, March 10, 2010
- 3<sup>rd</sup> International Conference on Disability and Rehabilitation, Riyadh, Saudi Arabia March 23, 2009

*A Systems Approach to Placement (SAP): A Holistic Technique*

- Rehabilitation International, Amsterdam, The Netherlands, September, 25, 2008
- 4<sup>th</sup> International Forum on Disability Management, Berlin, September 23, 2008
- Rehabilitation International Conference, Quebec, Canada, August 27, 2008
- Pontifical Catholic University, Ponce, Puerto Rico, June 11, 2008
- University of Puerto Rico, Rio Piedras, June 10, 2008
- Japan Society for the Rehabilitation of the Physically Disabled, Tokyo, March 11, 2008
- Japan Organization for Employment of the Elderly and Persons with Disabilities (JEED) and National Institute in Vocational Rehabilitation (NIVR), Makahari, Tokyo, March 11, 2008
- Rehabilitation International, Djerba, Tunisia, October 26, 2007
- Indian Spinal Injuries Center, New Delhi, India, June 1, 2007
- Amar Joyti Rehabilitation and Research Center, New Delhi, India, May 30, 2007
- National Institute on Orthopaedically Handicapped, Calcutta, India (enclave), May 29, 2007
- Bangladesh Chamber of Commerce and Industries, Dhaka, Bangladesh, May 28, 2007
- National Institute on Rehabilitation Training and Research, Bhubaneswar, Orissa, India, May 22, 2007
- Santa Maria Rehabilitation Center, Bhubaneswar, Orissa, India, May 21, 2007
- National Institute on Orthopaedically Handicapped, Calcutta, India, May 18, 2007
- Tsukuba University, Tokyo, Japan, February 9, 2006
- Global Applied Disability Rehabilitation Research and Information Network on Employment and Training (GLADNET), Rehabilitation International Conference, Manama, Bahrain, November 10, 2005

*Developing Rehabilitation Counselor Education Program*

- Kalyani University, Kalyani, Nadia, India, May 24, 2007

*Disability Related Services: Needs and Satisfaction of Post-Secondary Students*

- Thakur Hari Prasad Institute of Research and Rehabilitation for the Mentally Handicapped, Hyderabad, India, March 10, 2010
- Oxford Roundtable Conference, Oxford, U.K., February 16, 2005
- 2004 China - U.S. Conference on Students with Special Needs, Beijing, China, June, 2004
- Rand Afrikaans University of Johannesburg, South Africa, September, 2003
- VIIth European Congress of Psychology, London, U.K., July 5, 2001
- Australian Society of Rehabilitation Counselors, Gold Coast, Queensland, Australia, May 31, 2001

*Rehabilitation Education and Research in Developing Nations*

- Rehabilitation International Conference, Durban, South Africa, September, 2003

*Development of Psychosocial Criteria for Participation in Early Intervention*

- 25<sup>th</sup> International Congress on Applied Psychology, Singapore, Singapore, July 10, 2002
- International Forum on Disability Management, Vancouver, B.C., May 29, 2002

*Higher Education in Rehabilitation and Disability Studies and Societal Demands*

- XIXth World Congress on Rehabilitation International, Rio de Janeiro, Brazil, August 25, 2000

*Attitudes and Perceptions Affecting Service Delivery to Persons with Disabilities and Training and Employment Opportunities for Persons Who are Visually Impaired or Blind in Industrial and Rural Occupations*

- Fundacion de CIEGO Roma, Cordoba, Veracruz, Mexico, May 28, 1995.

*Placement of the Visually Impaired and Blind*

- CIEGOS, Fundacion Roma, Cordoba, Mexico, December 15, 1993

*Social Attitudes Towards People With Disabilities*

- Universidad Del Valle De Orizaba, Mexico, December 16, 1993

*Placement of the Blind and Visually Impaired in Rural and Urban Occupations*

- Facultad De Medicina and I.M.S.S. Hospital, Orizaba, Mexico, December 20, 1993
- Al Centro De Salud, Sanitaria No. 7, Orizaba, Mexico, December 17, 1993

*Multicultural Issues in Rehabilitation*

- Hospital Regional De Rio Blanco, Rio Blanco, Orizaba, Mexico, December 21, 1993

**PROFESSIONAL PRESENTATIONS: National, Regional, and State**

*Community Conversation: Improving Employment-Related Transition Services for Youth with Disability.* Presentation at the Louisiana Rehabilitation Association Annual Training Conference, Baton Rouge, LA., November, 2015

*Assessing Vocational Rehabilitation Competencies in Taiwan.* National Rehabilitation Educators Conference, Arlington, VA., October, 2015

*Project Work Opportunity through Resource and Capacity Building (WORC): Transition Age African American Youth with Emotional, Intellectual, and Behavioral Disabilities.* Presentation at the National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR) Section 21 Meeting, U.S. Department of Education, Washington, D.C., June, 2015.

*Community conversations for improving employment Outcome of Transition Age Youth (TAY) with Emotional, Intellectual, and Behavioral Disabilities (EIB): World Café' Approach.* National Rehabilitation Association Training Conference, Des Moines, IA, October 31, 2014.

*Evaluating an SCCT Model of STEM Career Interests and Goal Persistence in College Students with Disabilities from Racial and Ethnic Minority Backgrounds: A Path Analysis.*  
- NCRE Spring Conference, Manhattan Beach, CA., April, 2014

*Project Work Opportunity through Resource and Capacity Building (WORC): Transition Age African American Youth with Emotional, Intellectual, and Behavioral Disabilities.*  
- NCRE Spring Conference, Manhattan Beach, CA., April, 2014.

*The World Health Organization (WHO) International Classification of Functioning, Disability and Health Model as a Framework for Assessing Vocational Rehabilitation Outcomes.*

- The Southwest National Rehabilitation Association and Louisiana Rehabilitation Association Training Conference, Baton Rouge, LA., November 13, 2013.

