

CURRICULUM VITAE

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Department of Counselor Education and Counseling Psychology
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EDUCATION

<i>PhD</i>	Counselor Education and Counseling: Clinical Mental Health Counseling Idaho State University Dissertation: <i>Shaking Up The Room: Process of Professional Identity Development of Black Doctoral Students in Counselor Education</i> Advisor: Elizabeth Horn, PhD
<i>MA</i>	Clinical Mental Health Counseling The George Washington University
<i>BS</i>	Biology: Chemistry (Minor) Virginia Commonwealth University

LICENSURE & CERTIFICATION

<i>January 2026-Present</i>	Licensed Professional Counselor (6401225932) Michigan Board of Counseling
<i>January 2024-Present</i>	Licensed Professional Counselor (LPC-2249) Wyoming Mental Health Professions Licensing Board
<i>July 2021-Present</i>	National Certified Counselor National Board of Certified Counselors, Inc.
<i>July 2019-Present</i>	Licensed Professional Counselor (LPC-7445) Idaho Bureau of Occupational Licenses

ACADEMIC APPOINTMENTS

<i>August 2021-Present</i>	Assistant Professor of Counselor Education and Counseling Psychology, Western Michigan University (WMU)
<i>August 2018-May 2021</i>	Graduate & Teaching Assistant of Counseling, Idaho State University (ISU)

PROFESSIONAL RECOGNITION

Publications

Book Chapters

1. Adkison-Johnson, C., **Ngadjui, O.T.**, & Peterson, G. (2024). The therapeutic relationship. In S.K. Butler & A. Shillingford (Eds.), *Intersectional counseling skills: The journey to becoming a culturally inclusive counselor*. Cognella Press.
2. **Ngadjui, O.T.**, Chan, C.D., Scott, B. & Nelson, A. (2023). An education without domination: Subversive practices on social structures and humanizing practices for students of color. In T.M. Mealy & H. Bennett (Eds.), *Equity in the classroom: Essays on curricular and pedagogical approaches to empowering all students*. McFarland.
3. **Ngadjui, O.T.**, Frank, C.D. & Chan, C.D. (2023). Utilizing sentipensante as pedagogical trauma informed practice for urban P-12 classrooms. In T.A. Flowers, (Ed.), *Leadership and policy in urban education: Key issues*. Cambridge Scholars Publishing.
4. **Ngadjui, O.T.** (2022). Uprooting the prevalence of misogynoir in counselor education. In C. J. Porter & T. Sulé (Eds.), *Applying Black feminist epistemology and praxis: Narratives in and through the academy* (pp. 65-70). Routledge.

Refereed Journal Articles

**=graduate student (doctoral level)

5. **Ngadjui, O.T.**, **Sanchez-Rodriguez, M., Chan, C.D., Reyna, M., & Steen, S. (2025). Magnifying Black/African American representation to expand cultural sensitivity in counselor educator preparation programs. *Journal of Multicultural Counseling and Development*. Retrieved from <https://doi-org.libproxy.library.wmich.edu/10.1002/jmcd.12318>
6. **Ngadjui, O.T.** & Horn, E. (2024). Professional identity development of Black doctoral students in counselor education: A reflexive model. *Teaching and Supervision in Counseling*, 6(1). Retrieved from <https://trace.tennessee.edu/tsc/vol6/iss1/3/>
7. Height, T., **Ngadjui, O. T.**, Hoover, F. A., & Dillon, J. A. (2022). The 2020 Social and Environmental Apocalypse: Reimagining Black America. *American Studies*, 60(3/4). Retrieved from <https://journals.ku.edu/amsj/article/view/16385>

8. **Ngadjui, O. T.** (2021). Integrating vicarious resilience into counselor education programs. *Journal of Counselor Preparation and Supervision*, 14(4), 23. Retrieved from <https://digitalcommons.sacredheart.edu/cgi/viewcontent.cgi?article=1496&context=jcps>
9. Chan, C. D., **Ngadjui, O. T.**, Jackson, T., & Steen, S. (2021). Unsettling complex inequities on school climate for males of color: School counseling applications from an intersectionality-based policy analysis. *Professional School Counseling*, 25(1/4). <https://doi.org/10.1177/2156759X211040029>

Other Publications

10. Hegele, K., VanDerwall, R., Rawls, G., Hart-Young, A, Stitt, W., **Ngadjui, O.T.**, Lee, K., Metro-Roland, D., & Ehrhardt, K.E. (2026). *Standards for mentoring and induction of new teachers, school counselors and administrators*. Michigan Department of Education. Retrieved from https://www.michigan.gov/mde/-/media/Project/Websites/mde/educator_services/mentoring-induction/Mentoring-and-Induction-Standards.pdf?rev=fb7e876b84524cbfa7c4ab2f8fd4f436&hash=995C9013A0A8C3D1F25C9EA7CD040F0A
11. Rubel, D., Peters, H., **Ngadjui, O.T.**, Bowser, T., Kozak, K., Lucas, L., Dobmeier, R., Browne-James, L., Munoz, M. & Torres-Rivera, E. (2023). *Association for Counselor Education and Supervision's Diversity, Inclusion, Equity, Human Rights and Social Justice Statement [Statement of Values]*. Association for Counselor Education and Supervision: Human Rights and Social Justice Standing Committee. Retrieved from https://acesonline.net/wp-content/uploads/2023/04/DEIJ_Statement_of_Values.docx
12. Murillo Pantoja, D. & **Ngadjui, O.T.** (2022). *Review of 37 Seconds [Motion Picture]*. The Counselors' Bookshelf: Movies and TV Shows. Lexington, NC: Chi Sigma Iota International.
13. **Ngadjui, O.T.** (2020). *Review of Racial Healing Handbook: Practical Activities to Help Challenge Privilege, Confront Systemic Racism and Engage in Collective Healing (The Social Justice Handbook Series) by Drs. Anneliese A. Singh & Derald Wing Sue*. The Counselors' Bookshelf: Books that Help Me Become a Better Counselor. Lexington, NC: Chi Sigma Iota International.

