

Andjela H. Kaur PhD., CRC, LPC (IL)  
+1 401.744.0017  
andjela.kaur@und.edu

*Curriculum Vitae*

EDUCATION

**Ph.D. in Global Inclusion and Social Development**

University of Massachusetts at Boston, 2019

Concentration: Rehabilitation Counseling

Thesis: "Towards Critical Rehabilitation Counseling Theory: A Labor History of Vocational Rehabilitation in the United States"

Committee: Gillian MacNaughton (chair), Dimity Peter, and Olivera Jokic

**Master of Arts in Rehabilitation Counseling**

Salve Regina University, 2012

**Bachelor of Arts in History**

Rhode Island College, 2008

**Bachelor of Arts in Philosophy**

University of Novi Sad, Serbia, 1998

EMPLOYMENT IN HIGHER EDUCATION

**Assistant Professor**

Rehabilitation and Human Services Program, University of North Dakota, 2020 - present

**Adjunct Faculty**

Human Services Department, Massasoit Community College, MA, 2017- present

**Associate Lecturer**

Rehabilitation Counseling Program, School for Global Inclusion and Social Development, University of Massachusetts, Boston, MA, 2014 - 2019

**Graduate Research Assistant**

Institute for Community Inclusion, School for Global Inclusion and Social Development, University of Massachusetts, Boston, MA, 2014 - 2018

**Adjunct Faculty**

Rehabilitation Counseling Program, Salve Regina University, Newport, RI, 2012 - 2014

PROFESSIONAL TRAINING AND CERTIFICATIONS

**Certified Rehabilitation Counselor** ( # 00117558)

**Certified Proctor**, Comprehensive Adult Student Assessment System (CASAS)

**Trainer**, Motivational Interviewing for Agencies, Health Education and Training, Portland, ME

**Trainer**, ACT to End Violence Towards Disabled Women, RI Coalition Against Domestic Violence, Woonsocket, RI

**Trainer**, Nonviolence Training Facilitator, Institute for Study and Practice of Nonviolence, Providence, RI

PROFESSIONAL MEMBERSHIPS

Social Science History Association

Law and Society Association

American Society for Bioethics and Humanities

National Rehabilitation Association

Andjela H. Kaur PhD., CRC, LPC (IL)

+1 401.744.0017

andjela.kaur@und.edu

## TEACHING EXPERIENCE IN HIGHER EDUCATION

### **Multicultural Counseling**

#### **(Asynchronous Online)**

This graduate course introduces students to the fundamentals of cultural competence in counseling professions. The course draws on interdisciplinary sources including the work of historians, fiction writers, poets, visual artists, medical and cultural anthropologists, and social scientists.

### **Contemporary Issues in Disability**

#### **(Asynchronous Online)**

This required course for students majoring in Rehabilitation and Human Services, and an often-chosen course for those majoring in Kinesiology, pre-Occupational Therapy, and pre-Physical Therapy, introduces undergraduate students to disability as a social phenomenon. The course is organized in four units each exploring the following perspectives: politics of disability, political economy of disability, disability discrimination, and disability art.

### **Vocational Assessment and Job Acquisition**

#### **(Synchronous Online)**

This elective course is rooted in the theory and practice of rehabilitation counseling. It introduces students to a variety of vocational assessments and job acquisition strategies while raising questions about the politics, economics, and ethics in the context of the relationship between job assessments and social relations in capitalist labor markets.

### **Rehabilitation Process**

#### **(Synchronous Online)**

This undergraduate course introduces students to the major components of a rehabilitation process from the perspective of human services professionals. Students learn and practice four central introductory professional skills: empathic listening, interviewing, record keeping, and case closure.

### **Overview of Disabilities**

#### **(Synchronous Online)**

As a required course for students majoring in Rehabilitation and Human Services, and an often-chosen course for those majoring in Kinesiology, pre-Occupational Therapy, and pre-Physical Therapy, this course introduces undergraduate students to a multidisciplinary study of disability. Students work in multidisciplinary teams investigating medical, psychological, cultural, vocational, and educational aspects of a variety of specific disabilities.