*The World Health Organization International Classification of Functioning, Disability, and Health (ICF) Model as a Framework for Assessing Vocational Rehabilitation Outcomes*

- CANAR Mid-Year Conference, Missoula, Montana, June 20, 2013.

*Disability, Culture, and Educational Outcomes*

- State of the Science in Disability Research, Interagency Committee on Disability Research, Washington, D.C., July 13, 2011.

*A Systems Approach to Placement: Multicultural Placement Framework*

- Pacific Rim Conference on Disability, Honolulu, HI, April 18, 2011
- Project Director's Conference, Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., August 2, 2011 (Poster Presentation)

*Vocational Rehabilitation Counselor Competence Measure: A Multi-Trait Scaling Analysis*

- National Council on Rehabilitation Education Conference, Los Angeles, CA, April 8, 2011

*The conduct of socially valid investigation by culturally diverse researchers: A Delphi study*  
(Jointly with Dutta, A., and Chan, F.)

- NCRE-RSA- CSAVR Annual Conference, Washington, D.C., October 18, 2010

*Social Cognitive Predictors to Pursue STEM Education and Careers in High School and College students with disabilities.*

- National Science Foundation Joint Annual Meeting, Washington, D.C. June 10, 2010

*Universal Design for Knowledge Translation in Vocational Rehabilitation*

- National Council on Rehabilitation Education, Los Angeles, CA, April 10, 2010

*The Relationship of Multidimensional Health Locus of Control and Attitude toward HIV/AIDS among College Students*

- National Council on Rehabilitation Education, Los Angeles, CA, April 9, 2010

*Need for Effective Transition Services for Students with Disabilities in Post-Secondary Institutions*

- Sino-American International Research Forum, Spelman College, Georgia, April 22, 2010

*A Culturally Sensitive Model for Enhancing Consumer-Counselor Working Relationship in Rehabilitation*

- Pacific Rim Conference, April 13, 2010, Honolulu, HI
- National Rehabilitation Association Annual Conference, October 24, 2008, St. Louis, MO
- Consortium of Administrators of Native American Rehabilitation Mid-Year Conference, Niagara Falls, NY, June 24, 2008

*Status of Independent Living Services in Saipan and American Samoa: Consumers Perspective:*

- Pac Rim Conference, Honolulu, Hawaii, April 15, 2008
- NRCA Professional Development Symposium, Louisville, KY, October, 2007

*Rehabilitation Capacity Building and Leadership Development of Tribal Rehabilitation Professionals:*

- Oklahoma Tribal Rehabilitation Leadership Conference, Kingston, OK, August 12, 2003.

*Career in Rehabilitation: The Need for Rehabilitation Counselors from Ethnic Minority*

*Populations:*

- Rehabilitation Capacity Building Workshop for HBCU Administrators, Orlando, FL, May 21, 2003

*Implications for Participatory Action Research Model for Traditionally Underrepresented Populations:*

- NAMRC 10<sup>th</sup> Annual Summit, Las Vegas, NV, July 23, 2002

*Developing Rehabilitation Education Programs in American Indian Nations:*

- Conference to Build Research Capacity in Indian Country, Washington, D.C., April 25, 2002

*Development of Psychosocial Criteria for Participation in Early Intervention:*

- . NCRE Mid-Year Conference, Tucson, AZ, February 16, 2002

*Access to Rehabilitation and Empowerment Opportunities: Howard University's Perspective:*

- . NCRE-RSA-CSAVR Annual Conference, Washington, D.C., October 16, 2001

*NIDRR Long Range Plan:*

- . Rehabilitation Capacity Building, NIDRR Grant Writing, and Technical Assistance Workshop, Baton Rouge, LA, September 17, 2001

*Rehabilitation Counselor's Satisfaction with Vocational Evaluation Reports:*

- . Vocational Evaluation and Work Adjustment Association Annual Conference, Albuquerque, NM, March 31, 2001

*Educational Strategies for Success:*

- . Symposium on Disability and Equality: Strategies for Success, University of Illinois at Urbana-Champaign, Chicago, IL, November 17, 2000

*Vocational Rehabilitation Services Outcome in a Multi-ethnic Society:*

- . National Rehabilitation Association Annual Training Conference, Biloxi, MS, November 2, 2001
- . Alliance Conference, St. Louis, MO, October 27, 2001
- . Rehabilitation Counseling Program, University of Hawaii, Manoa, March 7, 2001
- . Louisiana Rehabilitation Association and Southwest National Rehabilitation Association Annual Training Conference, Baton Rouge, LA, September 20, 2000

*Transition from School to Work: Postsecondary Students with Disabilities:*

- . National Rehabilitation Association Annual Training Conference, Cleveland, OH, September 8, 2000

*Disability Related Support Services Needs and Satisfaction of Post-Secondary Students:*

*An Exploratory Study:*

- . National Association of African American Studies & Affiliates Conference, Baton Rouge, LA February 10, 2010
- . Pacific Rim Conference, Honolulu, HI, March 6, 2001
- . NCRE National Conference, Tucson, AZ, February 23, 2001
- . TASH Conference, Miami, FL, December 9, 2000
- . AHEAD Conference, Kansas City, MO, July 13, 2000
- . Independent Living Resource Utilization, The Institute of Rehabilitation Research, Houston, TX, March 31, 2000

*Training Needs in Rehabilitation: Comprehensive System of Personnel Development (CSPD) in the 21<sup>st</sup>*

Century:

Region VI Consortium for Rehabilitation Capacity Building, Dallas, TX, February 24, 1999.