Refereed Presentations

- *= graduate student (master's level)
- **=graduate student (doctoral level)

International

1. **Ngadjui, O.T.** (July 2026). *Integrating vicarious resilience into counselor education*. Korean Counseling Association Conference (Association for Assessment and Research in Counseling Partnership). Seoul, South Korea. Poster Presentation.
2. **Ngadjui, O.T.** (March 2025). *Integrating vicarious resilience into counselor education*. Mediterranean Region Counseling Association Conference. Poznań, Poland.

3. **Ngadjui, O.T.** & Mitcham, M. (March 2025). *Ethical considerations in developing cultural competence: The reflective counselor*. Mediterranean Region Counseling Association Conference. Poznań, Poland.
4. *Jackson, C. N. & **Ngadjui, O.T.** (October 2024). *Experiences of self-advocacy and mindfulness practice of disabled/ability minoritized individuals in counselor education*. European Branch of the American Counseling Association Conference. Heidelberg, Germany.
5. **Ngadjui, O.T.**, Steen, S., **Palmer, K.A., **Nungester, A.G., Bethea, C., Li, Z., *Atkins, R.C., Mahmood, A., *Baeza, C.V., & Merrite, M. (October 2023). *Assimilation, acculturation or integration: Q-methodology study of racially minoritized faculty's professional identity development*. European Branch of the American Counseling Association Conference. Leiden, Netherlands.
6. **Thomas, T.M. & **Ngadjui, O.T.** (October 2023). *Survey of multicultural and leadership and advocacy coursework in counselor education*. European Branch of the American Counseling Association Conference. Leiden, Netherlands.

National

7. Taylor, D., Gabriel, M., Ng, K., Burks, A.C, Varnado-Johnson, C., & **Ngadjui, O.T.** (October 2025). *"Diversity, equity and inclusion?" More strategies for taking intentional action for social change throughout our work in counselor education despite societal climate shifts*. Association for Counselor Education and Supervision Conference. Philadelphia, PA.
8. Nam, S., **Ngadjui, O.T.**, Jeong, J., Steen, S., & Um, B. (October 2025). *Best practices for scale development and validation in counselor education*. Association for Counselor Education and Supervision Conference. Philadelphia, PA.
9. Storlie, C.A., Spurgeon, S.L., Butler, S.K., **Ngadjui, O.T.**, Wallace, D., Farrell, I., & Randolph, A. (October 2025). *Navigating the impact of anti-DEI initiatives: Advocacy strategies for counselor educators and researchers*. Association for Counselor Education and Supervision Conference. Philadelphia, PA.
10. Steen, S., **Ngadjui, O.T.**, **Palmer, K.A., **Nungester, A.G., Bethea, C., Li, Z., *Atkins, R.C., Mahmood, A., *Baeza, C.V., & Merritte, M. (June 2025). *Assimilation, acculturation or integration: Q-methodology study of racially minoritized faculty's professional identity development in counselor education*. National Career Development Association Conference. Atlanta, GA.
11. **Ngadjui, O.T.** (April 2025). *Forging onward: Sustaining social justice advocacy practice in counselor education & supervision*. Counselors for Social Justice Conference, sponsored session on behalf of the Association for Counselor Education and Supervision. San Juan, Puerto Rico.

12. **Ngadjui, O.T.** (October 2024). *The process of professional identity development of Black doctoral students in counselor education: A reflexive model*. Black Doctoral Network National Conference. Los Angeles, CA.
13. **Ngadjui, O.T.**, Steen, S., **Palmer, K.A., **Nungester, A.G., Bethea, C., Li, Z., *Atkins, R.C., Mahmood, A., *Baeza, C.V., & Merrite, M. (October 2023). *Assimilation, acculturation or integration: Q-Methodology study of racially minoritized faculty understanding of professional identity development in counselor education*. Association for Counselor Education and Supervision Conference. Denver, CO.
14. **Ngadjui, O.T.**, Burks, A., Cureton, J., Gabriel, M., Taylor, D., Jenkins, K., & Pierce, K.L. (October 2023). *Sustainability and self-preservation: Strategies for maintaining diversity, inclusion, equity and justice in counselor education*. Association for Counselor Education and Supervision Conference. Denver, CO.
15. **Ngadjui, O.T.**, Burks, A., Cureton, J., Taylor, D., Jenkins, K., Starkweather, H., Pierce, K.L., Decker, E., Brew, L., Haas, J., Bayne, H., Dockery, G., Madsen, L., & Hyun, J. (October 2023). *Diversity, equity and inclusion? More strategies for taking intentional action for social change throughout our work in counselor education despite societal climate shifts*. Association for Counselor Education and Supervision Preconference. Denver, CO.
16. Bowser, T. & **Ngadjui, O.T.** (March 2023). *Departmental interpersonal accountability and equity in counselor education programs*. American Counseling Association Conference. Toronto, CA.
17. **Ngadjui, O.T.** (October 2021). *Shaking up the room: The process of professional identity development of Black doctoral students in counselor education*. Association for Counselor Education and Supervision Conference. Atlanta, GA.
18. **Ngadjui, O.T.**, Avery, D., Burks, A., Cureton, J., Smith, S., Pierce, L., Bowser, T., Hunter, T. & Uwamahoro Williams, O. (October 2021). *Diversity and inclusion? Taking intentional action for social change throughout our work*. Association for Counselor Education and Supervision Preconference. Atlanta, GA.
19. **Ngadjui, O.T.** (July 2021). *Shaking up the room: The process of professional identity development of Black doctoral students in counselor education*. Association for Adult Development and Aging Virtual Conference.
20. **Ngadjui, O.T.** & Chan, C.D. (June 2021). *Microaffirmations vs. macroaffirmations: Moving beyond performative allyship for Black, Indigenous and People of Color (BIPOC) in counselor education*. Association for Multicultural Counseling and Development Virtual Conference.

