

CURRICULUM VITAE OF  
**COURTNEY WARD-SUTTON,**  
**Ph.D.**

Doctor of Philosophy

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**EDUCATION**

- Ph.D.  
2017  
**Ph.D. in Rehabilitation Counseling and Counselor Education**  
North Carolina Agricultural and Technical State University, Greensboro, NC  
Advisor/ Dissertation Chair: Dr. Michael Brooks  
Dissertation: What are the Lived Experiences of Black Male Graduate Students Who Have Experienced Counselor Education Programs?
- M.A.  
2014  
Thesis  
**M.A., Masters: General Psychology, Clinical Concentration**  
North Carolina Central University, Durham, NC  
Enhancing the Self-Perceptions of African American Males in College by using A Contemporary Rites of Passage Model- Faces of Racial Collegiate Empowerment "F.O.R.C.E."  
Advisor: Dr. Rodney Cunningham
- B.A.  
2010  
**Psychology, B.A.**  
Bennett College for Women, Greensboro, NC

**PROFESSIONAL EXPERIENCES**

**Assistant Professor University at Buffalo, The State University of New York**  
Tenure Track Department of Counseling, School, and Educational Psychology  
Current Position

**Assistant Professor University of Maryland Eastern Shore, MD**  
Tenure Track Department of Rehabilitation  
2021- 2022 School of Pharmacy and Health Professions

## **TEACHING EXPERIENCES**

### **University at Buffalo, The State University of New York**

<u>Course Number and Title</u>	<u>Year</u>
CEP 680 Career Development	2023
CEP 661 Medical and Psychosocial Aspects of Disability	2023
CEP 649 Rehabilitation Foundations	2022
CEP 653 Foundations of Counseling Theories	2022

### **University of Maryland Eastern Shore, Princess Anne, M.D.**

<u>Course Number and Title</u>	<u>Year</u>
REHA 403 Psychiatric Rehabilitation	2021
REHA 406 Seminar in Rehabilitation	2021
REHA 405 Multicultural Issues	2021
RECN 701 Group and Family Counseling *	2021
RECN 710 Master's Seminar	2022

### **Langston University, Oklahoma City, O.K.**

<u>Course Number and Title</u>	<u>Year</u>
RC 5773 Counseling Methods and Techniques*	2018
RC 5833 Advance Addiction and Counseling (LPC) Langston University	2018

### **North Carolina A&T State University, Greensboro, N.C.**

<u>Course Number and Title</u>	<u>Year</u>
COUN 716 Foundations and Theory of Addiction*	2017
COUN 750 Group Counseling*	2017
COUN 755 International Experience in Human Development & Services II*	2017
COUN 774 Counseling Poor and Ethnically Diverse Families*	2016
COUN 785 Internship I*	2017

*\*Co-Facilitated*

## **RESEARCH APPOINTMENTS**

Post-Doctoral  
Research Fellow  
2017-2021

**Advanced Rehabilitation Researcher in the Advanced Rehabilitation Research Training Program (ARRT) and Rehabilitation Research and Training Center (RRTC) on Research and Capacity Building for Minority Entities at Langston University, Oklahoma City, OK**

Primary Mentor: Corey L. Moore

Research Projects: Assistive Technology Research and Development (AT/R&D)

Visiting Disability  
and Rehabilitation  
Equity Researcher  
Mentorship Program  
(VERMP) 2023

**LU2E-RRTC at Langston University, Oklahoma City, OK**

## **PUBLICATIONS**

### **Manuscripts in Preparation 2023**

VanderMolen, J., **Ward-Sutton, C.**, Dudick, B. (2023). Cross-sectional survey study of human resources management professionals encompassing awareness, assistive technology knowledge, and workplace accommodations. [Manuscript in preparation]. Department of Public Health, Grand Valley State University.

VanderMolen, J. and **Ward-Sutton, C.** (2023). Survey development for human resources management professionals encompassing awareness, assistive technology knowledge, and workplace accommodations. [Manuscript in preparation]. Department of Public Health, Grand Valley State University.

Moore, C., **Ward-Sutton, C.**, and Wang, P. (2023). A national two-round delphi survey for investigating the barriers to engaging hbcus and small African American-owned technology firms in the federal at-r&d enterprise: The researchers' perspective. [Manuscript in Preparation]. Department of Rehabilitation Counseling, Langston University.

**Ward-Sutton, C.**, and Munoz-Lorenzo, O. [Book Chapter in Progress]. Drug use disorders. *Suicide and self-injury: Dangerous behavior in clinical and forensic psychology.*

## Scholarly Journal Articles

**Ward-Sutton, C.,** Moore, C. L., Starr-Howard, R., Manyibe, E. O., & Uhunoma, O. (2022). The participation status of historically black colleges and universities and small African American-owned technology firms in the federal assistive technology-research and development enterprise through STEM pathways. *Rehabilitation Research, Policy, and Education*.