Status of Women of Diverse Cultural Origins in Rehabilitation Education and Service: An Analysis of Trends:

- . American Rehabilitation Association World Conference, San Diego, FL, April 16, 1999
- . NRA Annual training Conference, Orlando, FL, November 5-8, 1998
- . National Association for Multicultural Rehabilitation Concerns Annual Training Conference, Atlanta, GA, July 7, 1998

Rehabilitation Leadership: Future Needs and Diversity issues:

- . NCRE-RSA-CSAVR Annual Training Conference, Washington, D.C., June 16, 1998

Rehabilitation Capacity Building:

- . RSA-NIDRR Grant Writing and Technical Assistance Workshop, Houston, TX, March 23-25, 2005
- . RSA-NIDRR Grant Writing and Technical Assistance Workshop, Dallas, TX, February 11-13, 2004
- . Langston University Grant Writing and Technical Assistance Workshop, October 27-29, 1998
- . Rehabilitation Capacity Building National Planning Meeting, September 3-5, 1998
- . RSA-NIDRR Grant Writing, Technical Assistance, and Follow-up Workshop, Dallas, TX, July 15-17, 1998
- . RSA-NIDRR Grant Writing and Technical Assistance, Dallas, TX, April 22-23, 1998
- . NIDRR Funding Areas, Research Grant Writing Workshop, Dallas, TX, February 26-27, 1998
- . Grant Development Process, Grant Writing Workshop, New Mexico Highlands University, Las Vegas, NM, August 27-28, 1997
- . Grant Development Process, Grant Writing Workshop, Langston University, Langston, OK, July 15, 1997
- . Grant Development Process, Grant Writing Workshop, Prairie View A&M University, Houston, TX, June 23-24, 1997
- . Grant Development Process, Technical Assistance and Grant Writing Workshop, Southern University, April 17-18, 1997
- . Planning Conference for Academic Deans, Directors, Chairs, and Administrators, Southern University, January 9-10, 1997
- . Grant Writing Workshop, Southern University, November 21-22, 1996
- . Region VI Educators' Forum, University of Arkansas, Dallas, TX, December 9-10, 1996

Rehabilitation and Community Health: A Multicultural Perspective:

- . University of Illinois, Department of Community Health and Rehabilitation, Champaign, IL, February 18, 1998

Professional Preparation of Minorities in Rehabilitation:

- . Distance Learning for Personnel Preparation, Alliance 2000 Project Research Triangle Park, NC., September 26-28, 1996

Collaboration and Relationship Building for Effective Capacity Building:

- . National Planning Conference, Alexandria, VA, September 9-11, 1996

Professional Preparation and Participation of Minorities in the State- Federal Rehabilitation Agencies: A National Study

- . Pre-Conference Workshop, National Association for Multicultural Rehabilitation Concerns, Detroit, MI, July 19, 2000
- . Consortium of Administrators of Native American Rehabilitation Mid-Year Conference,

- Philadelphia, MS, May 22, 2000
- . Region VI Consortium for Rehabilitation Capacity Building in Minority Institutions of Higher Education, Grant Writing and Technical Assistance Workshops:
    - Dallas, TX, November 22, 1999
    - Dallas, TX, November 3, 1999
    - Dallas, TX, September 8, 1999
    - Dallas, TX, July 23, 1999
    - Dallas, TX, July 15-17, 1998
  - . NRCA Division Show Case, National Rehabilitation Association Annual training Conference, Orlando, FL, November 5-8, 1998
  - . Southwest National Rehabilitation Association Annual Conference, Houston, TX, July 20, 1998
  - . University of Illinois Colloquium, Department of Community Health and Rehabilitation, Urbana-Champaign, IL, February 19, 1998
  - . Pacific Rim Conference on Disabilities, Honolulu, HI, February 10, 1998
  - . 125<sup>th</sup> Annual Convention of the American Public Health Association, Indianapolis, IN, November 12, 1997
  - . Rehabilitation Services Administration and National Institute on Disability and Rehabilitation Research, Washington, D.C., October 11, 1997
  - . Annual Planning Meeting, Rehabilitation Capacity Building Project, Rehabilitation Services Administration, Washington, D.C., September 12, 1997
  - . Annual Training Conferences, National Rehabilitation Association, Tulsa, OK, September 26, 1997
  - . Rehabilitation Capacity Building and Grant Writing Workshop, New Mexico Highlands University, Las Vegas, NM August 28, 1997
  - . Annual Summit of the National Association for Multicultural Rehabilitation Concerns, Las Vegas, NV, July 27, 1997
  - . Rehabilitation Capacity Building and Grant Writing Workshop, Langston University, Langston, OK, July 15, 1997
  - . Rehabilitation Capacity Building and Grant Writing Workshop, Prairie View A&M University, Houston, TX, June 24, 1997
  - . American Indian Rehabilitation Research & Training Center, Section 130 Projects, Albuquerque, NM, April 23-25, 1997.
  - . Rehabilitation Capacity Building Grant Writing & Technical Assistance Workshop, Southern University, Baton Rouge, LA, April 17-18, 1997.
  - . RSA-NCRE-CSAVR Annual Conference, Washington, D.C., March 15-18, 1997.
  - . Mainstream: Annual Disability Employment Conference for Employers, Rehabilitation Professionals, and Persons with Disabilities, Washington, D.C., May 31, 1996.

*Impact of Service Delivery Process on Culturally Diverse Consumers in a State Rehabilitation Agency: A Five Year Study:*

- . Southwest National Rehabilitation Association Annual Conference, Houston, TX, July 20, 1998
- . Pacific Rim Conference on Disabilities, Honolulu, HI, February 9, 1998
- . 125<sup>th</sup> Annual Convention of the American Public Health Association, Indianapolis, IN, November 12, 1997
- . 13th Annual Professional Development Symposium, National Rehabilitation Counseling Association, Little Rock, AR, March 9, 1996.

*An Analysis of Rehabilitation Service Delivery to Consumers with Disabilities of Minority backgrounds:*

- . Louisiana Academy of Sciences, Nicholls State University, Thibodaux, LA, February 2, 1996.