21. **Ngadjui, O.T.** (April 2021). *Shaking up the room: The process of professional identity development of Black doctoral students in counselor education*. American Counseling Association Virtual Conference.
22. **Ngadjui, O.T.** & Frank, C. (June 2020). *Infusing sentipensante for mentoring, teaching and supervising collectivist students*. Association for Multicultural Counseling and Development Virtual Summit.
23. Astravomich, R., **Ngadjui, O.T.**, Amende, K., Graham, L. & Krzemieniecki, A. (October 2019). *Advocacy evaluation: A methodological framework for social justice & advocacy research in counseling*. Association for Counselor Education & Supervision Conference. Seattle, WA.
24. **Ngadjui, O.T.** (October 2019). *Making friends across cultures*. TEDxIdahoStateUniversity. Pocatello, ID.
25. **Ngadjui, O.T.** & Frank, C. (June 2019). *Collective considerations for clients, students and supervisees: How to infuse a systems approach to supervision in practice*. Association for Multicultural Counseling and Development Summit. Orlando FL.

Regional

26. **Ngadjui, O.T.**, Steen, S., **Palmer, K.A., **Nungester, A.G., Bethea, C., Li, Z., *Baeza, C.V., & Merritte, M. (October 2024). *Assimilation, acculturation or integration: Q-Methodology study of racially minoritized faculty understanding of professional identity development in counselor education*. North Central Association for Counselor Education and Supervision Conference. Rosemont, IL.
27. **Thomas, T.M. & **Ngadjui, O.T.** (October 2024). *Survey of multicultural and leadership and advocacy coursework in counselor education*. North Central Association for Counselor Education and Supervision Conference. Rosemont, IL.
28. **Ngadjui, O.T.**, & Bowser, T. (September 2022). *Departmental interpersonal accountability and equity in counselor education programs*. North Central Association for Counselor Education and Supervision Conference. Omaha, NE.
29. **Ngadjui, O.T.** , Andrade, E & Lopez, J. (November 2020). *“Home isn’t where we live, it’s where we belong”*: Retaining students of color in counselor education. Western Association for Counselor Education and Supervision Conference. Tucson, AZ. Conference Canceled.
30. **Ngadjui, O.T.** & Horn, E. (October 2020). *Shaking up the room: The process of professional identity development of Black doctoral students in counselor education*. Rocky Mountain Association for Counselor Education and Supervision Virtual Conference.

State

31. Vanderwall, R., **Ngadjui, O.T.**, Lee, K., Rawls, G., Hegele, K., Hart-Young, A., & Brown, M. (May 2025). *PROJECT IMPACT: Mentoring & induction program for administrators, counselors, and teachers, & #TEACH*. Michigan Association of Colleges for Teacher Education (MACTE) Continuous Improvement Conference. Michigan State University, Lansing, MI.
32. Steen, S., **Ngadjui, O.T.**, **Palmer, K.A., **Nungester, A.G., Bethea, C., Li, Z., *Atkins, R.C., Mahmood, A., *Baeza, C.V., & Merrite, M. (March 2024). *Assimilation, acculturation or integration: Q-Methodology study of racially minoritized faculty understanding of professional identity development in counselor education*. Access to Research and Inclusive Excellence Conference. George Mason University, Fairfax County, VA.
33. **Ngadjui, O.T.** (November 2020). *Prioritizing cultural sensitivity in counseling supervision using the heuristic model of non-oppressive interpersonal development (HMNID)*. Idaho Counseling Association Virtual Conference: Division Distinguished Presenter for the Idaho Association for Counselor Education & Supervision.
34. Chan, C.D., **Ngadjui, O.T.**, Frank, C. & Nelson, A. (November 2019). *Intersectionality and positive body image: A framework for strategies for counselors*. Idaho Counseling Association Conference. Boise, ID.
35. Stewart, L. & **Ngadjui, O.T.** (November 2019). *Helping the healers: Understanding, recognizing, and responding to vicarious trauma*. Idaho Counseling Association Pre-Conference. Boise, ID.

Invited Presentations

*=graduate student (master's level)

**=graduate student (doctoral level)

International

1. **Ngadjui, O.T.** (February 2022). *Black mental wellness chat*. BlackWomenPhDs Instagram Takeover for Black History Month.
2. **Ngadjui, O.T.** (February 2022). *Black doctoral journey chat*. BlackWomenPhDs Instagram Takeover for Black History Month.