### **Cultural and Psychosocial Aspects of Disability**

#### **(In-person, Asynchronous Online)**

An introduction to the cultural study of disability, disability history, and disability art. Through a variety of interdisciplinary sources this graduate level class sets the study of disability on par with contemporary research on race, gender, and class.

### **Medical, Vocational, and Educational Aspects of Disability**

#### **(In-person, Online Synchronous)**

As a required graduate course for students majoring in Counseling, this class explores aspects of a life with disability and their implications to the counseling profession. Students address the relevance of historical knowledge in order to understand the contemporary issues in disability and the applications of specific rights and accommodations.

### **Ethical Standards and Professional Issues in Counseling**

#### **(Synchronous Online)**

As a required graduate class for students majoring in Mental Health, School Counseling, and Rehabilitation Counseling, this course examines ethical problems encountered in settings in which these professionals work. The hermeneutical model for ethical decision making is explored and critical inquiry into the politics of professional identity is encouraged.

Andjela H. Kaur PhD., CRC, LPC (IL)  
+1 401.744.0017  
andjela.kaur@und.edu

### **Fostering Diversity and Inclusion**

#### **(In-person, Open Educational Resource Course, Hybrid)**

This undergraduate course for students majoring in Sociology, Social Sciences, and Human Services considers the diversity of human experience and critically examines a variety of past and present inclusive/exclusive practices in the cultural, political, and economic contexts in the United States. Multi-media educational materials, scholarly literature, case studies, and personal experiences intersect to create lively class discussions and to introduce students to the practice of professional reflective-journaling.

### **Interviewing Techniques**

#### **(In-person, Open Educational Resource Course, Hybrid)**

This undergraduate course for students majoring in Human Services teaches Motivational Interviewing skills for the work of Human Services professionals. The class uses a blend of theoretical discussions on the design and purpose of Motivational Interviewing and in-class practice.

### **Counseling Techniques**

#### **(In-person, Asynchronous Online)**

In this undergraduate course for students majoring in Human Services, students learn about counseling theories and techniques through the case study method. Students are required to consider social justice dimension of various therapeutic approaches.

### **Group Dynamics**

#### **(In-person)**

This undergraduate course teaches the theory and practice of successful facilitation of therapeutic, informational, and educational groups. The students learn about the group process and stages of group development.

### **Introduction to Social Welfare**

#### **(In-person)**

This required undergraduate course for students studying Human Services introduces students to major social welfare issues and policies in the United States, and professional pathways in this occupational group. Students survey historical documents and contemporary sources in order to learn to formulate, analyze, and solve social welfare problems from the perspective of a human service professional.

### **Social Innovation in Domestic Settings Seminar**

#### **(Hybrid)**

The seminar is a required course in the PhD program in Global Inclusion and Social Development. The course challenges students to theorize social innovation and to apply their theories and knowledge in the non-profit sector in the United States. Each student is expected to create an innovative interpretation of a social problem and act as a consultant to a local non-profit organization related to the social issue; students are required to conduct multidisciplinary research.

### **PUBLICATIONS**

**Kaur, A.** Bioetička analiza uticaja rutinizacije genetičkog ispitivanja na pojam invalidnosti. (Rutinization of Genetic Testing and Disability, a Bioethical Analysis). ARHE Časopis za filozofiju/Journal of Philosophy (34) (forthcoming in April 2021).

**Kaur, A.** Vocational Rehabilitation System in the United States, A Brief Labor History of. In Farazmand, A. (Ed.). Global Encyclopedia of Public Administration, Public Policy, and Governance (forthcoming in March 2021).

Andjela H. Kaur PhD., CRC, LPC (IL)

+1 401.744.0017

andjela.kaur@und.edu

**Kaur, A.** Disability Bioethics, Ethical Problems in Genetic Testing in the United States. In Farazmand, A. (Ed.). *Global Encyclopedia of Public Administration, Public Policy, and Governance* (forthcoming in March 2021).