*Demography, Disability, and Workforce in the 21st Century:*

- . Career Opportunities in the 21st Century for High School Students with Disabilities, Baton Rouge, LA.,

December 8, 1995.

*Social Issues in America: From an Asian Perspective:*

. National Association of Public Sector Equal Opportunity Officers, Baton Rouge, LA, August 30, 1995.

*Rehabilitation Capacity Building: The Higher Education Minority Enterprise (THEME), Region IV*

- . Jackson, MS, July 31 - August 1, 1995.
- . Columbia, SC, July 20 - 21, 1995.
- . Huntsville, AL, June 29 - 30, 1995.
- . Atlanta, GA, June 12 - 13, 1995.
- . Fayetteville, NC, April 26 - 27, 1995.
- . Nashville, TN, April 20 - 21, 1995.
- . Tampa, FL, April 3 - 4, 1995.
- . Region II, New York, NY, July 13, 1995.

*Rehabilitation Education and Research Proposal Development:*

. Region VI Rehabilitation Continuing Education Program, Dallas, TX, December 1 - 2, 1995.

*From Research to Capacity Building in Rehabilitation:* The Higher Education Minority Enterprise (THEME), Region IV, Albany State College, Albany, GA, November 29, 1994.

*Role of Support Services in the Professional Preparation of Ethnic Minorities in Rehabilitation Counseling*  
(with Dr. T. J. Wright).

. Summit II: Multiculturalism for the 21st Century, New Orleans, July 23, 1994.

*Rehabilitation and Minority Institutions:*

. Regional Conference on Rehabilitation Education and Training, Region VI RRCEP, Dallas, TX  
April 8, 1994.

*Rehabilitation Discretionary Programs: Implications for Universities*

. Rehabilitation Cultural Diversity Initiative (RCDI), RSA Region VI/Region VI RRCEP Conference,  
Dallas, TX, January 26-27, 1994.

*Organizational Development in Rehabilitation:*

. NRA Pacific Regional Conference, Portland, OR, January 21 - 23, 1994.

*Leadership Training Seminar:*

- . LRA/LARP Conference, New Orleans, LA, October 21, 1993
- . NRA Pacific Region, San Francisco, CA, June 10, 1993

*Factors Influencing Placement Outcomes:*

. University of Puerto Rico, Rio Piedras, May 24, 1993

*Placement of the Blind and Visually Impaired in Rural and Urban Occupations:*

. University of Puerto Rico, Rio Piedras, May 24, 1993

*Rehabilitation Counseling Student Needs: A National Survey:*

. 10th Professional Symposium, National Rehabilitation Counseling Association,  
Costa Mesa, CA, February 20, 1993.

*A Systems Approach to Placement:*

- . Consortium of Administration of Native American Rehabilitation, Oklahoma City, OK, June 25, 2001.
- . American Counseling Association World Conference, San Diego, CA, April 15, 1999.
- . Vocational Rehabilitation Services and Services for the Blind, Honolulu, HI, February 4, 1999.
- . University of Hawaii at Manoa, Honolulu, HI, February 3, 1999.
- . 15<sup>th</sup> Annual Pacific Rim Conference on Disabilities, Honolulu, HI, February 2, 1999.
- . Pacific Region National Rehabilitation Association Conference, Honolulu, HI, June 6, 1996.
- . Rehabilitation Academy, Louisiana Rehabilitation Services, Baton Rouge, LA, July 26, 1995.
- . NRCA 12th Annual Professional Development Symposium, Tucson, AZ, March 5, 1995.
- . Illinois Rehabilitation Association, Moline, IL, May 4, 1994.
- . National Rehabilitation Association Annual Conference, Atlanta, GA, October 30, 1993.
- . Alliance, Inc., Baltimore, MD, October 14, 1993.
- . University of Illinois, Urbana-Champaign, IL, July 9, 1993.
- . Pacific Region NRA Leadership Training Seminar, San Francisco, CA, June 12, 1993.
- . University of Puerto Rico, Rio Piedras, May 21, 1993.
- . California State University, San Bernardino, CA, February 18, 1993.
- . NRA Southwest Regional Conference, New Orleans, LA, July 31, 1992.

The Vocational Rehabilitation of Minorities with Disabilities: A reaction paper.

- . National Council on Disability, Jackson State University, Jackson, MS, May 6, 1992.

Leadership Development Workshop:

- . Southwest Regional Rehabilitation Counseling Association, Albuquerque, NM, July 11, 1994.
- . Mid-Atlantic Region Rehabilitation Counseling Association, Norfolk, VA, May 16, 1994.
- . Luncheon Keynote Speaker, Illinois Rehabilitation Association, Moline, IL, May 4, 1994.
- . Annual Training Conference, Louisiana Rehabilitation Association, Baton Rouge, LA, October, 1991.

CUBE: Conceptual Understanding through Blind Evaluation:

- . LA-VEWAA, 1st Annual Symposium on Vocational Evaluation, The University of New Orleans, LA, August 16, 1991.

D. O. T. Search Programs: Compare and Contrast:

- . LRA Annual Training Conference, New Orleans, LA, November 27, 1990.

NRCA Leadership Development Workshop:

- . NRA Annual Convention, Minneapolis, MN, November 9, 1990.
- . NRA Annual Convention, Orlando, FL, September 7, 1989.

Professional Development:

- . NRCA Critical Issues Symposium, Assumption College, Boston, MA, June 3, 1989.

Vocational Evaluation is Matching People to People or People to Jobs:

- . University of Puerto Rico, Rio Piedras, May 21, 1993.
- . Pre-Conference Workshop, NRA Annual Convention, Orlando, FL, September 7, 1989.
- . Training Conference of Louisiana Rehabilitation Association, Baton Rouge, LA, November 3, 1988.

Marketing and Placing Graduates in the Private Sector:

- . George Washington University, Washington, D.C., November 7, 1986.