National

3. Storlie, C., Stretch, L.S., Lomas, G. & **Ngadjui, O.T.** (February 2025). *Let's talk counselor education: Teaching committee*. Association for Counselor Education & Supervision Webinar Series.
4. **Ngadjui, O.T.**, Allen, K.N., Middleton, J., Brown, J.S., Bakers-Simmons, T., Kirchner, L.L., Daniel, D., & Coleman-Motley, A. (November 2023). *Navigating cross-cultural friendships*. The Female Quotient. Power of the Pack Webinar.

5. **Ngadjui, O.T.**, Burks, A., & Cureton, J. (October 2023). *Safety first, wellness when? Safety and wellness resistance space for diversity, equity, inclusion and justice individuals in counselor education*. Association for Counselor Education and Supervision Conference. Denver, CO.
6. **Ngadjui, O.T.** (October 2020). *A review of Robert's rules of order*. Association for Multicultural Counseling & Development (AMCD) Leadership Retreat.
7. **Ngadjui, O.T.**, Flores Locke, A., & Smith, S.D. (October 2020). *Maintaining our mental health & wellness amid COVID-19 and racial/class disparities*. Association for Counselor Education & Supervision (ACES) Diversity and Inclusion Interest Network Webinar.
8. **Ngadjui, O.T.** (June 2020). *What about us? Perceptions of counseling students of color on representation of andragogy and curricula*. Association for Multicultural Counseling and Development Virtual Mentee Research Symposium.

State

9. **Ngadjui, O.T.** (December 2025). *Recommendations for managing mental health, holiday stress, grief and difficult conversations (in collaboration with Western Michigan University)*. WWJ Newsradio, Detroit.
10. **Ngadjui, O.T.** (December 2025). *Taking a chance: Advocacy and leadership with Chi Sigma Iota (CSI) keynote address*. Alpha Chi Omicron Induction and Informational Session, Winston-Salem State University (invited by Dr. Patrice Bounds at Eastern Michigan University, Treasurer of Chi Sigma Iota Counseling Academic and Professional Honor Society International).
11. **Ngadjui, O.T.**, & **Wicks, T. (October 2025). *Leadership and advocacy open forum discussion*. Counselor Education Fall Doctoral Retreat, (Faculty Interview), Western Michigan University.
12. Steen, S., **Ngadjui, O.T.**, *Baeza, C.V., Bethea, C.A., *Atkins, R.C. , Li, Z., Mahmood. A., Merritte, M., **Nungester, A. & **Palmer, K.A. (November 2024). *Exploring contemporary researchers' experiences: Cross university graduate student research team panel*. Diversity Research Action Consortium (Webinar), George Mason University.
13. **Ngadjui, O.T.** (November 2023). *Opening more doors: Strategies for submitting counseling conference proposals and preparing for conference presentations*. Diversity Research Action Consortium (Webinar), George Mason University.
14. **Ngadjui, O.T.**, Perryman Clark, S.M., Pozo, S., & Wallace, L.R. (September 2023). *Student success: Making the most out of your college experience*. 8th Annual Multicultural Meet and Greet Panel, Western Michigan University.

15. ****Wright, R. & Ngadjui, O.T.** (June 2023). *Professional identity development*. Counseling Field Practicum Experience, Western Michigan University.
16. **Ngadjui, O.T. & Peterson, G. J.** (April 2023). *Doctoral student success*. Counselor Education Spring Doctoral Retreat, (Faculty Discussion Panel), Western Michigan University.
17. **Ngadjui, O.T.** (February 2023). *Shaking up the room: The process of professional identity development of Black doctoral students in counselor education*. Department of Counseling and School Psychology and the Office of Diversity, Equity and Inclusion, Southern Connecticut University.
18. **Ngadjui, O.T.** (January 2023). *Integrating vicarious resilience into counselor education programs*. Ohio Association for Resiliency and Trauma Counseling Webinar, Ohio Counseling Association
19. **Ngadjui, O.T.** (October 2022). *Revisiting CACREP standards and careers in counselor education*. Counselor Education Fall Doctoral Retreat, Western Michigan University.
20. **Ngadjui, O.T.** (December 2021). *Taking a chance: Advocacy and leadership with Chi Sigma Iota (CSI) keynote address*. Gamma Mu Upsilon Induction and Informational Session, George Mason University.
21. **Ngadjui, O.T.** (November 2021). *Clinical considerations for working with children, teens and the in-betweens in group counseling*. Group Counseling (Master's Level), The University of North Carolina at Greensboro.
22. **Ngadjui, O.T.** (October 2021). *Shaking up the room: The process of professional identity development of Black doctoral students in counselor education*. Advanced Multicultural Counseling Course (Doctoral Level), Western Michigan University.
23. **Ngadjui, O.T.** (October 2021). *Clinical considerations for working with children, teens and the in-betweens!* Empower Idaho Online 2021 Northern Idaho Peer Support Connection Virtual Conference.
24. **Ngadjui, O.T.** (August 2021). *Understanding telehealth's strengths, risks & best practices*. Empower Idaho Online Webinar.
25. **Ngadjui, O.T.** (July 2021). *Taking it one step further: Culturally responsive strategies for Nyack public school educators (6-12)*. Race Conscious Pedagogy Professional Development Workshop: Nyack Public School District.
26. **Ngadjui, O.T., & Horn, E.** (May 2021). *Using disenfranchised grief as a lens to work with marginalized populations impacted by racial injustice*. Idaho State University Department of Counseling Professional Development Workshops. Webinar Canceled.