**MacNaughton, G., McGill, M., Jakubec, A. and Kaur, A.** Engaging human rights norms to realize universal health care in Massachusetts, USA. *Health and Human Rights Journal* (20/2), December 2018.

**Peter, D., & Kaur, A.** Countering stigma. In Nerlich, A., & King, C. (Eds.). *Stigma*. Aspen, CO: Aspen Professional Services. Accepted for publication (2019).

## EMPLOYMENT IN HUMAN SERVICES

### **Motivational Interviewing Trainer**

Nationwide, 2012 - present

Conducts introductory, basic, and advanced Motivational Interviewing trainings in adult education and workforce development programs nationally.

### **RI State Coordinator for the National External Diploma Program**

Rhode Island Regional Adult Learning, Woonsocket (fiscal agent), RI, 2019 - 2021

Conducts professional development trainings, supervises staff, and acts as the state representative at the national level for this high school credentialing program which is an alternative to GED and is a credentialing path utilized by persons with disabilities and speakers of other languages.

### **Career Counselor**

Providence Public Library, Providence, RI, 2018-2019

Provided career counseling to the public via individual meetings and group facilitation; this one year part-time position was funded by the RI's Governor's Workforce Development Board.

### **Emergency Room Clinician**

RI Hospital and Hasboro Children's Hospital, Providence, RI, 2013 - 2015

Conducted adult and child psychiatric assessments, facilitated in-patient admissions and outpatient referrals; *per diem*.

### **Program Manager, Career Counselor, and ADA Coordinator**

Rhode Island Regional Adult Learning, Woonsocket, RI, 2006-2014

Managed workforce development programming including Admissions, Welfare to Work, Office of Vocational Rehabilitation, Workplace Literacy, School-based Parent Literacy programs, and Student Services. Provided vocational assessments and career counseling to students, and consultation for teachers in designing accessible curricula for students diverse in ethnic, racial, gender, ability, language, and class backgrounds.

### **Vocational Counselor**

Eastman House/SSTARBirth, Pawtucket/Cranston, RI, 2006 - 2011

Provided weekly vocational education in the area of vocational development, job readiness, and employment rights; offered vocational counseling to women diagnosed with substance abuse, who have unfavorable criminal background.

### **Vocational Counselor**

Gateway Healthcare Inc. Wakefield /Johnston, RI, 2000-2006

Conferred with physicians, psychologists, and employers in the process of psychiatric and vocational rehabilitation for people with psychiatric disabilities who were served by the Mobil Treatment and Community Treatment teams.

### **Vocational Case Manager**

Welcome House / WARM Shelter, Wakefield/ Westerly, RI, 1999 – 2000

Planned, organized and coordinated transitional housing and vocational services for the two human service programs for homeless individuals and families in RI's South County.

### **Refugee Services Case Manager**

Catholic Community Services, Camden, NJ, 1998-1999

Coordinated employment services for Bosnian refugees, taught English as a second language.

Andjela H. Kaur PhD., CRC, LPC (IL)  
+1 401.744.0017  
andjela.kaur@und.edu

#### SELECTED PRESENTATIONS AND GUEST LECTURES

**“The Political Economy of Disability Unemployment in the United States: Vocational Rehabilitation and Labor Crisis”**

Law & Society Association, Chicago, USA, May 27-30.

**“A Labor History of Vocational Rehabilitation”**

Social Studies History Association, Washington DC, November, 2020.

(Accepted, cancelled for 2020 due to COVID 19; accepted for 2021).