Placement of the Blind in Industrial and Rural Occupations:

- . Governor's Conference for Persons with Disabilities, Baton Rouge, LA, October 10-11, 1986.

Prediction Model for the Success of Vocational Rehabilitation Clients:

- . Ohio State University, Columbus, OH, February 11, 1991.
- . NRCA 7th Annual Professional Symposium, Boston, MA, February 9, 1990.
- . Louisiana Academy of Sciences, Baton Rouge, LA, February 2, 1990.
- . Louisiana Rehabilitation Association Annual Conference, Lake Charles, LA, November 6-8, 1985.
- . Louisiana Psychological Association Annual Conference, Lake Charles, LA, October 16, 1985.
- . American Association for Counseling and Development Annual Convention, New York, NY, April 2-5, 1985.

Rehabilitation Educator's Forum:

- . Annual Convention of the Louisiana Rehabilitation Association, Thibodaux, LA, October 10-12, 1984.
- . Placement of the Blind: Statewide Headstart Conference Baton Rouge, LA, October 2-4, 1979.

## **WORKSHOPS ORGANIZED**

Rehabilitation Capacity Building, RSA-NIDRR Grant Writing, and Technical Assistance Workshop:

- Baton Rouge, LA, June 21-22, 2001
- Baton Rouge, LA, June 7-8, 2001
- Dallas, TX, March 21-23, 2001

Region VI Consortium for Rehabilitation Capacity Building, RSA-NIDRR Research Grant Writing, Technical Assistance, and Follow-up Workshop:

- Dallas, TX, November 22-24, 1999
- Dallas, TX, November 3-5, 1999
- Dallas, TX, September 8-10, 1999
- Dallas, TX, July 21-23, 1999
- Dallas, TX, February 24-26, 1999
- Dallas, TX, July 15-17, 1998
- Dallas, TX, April 22-23, 1998

Region VI Consortium on Rehabilitation Capacity Building, NIDRR Research Grant Writing, and Technical Assistance Workshop, Dallas, TX, February 27-28, 1998

Region VI Consortium on Rehabilitation Capacity Building and Technical Assistance Workshop, Houston, TX, October 7-8, 1997

Region VI Consortium on Rehabilitation Capacity Building, Second Planning Meeting Houston, TX, October 7, 1997

Region VI Consortium on Rehabilitation Capacity Building, Technical Assistance, and Follow-up Workshop, Dallas, TX, August 6-8, 1997

Region VI Consortium on Rehabilitation Capacity Building Workshop Dallas, TX, February 26-28, 1997

14th Annual Professional Development Symposium of National Rehabilitation Counseling Association, Tucson, AZ, March 3-5, 1995

Access U. S.: New Orleans, July 28, 1992

Access U. S.: New Orleans, November 25, 1990

Traumatic Brain Injury: Challenges for Rehabilitation Workers, For the National Council on Rehabilitation Education at the Rehabilitation Institute of New Orleans, November 5, 1987

### **GRADUATE COURSES TAUGHT**

Introduction to Rehabilitation Counseling  
 Medical and Psychosocial Aspects of Disability I (On-Campus and Online)  
 Medical and Psychosocial Aspects of Disability II (On-campus and Online)  
 Rehabilitation Case Management  
 Occupational Information and Vocational Analysis  
 Interpersonal Skills  
 Job Placement and Job Development  
 Supervised Practicum  
 Supervised Internship I  
 Supervised Internship II  
 Supervised Research Paper/Project  
 Supervised Thesis

### **UNIVERSITY SERVICES**

Southern Association for Colleges and Schools Self Study-Graduate Programs and Publications: 1998-2000.

Efficiency, Effectiveness, and Accountability Task Force: 1997.

Chancellor's Advisory Council: 1996-98.

Search Committee for Associate Vice Chancellor and Dean of the Graduate School: 1996.

International Cultural Fest: Co-Chairperson, April, 1996.

Search Committee for the Director of Special Education: 1995-96.

University Curriculum Committee: 1995-2004.

Graduate Council: Vice Chairperson, 1995-97.

Faculty Advisor: Southern University Student Rehabilitation Counseling Association: 1994-.

Member of Southern University Delegation to Universidad Del Valle De Orizaba: 1994-96.

Advisory Council for Rehabilitation Counseling and Services Program: 1994-.

Advisory Committee Member: MARC-Honors Undergraduate Research Training Program, 1993-96.

Biomedical Research Mentor: MARC-Honors Undergraduate Research Training Program, 1993-96.

Steering Committee Member: College of Sciences Symposium, February, 1993.

Chancellor's Planning Committee Member: 1992-97.

Search Committee Member for the Dean of College of Sciences: July, 1992.

Chairman, Indian Cultural Month: March, 1992.

Academic Policy Advisory Council: 1991-97.

Departmental Representative: Community Service, 1991-95.

Dissertation Handbook Committee: Graduate Council, 1991-92.

Program Committee: Graduate Council, 1992.

India-Pakistan Cultures Month: International Cultures Council, March, 1991.

Graduate Education Committee: The Institutional Self-Study, 1989-91.

Faculty Advisor: Sigma Upsilon Chi of Chi Sigma Iota, Counseling Academic and Professional Honor Society International, 1989-.

Graduate Council Member: Graduate School, Southern University, 1987-2002.

Chairperson: Graduate Faculty Committee, Rehabilitation Counseling Program, Southern University, 1986-.

Member: University Grievance Committee, 1989-96.

Chairman: Advisory Committee, Rehabilitation Counseling Program, Southern University, 1985-98.

Lead Person: Consent Decree Programs, Southern University, 1985-89.

Founding President: The Alpha Zeta Chapter of Rho Chi Sigma, National Honor Society in Rehabilitation Counseling and Services, 1985-87.

Administrator and Monitor: Established the first Area Testing Center and administer national examinations of:

Certified Rehabilitation Counselor (CRC),  
Certified Disability Management Specialist (CDMS), and  
Certified Vocational Evaluator (CVE), 1984-2000.