27. **Ngadjui, O.T.** (April 2021). *Student speaker commencement address*. Idaho State University.
28. **Ngadjui, O.T.** (February 2021). *Racial battle fatigue and the Black community: A critical analysis virtual panel*. University of Wisconsin-Oshkosh.
29. **Ngadjui, O.T.** (October 2020). *Crisis and trauma counseling (perspective from the field) panel*. Master's Level Crisis and Trauma Online Counseling Course: Saybrook University.
30. **Ngadjui, O.T.** (October 2020). *The importance of social location in counseling approaches*. Virtual Practicum Supervision: The George Washington University.
31. **Ngadjui, O.T.** (September 2020). *Cross cultural relatedness and anti-racism: Inspired by the TEDx making friends across cultures*. Master's Level Virtual Internship Supervision: The George Washington University.
32. **Ngadjui, O.T.** (August 2020). *Professional counseling identity & career development*. Master's Level Virtual Internship Supervision: The George Washington University.
33. Chan, C.D., **Ngadjui, O.T.** & Joshi, A. (March 2020). *Sizeism: A perspective on biases, career inequities and health disparities*. Positive Body Image Symposium: Idaho State University. Pocatello, ID.
34. Chan, C.D. & **Ngadjui, O.T.** (January 2020). *Fostering a respectful classroom: Culturally responsive tools for curriculum and pedagogy*. College of Technology (Faculty and Staff): Idaho State University. Pocatello, ID.
35. Chan, C.D. & **Ngadjui, O.T.** (January 2020). *Integrating Aspects of Culturally Responsive Teaching*. College of Technology (Faculty and Staff): Idaho State University. Pocatello, ID.
36. Chan, C.D. & **Ngadjui, O.T.** (December 2019). *Beauty, Bias, and Body Image: A Cultural Sensitivity Training for the College of Technology*. College of Technology (Cosmetology Program Students): Idaho State University. Pocatello, ID.
37. Kleist, D. & **Ngadjui, O.T.** (June 2019). *Advanced Clinical Supervision for Counselors Facilitating Multiple Perspectives: Promoting Clinical Growth Through the Reflective Model of Triadic Supervision*. Idaho State University. Pocatello, ID. Workshop Canceled.
38. **Ngadjui, O.T.** (April 2019). *Vicarious Trauma*. Counseling and Testing Services: Idaho State University. Pocatello, ID.
39. **Ngadjui, O.T.** (March 2019). *Path After Graduation (Panel)*. Master's Level Internship Supervision: The George Washington University. Washington, DC.

40. Chan, C.D., **Ngadjui, O.T.** & Frank, C. (March 2019). *Embodying Intersectional Approaches and Practices on Body Image*. Positive Body Image Symposium: Idaho State University. Pocatello, ID.
41. Scott, B., & **Ngadjui, O.T.** (February 2019). *Understanding Healthy Relationships*. Wellness Wednesdays: Idaho State University. Pocatello, ID.
42. **Ngadjui, O.T.** (January 2019). *Dr. Martin Luther King Jr. Memorial Celebration Keynote Speech*. Idaho State University. Pocatello, ID.
43. **Ngadjui, O.T.** (June 2018). *Professional Counseling Identity & Career Development*. Master's Level Internship Supervision: The George Washington University. Washington, DC.

Grants

1. Ehrhardt, K.E., Hegele, K., Lee, K., **Ngadjui, O.T.**, VanDerwall, R., Rawls, G., Hart-Young, A., Metro-Roland, D., Stitt, W. (2024). *Project IMPACT: Induction and mentoring programs for administrators, counselors, and teachers*. Grant proposal submitted to the State of Michigan (\$481,877.00). Funded.
2. Nam, S., **Ngadjui, O.T.**, Jeong, J., Steen, S., & Um, B. (2023). Development and validation of multicultural and social justice-oriented learning environment scale (MSJLES). Grant proposal submitted to the Association for Research and Assessment in Counseling's (AARC) Sponsored Scholarship Program. (\$4000.00). Funded.
3. Nam, S. & **Ngadjui, O.T.** (2022). *Mental health-related academic programs' multicultural environment and its impact on students' professional identity development*. Grant proposal submitted to the Western Michigan University's University Assessment Steering Committee (UASC) 2022 Assessment Mini Grant. (\$1500.00). Not Funded.
4. **Ngadjui, O.T.** (2020). *Shaking up the room: Process of professional identity development of Black doctoral students in counselor education*. Grant proposal submitted to the Association for Counselor Education and Supervision Research Grant. (\$1385.00). Funded.
5. **Ngadjui, O.T.** (2020). *Shaking up the room: Process of professional identity development of Black doctoral students in counselor education*. Grant proposal submitted to the Association for Adult Development and Aging Research Grant. (\$500.00). Funded.
6. Sacco, K., Amende, K., **Ngadjui, O.T.** & Graham, L. (2019). *Supervisees' experience of the use of music in supervision: An interpretative phenomenological approach*. Grant proposal submitted to the Association for Creativity in Counseling Student Research Grant. (\$250.00). Funded.

7. **Ngadjui, O.T., & Chan, C.D. (2016).** *Diversity and advocacy: Moving across systems to promote the counseling profession.* Grant proposal submitted to the Chi Sigma Iota Chapter Development Grant. (\$250.00). Funded.