**“Roles of Counselors in Bioethical Deliberations”**

North Dakota Counseling Association, Virtual Conference, February 2021

**“The Role of Microaggressions in Capitalist Labor Markets: Gender and Disability”**

Critical Interdisciplinary Study Group, City University of New York, May, 2020

**“Measured Dignity: Vocational Rehabilitation and Disabled Workers”**

Law & Society Association, Washington D.C., May, 2019

**“Disability as a Competitive Market Force”**

Law & Society Association, Toronto, Canada, June, 2018

**“Awakening the Sleeping Giant of the American Workforce: Workers With Disabilities and the US Vocational Rehabilitation System”**

Society for Study of Social Problems, Montréal, Canada, August, 2017

**“Enhancing Student Motivation in the Age of Performance Based Funding”**

National Transitions to College Conference, Warwick, RI, November, 2016

**“Motivational Interviewing in Classrooms and Organizations”**

Vermont Adult Education Conference, Castletown, VT, August, 2016

**“Deinstitutionalization or Re-institutionalization?: an Ethical Conundrum for Disabled People’s Organizations and Non-Governmental Agencies”**

lecture given in the Applied Ethics seminar, University of Novi Sad, Serbia, February, 2016

**“Disability Culture: An Existing Empowerment Source”**

lecture given in Cultural Diversity in Counseling class, University of Massachusetts at Boston, November, 2015.

**“Epistemic Prejudice in Interdisciplinary Knowledge: Towards a Disability Studies Definition of Epistemic Injustice”**

Pacific Rim International Conference on Disability and Diversity 2015; Waikiki, HI, June, 2015

**“Enhancing Student Motivation”**

National Transitions to College Conference, Warwick, RI; November, 2015

**“Disability Studies: A Radical Pedagogy in Professional Education?”**

Left Forum 2014; New York, NY, May 2014

**“ Student Motivation and Teacher Empathy in Adult Education Classroom”**

National Transitions to College Conference, Warwick, RI; September, 2014

**“Using Motivational Interviewing in Workforce Development Programs”**

RI Adult Education Conference, Providence RI; April 2013, April, 2014

#### SCHOLARSHIPS

**Frederic W. and Josephine Pannier McCarthy Scholarship** for dissertation in the history of disability, University of Massachusetts, Boston, MA, 2018.

**School for Global Inclusion and Social Development Doctoral Scholarship;** four years of tuition waiver and graduate assistantship, University of Massachusetts, Boston, MA, 2014 - 2018.

Andjela H. Kaur PhD., CRC, LPC (IL)

+1 401.744.0017

andjela.kaur@und.edu

**Rehabilitation Administration Services Scholarship** for completing a Master's of Arts in Rehabilitation Counseling at Salve Regina University, 2010 -2012.

#### ADVOCACY AND SERVICE

- 2020 - present    **Community Member**, Ethics Committee, Altru Hospital, Grand Forks, ND
- 2019 - present    **Invited Member, Disability Ethics Expert**, Centre for Bioethics,  
University of Novi Sad, Novi Sad, Serbia
- 2020- 2021        **Faculty Member**, Inclusion and Diversity Task Force, University of North  
Dakota, Grand Forks, ND
- 2017 - 2020        **Community Member**, Ethics Committee, Rhode Island Hospital and Hasbro  
Hospital, Providence, RI
- 2018 - 2019        **Faculty Member**, President's Council on Diversity and Inclusion, Massasoit  
Community College, Brockton, MA
- 2015 - 2017        **Organizing Committee Member**, Graduate Employee Organization,  
University of Massachusetts, Boston, MA
- 2015 - 2016        **Student Coordinator**, Doctoral Student and Faculty Colloquium,  
University of Massachusetts, Boston, MA
- 2013 - 2015        **Founding Board Member**, APSE RI chapter, Providence, RI
- 2014 - 2014        **Facilitator**, Beloved Community Summer Jobs Program for Youth, Institute for  
Study and Practice of Nonviolence, Providence, RI
- 2012 - 2015        **Learning Disability Committee Member**, Rhode Island Department Of  
Education, Office of Adult Education and Training, Providence, RI
- 2006 - 2015        **RI Works (TANF) Advisory Committee Member**, Rhode Island Dpt of Human  
Services, Providence, RI
- 2007 - 2015        **RI Employment Service Network, Co-chair**, Cranston, RI