#### **WORKSHOPS/SEMINARS ORGANIZED AT SOUTHERN UNIVERSITY, BATON ROUGE, LA**

Indicators of success in mental health outcomes: ethical challenges of redefining practice for transition age youth, March 20, 2015

Addressing the Needs of Transition Age Youth with Disabilities: Ethical Considerations, March 7, 2014

Effects of Health Promotion in Vocational Rehabilitation of Persons with disabilities: Ethical Considerations, February 1, 2013

The international Classification of Functioning (ICF) and Motivational Approaches in Employment of Persons with Disabilities: Ethical Considerations, February 3, 2012

New Directions in VR Program Effectiveness: Ethics in Theory Driven Evaluation Process, February 11, 2011

The Changing World of Consumers with Neurological Conditions: Ethical Issues in Vocational Rehabilitation, February 5, 2010

Icon to I can: Ethic in Assistive Technology use by People with Disabilities, February 20, 2009

Working on the Front: Ethics in Rehabilitation of Veterans, February 29, 2008

Emergency Preparedness for People with Disabilities: Ethical Considerations, March 2, 2007

Bio-Ethics and People with Disabilities, February 23, 2006

Ethical Perspective of International Classification of Functioning and Evidence-Based Practice in Rehabilitation, February 25, 2005

International Classification of Functioning and Life Care Planning: Ethical Issues, February 27, 2004

Universal Design and Ethics in Rehabilitation, February 7, 2003

TWWIIA and Ethics in Rehabilitation, July 13, 2001

Ethics in Rehabilitation, July 7, 2000

Distance Education in Rehabilitation, July 1, 1999

Vocational Evaluation and Assistive Technology, July 23, 1998

Sexuality and Disability, July, 18, 1997

Rehabilitation Capacity Building: Technical Assistance, Grant Writing, and Follow-up Workshop, July 17, 1997

Region VI Consortium: First Annual Retreat, May 28-29, 1997

Rehabilitation Capacity Building: Technical Assistance and Grant Writing Workshop, April 17-18, 1997

Rehabilitation Capacity Building: Grant Writing Workshop, November 21-22, 1996

Diversity and Job Placement Strategies, July 16, 1996

Student Leadership Development Seminar, March 1, 1996

Career Opportunities in the 21st Century, December 8, 1995

Americans with Disabilities Act of 1990 and Disability Awareness for Minority Institutions:  
Students with Disabilities, October 13, 1995  
Administrators, October 12, 1995

Interacting with People with Disabilities, Faculty Convocation, August 11, 1995

Diversity and Rehabilitation, April 7, 1995

Exploring the Deeper Meaning of Culture, December 6, 1994

Empowering Persons With Disabilities, September 17, 1993

Access U. S.: October 22, 1991

Multicultural Counseling, September 13, 1991

Marketing Rehabilitation, March 23, 1990

Counseling and Aging: New Life-styles, New Careers, April 13, 1989

Training and Certification Workshop on Vocational Evaluation, April 11-15, 1988

Gerontological Counseling, October 2, 1986

Traumatic Brain Injury and Rehabilitation, October 1, 1986

Older Persons: A New Challenge for Rehabilitation Counselors, November 25, 1985

## **PROFESSIONAL MEMBERSHIPS**

2000-	American Association for Persons with Disabilities (AAPD)
2000-	Consortia of Administrators for Native American Rehabilitation (CANAR)
2003-2008	United States International Council on Disability (USICD)
2000-	Rehabilitation International (RI)
1997-1999	American Public Health Association (APHA)
1994-	National Association of Multicultural Rehabilitation Concerns (NAMCRC)
1994-	Vocational Evaluation and Work Adjustment Association (VEWA)
1994-	Job Placement Division of NRA
1991-92	Louisiana Branch of American Association of Physicians from India
1990-96	Louisiana Academy of Sciences (LAS)
1989-	Chi Sigma Iota, Counseling Academic and Professional Honor Society International (CSI)
1985-90	National Association of Rehabilitation Instructors (NARI)
1984-	National Council on Rehabilitation Education (NCRE)
1984-	Louisiana Rehabilitation Association (LRA)
1984-	Louisiana Rehabilitation Counseling Association (LRCA)

1979-92 Council of Exceptional Children (CEC)  
 1975- American Counseling Association (ACA)  
 1975- American Rehabilitation Counseling Association (ARCA)  
 1975- National Rehabilitation Association (NRA)  
 1975- National Rehabilitation Counseling Association (NRCA)

**PROFESSIONAL ACTIVITIES: International**

Chair: Work and Employment Commission, Rehabilitation International, 2008-2012 and 2012-2016

Chair: North American Region, Work and Employment Commission, Rehabilitation International (RI), 2004–2008.

Board Member: United States International Council on Disabilities (USICD), 2003-2008.

**PROFESSIONAL ACTIVITIES: National**

Board Member:  
 National Clearinghouse on Rehabilitation Training Materials: 2011-2012.

Past President (2005); President (2004); President-Elect (2003):  
 National Rehabilitation Association - Vocational Evaluation and Work Adjustment Association.

Board Member: Louisiana Vocational Evaluation and Work Adjustment Association, 2003

Board Member at Large:  
 National Association for Rehabilitation Research and Training Centers, 2002-2006.

Research Consultant: Center for Disability and Socioeconomic Policy Studies, Howard University Research and Training Center, Washington, D.C., 2002-2005.

Director of Research: Center for Disability and Socioeconomic Policy Studies, Howard University Research and Training Center, Washington, D.C., 2000-2002

Consultant: Disability Research Institute, University of Illinois, Urbana-Champaign, IL, 2000-2005.

Consultant: National Council on Disability, Washington, D.C., 1999-2002.

National Advisory Board Member: Center for Disability and Socioeconomic Policy Studies Howard University, Washington, D.C., 1996-2000.