Awards

<i>Date Received</i>	<i>Title & Description</i>
<i>Spring 2026</i>	Western Michigan University's College of Education and Human Development Faculty Travel Award (\$500.00)
<i>Fall 2025</i>	Western Michigan University's College of Education and Human Development's Functional Course Design Endorsement
<i>Summer I 2025</i>	Western Michigan University College of Education and Human Development's Project IMPACT: Induction and mentoring programs for administrators, counselors, and teachers Grant Workload (Non-Instructional Appointment)
<i>Spring 2025</i>	Western Michigan University's Office of Provost Inaugural Diversity Fellowship/Inclusive Research Workload (Course Release)
<i>Spring 2025</i>	Western Michigan University College of Education and Human Development's Project IMPACT: Induction and mentoring programs for administrators, counselors, and teachers Grant Workload (Course Release)
<i>November 2024</i>	Western Michigan University's College of Education and Human Development Faculty Travel Award (\$500.00)
<i>November 2023</i>	Western Michigan University's College of Education and Human Development Faculty Travel Award (\$500.00)
<i>September 2022</i>	Association for Counselor Education and Supervision (ACES) Diversity Region Conference Scholarship (\$600.00)
<i>October 2021</i>	Western Michigan University's College of Education and Human Development Faculty Travel Award (\$500.00)
<i>June 2021</i>	2021 Association for Multicultural Counseling and Development (AMCD) Kim Lee Hughes Womanista "Wings" Award
<i>April 2021</i>	American Counseling Association (ACA) Glen E. Hubele National Graduate Student Award
<i>April 2021</i>	The George Washington University's Graduate School of Education and Human Development (GSEHD) Dean's

	Outstanding Alumni Achievement Award
<i>October 2020</i>	Rocky Mountain Association for Counselor Education & Supervision (RMACES) Multiculturalism & Social Justice Advocacy Award
<i>September 2020-May 2021</i>	Associated Students of ISU Supreme Court Justice Scholarship (\$250.00)
<i>June 2020</i>	AMCD Mentee Scholarship (\$435.00)
<i>June 2019</i>	Conference Travel Scholarship (\$1000.00)
<i>August 2018-May 2021</i>	ISU Counseling Department Tuition Scholarship/Assistantship
<i>May 2016</i>	The Chi Sigma Iota Outstanding Master's Counseling Student Award
<i>January 2016</i>	The George Washington University's Counseling/Human Development (CHD) Tuition Award (\$4590.00)

PROFESSIONAL COMPETENCE

Teaching Experience

Western Michigan University

Semester	Course
<i>Summer I 2026</i>	CE 6225: Psychoeducational Consultation
<i>Spring 2026</i>	CE 6115: Theories in Counseling & Counselor Education
<i>Spring 2026</i>	CE 6285: Foundations of Clinical Mental Health Counseling
<i>Fall 2025</i>	CE 6115: Theories in Counseling & Counselor Education
<i>Fall 2025</i>	CE 6055: Professional Issues & Ethics
<i>Summer I 2025</i>	CECP 6220: Psychoeducational Consultation
<i>Spring 2025</i>	CECP 7100: Independent Research (Master's Level)
<i>Fall 2024</i>	CECP 6020: Group Dynamics & Procedures
<i>Fall 2024</i>	CECP 6110: Theories of Counseling and Psychotherapy
<i>Summer II 2024</i>	CECP 6080: Counseling and Lifespan Development

<i>Summer I 2024</i>	CECP 6220: Psychoeducational Consultation
<i>Spring 2024</i>	CECP 6080: Counseling and Lifespan Development
<i>Spring 2024</i>	CECP 6110: Theories of Counseling and Psychotherapy
<i>Fall 2023</i>	CECP 6080: Counseling and Lifespan Development
<i>Fall 2023</i>	CECP 6020: Group Dynamics & Procedures
<i>Summer II 2023</i>	CECP 6080: Counseling and Lifespan Development
<i>Summer I 2023</i>	CECP 6130: Field Practicum (Counselor Education)
<i>Spring 2023</i>	CECP 6020: Group Dynamics & Procedures (Overload)
<i>Spring 2023</i>	CECP 6080: Counseling and Lifespan Development
<i>Spring 2023</i>	CECP 6020: Group Dynamics & Procedures
<i>Fall 2022</i>	CECP 6080: Counseling and Lifespan Development
<i>Fall 2022</i>	CECP 6020: Group Dynamics & Procedures
<i>Summer II 2022</i>	CECP 6080: Counseling and Lifespan Development
<i>Summer I 2022</i>	CECP 6130: Field Practicum (Counselor Education)
<i>Spring 2022</i>	CECP 6020: Group Dynamics & Procedures
<i>Spring 2022</i>	CECP 6080: Counseling and Lifespan Development
<i>Fall 2021</i>	CECP 6020: Group Dynamics & Procedures
<i>Fall 2021</i>	CECP 6080: Counseling and Lifespan Development

Co-Teaching Experience

Idaho State University

Semester	Supervising Instructor	Course
<i>Spring 2021</i>	Dr. Leslie Stewart	Issues in Clinical Mental Health Counseling
<i>Spring 2020</i>	Dr. Christian Chan	Lifestyle and Career Development (Teaching Practicum)
<i>Spring 2020</i>	Dr. Christian Chan	Theories of Family and Couples Counseling
<i>Fall 2019</i>	Dr. Christian Chan	Cultural Counseling

<i>Fall 2019</i>	Dr. Logan Lamprecht	Psychodiagnosis & Psychotropic Drugs
<i>Fall 2019</i>	Dr. Leslie Stewart	Foundations of Clinical Mental Health Counseling
<i>Fall 2019</i>	Dr. Chad Yates	Prepracticum Counseling Techniques
<i>Fall 2019</i>	Dr. Christian Chan	Professional Ethics & Orientation
<i>Fall 2019</i>	Dr. David Kleist	Introduction to Counseling Services
<i>Spring 2019</i>	Dr. Leslie Stewart	Crisis & Trauma Interventions
<i>Fall 2018</i>	Dr. Chad Yates	Prepracticum Counseling Techniques
<i>Fall 2018</i>	Dr. Christian Chan	Marriage and Family Counseling Supervision

Supervision Experience

Western Michigan University

Semester	Course/Area	Level/Structure
<i>Summer I 2023</i>	CECP 6130: Field Practicum (Counselor Education)	Master's/Group
<i>Summer I 2022</i>	CECP 6130: Field Practicum (Counselor Education)	Master's/Group

Idaho State University

Semester	Position	Supervising Instructor	Course/Area	Level/Structure
<i>Spring 2021</i>	Supervisor	Dr. Hailey Martinez	Practicum	Master's/Group
<i>Fall 2020</i>	Co-Supervisor	Dr. Randy Astramovich	Internship	Master's/Group
<i>Spring 2020</i>	Co-Supervisor	Dr. Randy Astramovich	Practicum	Master's/Group
<i>Spring 2020</i>	Supervisor	Dr. Shawn Parmanand	Pocatello Counseling Clinic	Master's/Individual
<i>Fall 2019</i>	Supervisor	Dr. Shawn Parmanand	Pocatello Counseling Clinic	Master's/Triadic
<i>Fall 2019</i>	Supervisor	Dr. Randy Astramovich	Internship	Master's/Individual & Triadic
<i>Summer 2019</i>	Co-Supervisor	Dr. Leslie Stewart	Internship	Master's/Group
<i>Spring 2019</i>	Co-Supervisor	Dr. Christian Chan	Internship	Master's/Group
<i>Fall 2018</i>	Supervisor	Dr. Chad Yates	Prepracticum	Master's/Individual

			Counseling Skills	
<i>Fall 2018</i>	Co-Supervisor	Dr. Christian Chan	Internship	Master's/Group
<i>Fall 2018</i>	Co-Supervisor	Dr. Christian Chan	Marriage Family Counseling	Master's/Group

Academic Advising

Doctoral Dissertation Committee Membership

2025	Kemmel Palmer <i>Second Committee Member</i>	<i>Historically Minoritized Racial Groups at a Midwestern University: Behaviors, Attitudes, & Beliefs Toward Mental Health and Well-being</i>
2024	Shirlee Buchanan Moore, Jr. <i>Second Committee Member</i>	<i>Black Female College Student's Instagram Usage and Body Dissatisfaction</i>

PROFESSIONAL SERVICE

Professional Affiliations

- American Counseling Association (ACA)
- Association for Counselor Education and Supervision (ACES)
- North Central Association for Counselor Education and Supervision (NCACES)
- Association for Multicultural Counseling and Development (AMCD)
- Chi Sigma Iota Counseling Academic and Professional Honor Society International (CSI)
- Association for Assessment and Research in Counseling (AARC)
- National Career Development Association (NCDA)
- Research in Action Consortium (RAC)

National, Regional & State

Current

<i>May 2026-Present</i>	CSI Publication Committee <i>Member</i>
<i>May 2026-Present</i>	CSI Counselor's Bookshelf <i>Senior Editor</i>
<i>September 2025-Present</i>	Central Michigan University's Counseling Program Advisory Committee <i>Clinical Mental Health Counseling Representative</i>
<i>July 2024-Present</i>	AMCD Journal of Multicultural Counseling and Development <i>Editorial Board Member</i>
<i>March 2023-Present</i>	Research in Action Consortium at George Mason University <i>Fellow</i>

Prior

<i>April 2026</i>	AARC Conference 2026 <i>Proposal Reviewer</i>
<i>April 2026</i>	Southern Association for Counselor Education & Supervision 2026 <i>Proposal Reviewer</i>
<i>December 2025</i>	Michigan Counseling Conference 2026 <i>Proposal Reviewer</i>
<i>July 2025-June 2026</i>	ACES Governing Council <i>Member-at-Large for Diversity, Equity, Inclusion and Antiracism (Past)</i>
<i>July 2025-June 2026</i>	ACES Strategic Planning Committee <i>Member</i>
<i>May 2024-December 2025</i>	ACES Diversity, Equity & Inclusion Interest Network <i>Advisory Council</i>
<i>July 2024-June 2025</i>	ACES Nominations and Elections Standing Committee <i>Member</i>
<i>July 2024-June 2025</i>	ACES Teaching Standing Committee <i>Member</i>
<i>July 2024-June 2025</i>	ACES Government Relations/Public Policy Special Committee <i>Member</i>
<i>July 2024-June 2025</i>	ACES Executive & Governing Council <i>Member-at-Large for Diversity, Equity, Inclusion and Antiracism</i>
<i>March 2025</i>	ACES Conference 2025 <i>Proposal Reviewer</i>
<i>March 2025</i>	AARC Conference 2025 <i>Proposal Reviewer</i>
<i>June 2023-June 2024</i>	ACES Governing Council <i>Member-at-Large for Diversity, Equity, Inclusion and Antiracism (Elect)</i>
<i>January 2023-April 2026</i>	CSI Counselor's Bookshelf <i>Section Editor (Movies & TV Shows)</i>
<i>October 2022-March 2023</i>	Research in Action Consortium at George Mason University <i>Scholar</i>
<i>July 2022-June 2024</i>	AMCD Executive Council <i>Parliamentarian</i>