Consultant: H. U. NET: The Collaborative Model for Capacity Building, Howard University, Washington, D.C. 1996-2002

External Task Force Member: American Indian Rehabilitation Research and Training Center, Northern Arizona University, Flagstaff, AZ, 1996-2003.

Board Member: National Association of Multicultural Rehabilitation Concerns, 1996-2002

President (1994); President-Elect (1993); Secretary-Treasurer (1991-92); Chairperson (1989-90) and Associate Chairperson (1988), Organizational Operational Council; and Chairperson (1995), Nominations and Elections Sub-council: National Rehabilitation Counseling Association.

National Survey on Rehabilitation Counseling student Needs, sponsored by National Rehabilitation Counseling Association: 1991-1992

Invited Member: Planning Session on International Summit on Disability in 1991.  
National Council on Disability, New York, NY, 1990.

Nominated, Interviewed, and Considered as one of two finalists for Presidential Appointment as the Director, National Institute on Disability and Rehabilitation Research, Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., 1989.

Grant Reviewer: National Institute on Disability and Rehabilitation Research, Washington, D.C., (1996 and 1991); and Rehabilitation Services Administration, Washington, D.C., (1989).

Member: Awards Committee, Chi Sigma Iota, 1989-90.

Chairperson: Certification Maintenance, ARCA Council on Professional Issues, 1988-90.

Chairperson: Task Force on Student Concerns, NRCA, 1989-92.

Co-Chairperson: NRCA Student Symposium: NRA Annual Convention, San Diego, CA, December 6, 1992.

Chairperson: NRCA Student Symposium:  
NRA Annual Convention, Louisville, KY, November 17, 1991.  
NRCA Professional Development Symposium, Cincinnati, OH, February, 1991.  
NRA Annual Convention, Minneapolis, MN, November 11, 1990.  
NRA Annual Convention, Orlando, FL, September 9, 1989.

Coordinator: Rho Chi Sigma Awards Committee, 1988.

Chairman: Rho Chi Sigma Graduate Research and Professional Research Awards Committee, 1988.

Certification Chairperson:  
NRA Annual Convention: Reno, NE, November 17-21, 1988.  
NRA Annual Convention: New Orleans, LA, November 5-9, 1987.

Board Member: Rho Chi Sigma, 1986-88.

Board Member: National Association of Rehabilitation Instructors, 1986-87.

Rehabilitation Consultant: International Rescue Committee (New York) and Bangladesh Freedom

Fighters' Welfare Trust (Bangladesh): Planned and executed the rehabilitation programs for the Freedom Fighters who became visually impaired, 1971-75.

### **PROFESSIONAL ACTIVITIES: Regional**

Consortium Coordinator: Region VI Consortium for Rehabilitation Capacity Building in Minority Educational Institutions, 1996-1999.

Consultant: Region II Rehabilitation Cultural Diversity Initiative (RCDI), 1995.

Consultant: Region IV Rehabilitation Cultural Diversity Initiative (RCDI), 1994-96.

Consultant: Region VI Rehabilitation Cultural Diversity Initiative (RCDI), Regional Rehabilitation Continuing Education Program (RRCEP), University of Arkansas, Hot Springs, 1992-96.

President (1992) and President Elect (1991): National Rehabilitation Counseling Association, South-West Region.

Chairperson, Program & Certification Committee (1992): SW-NRA, LRA, LARP Annual Training Conference, New Orleans, LA.

Regional Representative: NRA Council of Chapter Presidents, 1991-95.

Grant Reviewer: Rehabilitation Services Administration, Region VI, Dallas, TX, 1991.

Member: NRCA-SW Regional Awards Committee, 1990-96.

Member: NRA-SW Regional Awards Committee, 1989.

Region VI Representative: National Council on Rehabilitation Education, 1985-87.

### **PROFESSIONAL ACTIVITIES: State**

Member: Louisiana Licensed Professional Vocational Rehabilitation Counselors Board of Examiners (appointed by the Governor), 2007- 2012.

Advisory Board Member: Rehabilitation Hospital of Baton Rouge, 1994- 2005.

Advisory Board Member: Our Lady of the Lake Regional Medical Center, Rehabilitation Unit, 1993-2005.

Examination Committee Member: Louisiana Licensed Professional Vocational Rehabilitation Counselors, 1992-94.

State Advisory Council Member: AgriAbility, Louisiana Cooperative Extension Service for farmers with disabilities, 1991-96.

President (1992); and President-Elect (1991): Louisiana Rehabilitation Counseling Association

Chairperson, Awards Committee, Louisiana Rehabilitation Association, 1992.

Past President (1991); President (1990); President-Elect (1989); Vice President (1988); and Treasurer (1985-87): Louisiana Rehabilitation Association

Task Force on Training Need Assessment: Louisiana Rehabilitation Services, 1990.

Chairperson, Certification Maintenance and Task Force Member: Governor's Conference for Persons with Disabilities, Baton Rouge, LA, October 25-27, 1990.

Chairperson: Certification Maintenance, Louisiana Rehabilitation Association, Annual Training Conferences, 1986-90.

Board Member: Human Services Foundation, Baton Rouge, LA., 1989-95.

Member: University Consortium on Supported Employment, 1987-88.

Program Chairperson: Louisiana Rehabilitation Association Annual Conference, Baton Rouge, November 12-14, 1986.

Chairperson: Special Needs Committee, Louisiana Governor's Conference for Persons with Disabilities, Baton Rouge, LA, October 10-11, 1986.

Member: The Employment Initiative Committee, Louisiana State Planning Council on Developmental Disabilities, 1985-88.

### **ACADEMIC, RESEARCH, AND SERVICE AWARDS AND HONORS**

**Dr. Sylvia Walker Multicultural Education Award**: Annual Training Conference of National Association of Multicultural Rehabilitation Concerns, New Orleans, LA., July, 2013.