<i>June 2022-June 2025</i>	ACES Human Rights and Social Justice Standing Committee <i>Member</i>
<i>June 2022-June 2024</i>	ACES Diversity, Equity & Inclusion Interest Network <i>Interest Network Co-Chair</i>
<i>July 2023-August 2023</i>	ACA Conference 2024 <i>Proposal Reviewer</i>
<i>May 2023-June 2024</i>	ACES Diversity, Equity and Inclusion Legislative Taskforce <i>Member</i>
<i>February 2023-March 2023</i>	ACES Conference 2023 <i>Proposal Reviewer</i>
<i>December 2021-December 2022</i>	Adultspan Journal <i>Manuscript Reviewer</i>
<i>July 2021-June 2022</i>	Association for Adult Development & Aging (AADA) Executive Council <i>Parliamentarian</i>
<i>March 2021-April 2021</i>	ACES Conference 2021 <i>Proposal Reviewer</i>
<i>October 2020-April 2021</i>	AMCD Day of Service Committee <i>Member</i>
<i>October 2020-July 2021</i>	AADA Newsletter Committee <i>Member</i>
<i>October 2020-June 2021</i>	Rocky Mountain Association for Counselor Education and Supervision (RMACES) Emerging Leaders Program <i>Emerging Leader</i>
<i>July 2020-June 2021</i>	AMCD Executive Council <i>Parliamentarian</i>
<i>June 2020-January 2023</i>	CSI Counselor's Bookshelf <i>Editorial Reviewer</i>
<i>June 2020-June 2022</i>	ACES Diversity & Inclusion Interest Network <i>Member & Webinars/Guest Speakers Planning Subcommittee Co-Chair</i>
<i>January 2020-June 2020</i>	AMCD Mentoring Program <i>Mentee</i>
<i>October 2019-June 2020</i>	AMCD State Division Formation Committee <i>Graduate Student Liaison</i>

December 2018-June 2019 AMCD Summit Program Subcommittee
Member & Proposal Reviewer

University-Wide
Western Michigan University

February 2026-Present Office of Faculty Development & Instructional Design's Community
Engaged Teaching and Scholarship Committee
Member

October 2025-Present College of Human Development and Education's International Advisory
Committee
*Counselor Education and Counseling Psychology Department
Representative*

July 2023-February 2025 Black Professionals in S.T.E.A.M. (Student Organization)
Advisor

Idaho State University

September 2020-May 2021 Associated Students of ISU Supreme Court (ASISU)
Supreme Court Justice

January 2020-August 2020 ISU Strategic Planning Committee
Graduate Student Representative

September 2018-May 2020 ISU African Student Association
Member, Secretary & Graphic Designer

Departmental
Western Michigan University
Current

January 2026-Present Counselor Education Doctoral Comprehensive Exam
Committee
Member

October 2025-Present Department Curriculum Committee
Member

September 2025-Present Department Awards Committee
Co-Chair

Prior

November 2022- May 2023 Faculty Search Committee (Department Chair)
Member

August 2022-December 2022 Doctoral Retreat/Orientation Committee
Member

<i>May 2022-June 2022</i>	Faculty Search Committee (Faculty Specialist) <i>Member</i>
<i>May 2022-June 2022</i>	Faculty Search Committee (Assistant Professor) <i>Member</i>
<i>February 2022-August 2025</i>	Department Awards Committee <i>Member</i>
<i>January 2022-April 2022</i>	CACREP Response Committee <i>Professional Counseling Identity Lead</i>

Idaho State University

<i>November 2018-May 2021</i>	ISU Counseling Department Advocacy and Social Justice Group <i>Founding Member & Pocatello Campus Lead</i>
<i>August 2018-May 2020</i>	Pocatello Counseling Clinic <i>Documentation Manager, On-Site Supervisor & Clinical Supervisor</i>

The George Washington University

<i>September 2020-December 2022</i>	Counseling & Human Development Anti-Racism Groups <i>GWU Faculty Training and Development Alumna Member</i>
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PROFESSIONAL EXPERIENCE (COUNSELING)

<i>February 2021-Present</i>	Olivia T. Ngadjui, PhD, LPC, LLC, Owner & Counselor (Virtual: Idaho, Wyoming & Michigan)
<i>May 2019-February 2021</i>	Portneuf Valley Family Center, Doctoral Intern and Counselor, Pocatello ID
<i>January 2019-August 2019</i>	Counseling and Testing Services, Idaho State University, Doctoral Intern, Pocatello ID
<i>August 2015-August 2016</i>	MSA Child and Adolescent Center, Intensive Outreach Program (IOP), Counseling Intern, Columbia MD
<i>August 2015-August 2016</i>	Community Counseling Services Center, The George Washington University, Counseling Intern, Washington DC

PROFESSIONAL EXPERIENCE (EDUCATION)

<i>November 2016- July 2018</i>	Adventist Healthcare, Ridge School, Teacher, Rockville MD
<i>June 2015-November 2016</i>	Eagle Point Management, Hubbard Place Apartments, Lead Afterschool & Youth Development Specialist, Washington DC
<i>August 2014- June 2015</i>	Everybody Wins! DC, Readers are Leaders and StoryTime Programs, Program Coordinator, Washington DC