**2012 Research Award, National Rehabilitation Association Job Placement Division**: Annual Training Conference, Chicago, IL, August 25, 2012. Shared with Dr. Alo Dutta, Dr. Fong Chan, Viviana Torres, and Kayala Flemming.

**Travel Award to Saudi Arabia**: Prince Salman Center for Disability and Rehabilitation Research Riyadh, Saudi Arabia, March 15 -28, 2009.

**Outstanding Service Award of Oklahoma Tribal VR Council**  
CANAR Conference, Niagara Falls, June 23, 2008

**Outstanding Research Investigator of the Year**: Southern University, Baton Rouge, LA, March 18, 2008 – An award plaque and \$1,000.

**Researcher and Scholar of the Year**: College of Sciences, Southern University, Baton Rouge,

LA, February 28, 2008 – An award plaque and \$250.

**Travel Scholarship to Tunisia:** Center for International Rehabilitation and Research Information & Exchange (CIRRIE), New York, October, 2007.

**Job Placement Division Research Award:** National Rehabilitation Association Annual Training Conference, Orlando, FL, November 11, 2006. Shared with Dr. Chrissann Schiro-Geist and Dr. Alo Dutta.

**Paul Hoffman Award of Vocational Evaluation and Work Adjustment Association:** National Rehabilitation Association Annual Training Conference, Alexandria, VA, October 27, 2005.

**Award Plaque Past President:** Vocational Evaluation and Work Adjustment Association, National Rehabilitation Association, Arlington, VA, 2005.

**Millionaire Club:** Southern University, Baton Rouge, LA  
 April, 2007  
 April, 2005  
 April, 2002

**Faculty Advisor Award:** Chi Sigma Iota Professional, Academic and Counseling Honor Society International, Atlanta, GA, April 14, 2005.

**Award Plaque:** Oklahoma Tribal Vocational Rehabilitation Council, Annual Conference of the Consortium of Administrators for American Indian Rehabilitation, Seattle, WA, November 17, 2004.

**President's Award Plaque:** Vocational Evaluation and Work Adjustment Association, National Rehabilitation Association, New Orleans, July, 2004.

**Travel Scholarship to Hong Kong and China:** Center for International Rehabilitation and Research Information & Exchange (CIRRIE), New York, June, 2004.

**Travel Scholarship to South Africa:** Center for International Rehabilitation and Research Information & Exchange (CIRRIE), New York, September-October, 2003.

**Recognition Award:** Consortium of Administrators for American Indian Rehabilitation, Seattle, WA, November 19, 2002.

**Rehabilitation Educator of the Year Award:** National Council on Rehabilitation Education, Tucson, AZ, February 23, 2001.

**Seid Hendrix Memorial Award:** Louisiana Rehabilitation Association, Baton Rouge, LA, September 20, 2000.

**Bobbie J. Atkins Research Award:** National Association for Multicultural Rehabilitation Concerns, Detroit, MI, July 19, 2000.

**Exceptional Leadership and Devoted Service Award:**

National Association for Multicultural Rehabilitation Concerns, Mobile, AL, July 15, 1999.

**National Citation Award:**

National Rehabilitation Counseling Association, Little Rock, AR, March, 1996.

**Grantsmanship Award:** Southern University, Baton Rouge, LA, April, 1995.

**President's Award Plaque:** National Rehabilitation Counseling Association, St. Louis, MO, October, 1994.

**Distinguished Service Award:** Southern University, Baton Rouge, LA, April, 1992.

**Fellow:** National Rehabilitation Counseling Association, Orlando, FL, September, 1989.

**Fellowship:** Leadership in Counselor Education, Chi Sigma Iota, Counseling Academic and Professional Honor Society International, Boston, March, 1989.

**Merit Award:**

Rho Chi Sigma, Rehabilitation Counseling & Services Honor Society, Boston, MA, March, 1989.

**Award Plaque** Who's Who Among Human Service Professional, The National Reference Institute, Washington, D.C., 1988.

**Meritorious Service Award:** State of Louisiana and Division of Rehabilitation Services, Governor's Mansion, Baton Rouge, LA, October, 1987.

**Scholarship:** Valpar International Corporation, Tucson, AZ, 1987-89.

**Citation:** National Distinguished Service Registry, Medical and Vocational Rehabilitation, 1987.

**Award Plaque:** Louisiana Rehabilitation Association Annual Conference, Lake Charles, LA, November 6, 1986.

**Scholarship:** National Association of Rehabilitation Instructors, Fisherville, VA, 1985.

**Award:** "1984 Research Award", Annual Convention of the American Rehabilitation Counseling Association, New York, NY, 1985.

**Dissertation Grant,** Russel Sage Foundation, Michigan State University, East Lansing, MI, 1983.

**Scholarship:** American Personnel & Guidance Association, Alexandria, VA, 1983.

**Research Fellow:** Employment Research & Training Center, Human Resources Center, New York, NY, and Research & Training Center, University of Wisconsin-Stout, 1981-1982.

**Citation:** Who's Who in the Midwest, 17th Edition, 1980-81 for Professional Achievement.

**Grant:** Student Aid Grant, Michigan State University, East Lansing, MI, 1976-1979.

**Scholarship:** Delta-Gamma Foundation, Columbus, OH, 1976.

**Visitorship:** British Council, London, U.K., 1971, under the invitation of the British High Commissioner in India.

**Fellowship:** International Eye Foundation, Washington, D.C., 1971.

**Scholarship:** Watumul Foundation, Honolulu, HI, 1970.

**Scholarship:** The Council of International Programs for Youth Leaders and Social Workers, U.S.A., 1970-1971.

**Scholarship:** Fulbright, U.S.A. Fieldwork experience in Rehabilitation in the United States. Studied and observed work at the centers for the blind in the United Kingdom, France, West Germany, Switzerland, Italy, Greece, and Israel, 1970-1971.

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