**Ward-Sutton, C.,** Moore, C., Manyibe, E., Kwan, N., Lewis, A., Wang, N., Lequerica, A., O'Neil, J., Fyffe, D. (2022). Assistive technology workplace accommodation and employment among diverse populations with disabilities: Does race/ethnicity matter? *Journal of Rehabilitation*.

Johnson, J. E., Moore, C. L., **Ward-Sutton, C.,** Washington, A. L., Sanders, P., & Starr, R. (2022). Emerging conceptual frameworks for co-serving veterans of color across the state-federal vocational rehabilitation program: SVRAs, AIVRPs, and VA-VR&E. *Journal of Rehabilitation*, 88(1).

Kiossaba, B., McCray, S., **Ward-Sutton, C.,** Starr, R. Moore, C., Manyibe, E., & Lewis, A. (2022). Barriers and translational solutions to improving community living outcomes among people of color with disabilities with opioid use disorder: A focus group perspective. *Rehabilitation Counseling Bulletin*.

Manyibe, E. O., Moore, C.L., Washington, A.L., **Ward-Sutton, C.,** Koissaba, B., Uhunoma, O., Webb, K. & Peterson, G.J. (2022). COVID-19 health and rehabilitation implications among multiply marginalized people of color with disabilities: A scoping review. *Journal of Rehabilitation*.

McCray, S. H., **Ward-Sutton, C.,** Moore, C. L., Ole Koissaba, B. R., Starr, R., & Manyibe, E. O. (2022). A scoping review of opioid use disorder treatment barriers and telehealth for African Americans with disabilities in rural communities. *Journal of Rehabilitation*, 88(1).

McCray, S. H., Uhunoma, O., Starr, R., Manyibe, E. O., Ole Koissaba, B. R., **Ward-Sutton, C.,** ... & Moore, C. L. (2022). Factors in utilization of telehealth treatment by rural African Americans with opioid use disorder and disabilities. *Journal of Rehabilitation*, 88(1).

Moore, C. L., Manyibe, E. O., **Ward-Sutton, C.,** Webb, K., Wang, P., Washington, A. L., & Peterson, G. (2022). National benchmark study of employment equity among multiply marginalized persons of color with disabilities during the covid-19 pandemic: A bootstrap approach. *Journal of Rehabilitation*, 88(1).

Fyffe, D. C., Lequerica, A. H., **Ward-Sutton, C.,** Williams, N. F., Sundar, V., & O'Neill, J. (2021). Understanding persons with disabilities' reasons for not seeking employment. *Rehabilitation Counseling Bulletin*, 00343552211006773.

- Ward-Sutton, C.,** Williams, N., Moore, C., & Manyibe, E. (2020). Assistive technology usage and impacts on employment exploration status between minorities and whites with disabilities. *Journal of Applied Counseling, 51*(2), 115-133.
- Rogers, K. G., Thomas, T.P., Kiboum, K., **Ward, C.,** & Melvin, A. (2019). Improving rehabilitation counselors' knowledge of co-occurring disorders, screening, brief intervention, and referral to treatment practices. *Journal of Best Practices in Health Professions Diversity: Research, Education and Policy, 12*(2), 141-153.
- Evans-Thompson, C., & **Ward, C.,** (2019). Sex offenders and the importance of counselor self-care. *Journal of Cogent Social Sciences (OASS)*. doi 10.1080/23311886.2019.1595878.
- Ward-Sutton, C.** (2019). An examination of at usage and impacts on employment between minorities and whites with disabilities. *Archives of Physical Medicine and Rehabilitation, 100*(10), e11.
- Johnson, J., Moore, C., Aref, F., Washington, A., **Ward, C.,** Webb, K. (2017). National survey of state vocational rehabilitation agency and veterans affairs interagency collaborations: An emerging conceptual framework for co-serving veterans of color with disabilities. *Journal of Applied Rehabilitation Counseling. 48*(4), 54-64.
- Brooks, M., **Ward, C.,** Euring, M., Townsend, C., White, N., & Hughes, K. (2016). Is there a problem officer? Exploring the lived experiences of black men and their relationship with law enforcement. *Journal of African American Studies. 20*(3-4), 346-362. doi 10-1007/s12111-016-9334-4

### **Brief Reports**

- Moore, C.L., Manyibe, E.O., Washington, A.L., et al. (2020) A multisite evaluation of an emerging institutional research capacity building and infrastructure model for advancing the science on disability/health and rehabilitation research capacity building at minority-serving institutions. Oklahoma City, OK: Langston University Rehabilitation Research and Training Center on Research and Capacity Building for Minority Entities.
- Moore, C. L., Manyibe, E.O., Jones, C.P., Washington, A.L., & **Ward-Sutton, C.** (2020). Forecasting COVID-19 issues for people of color with disabilities while advancing the minority-serving institution research capacity building science: A framework for federal agencies. Langston University Rehabilitation Research and Training Center (RRTC) on Research and Capacity Building for Minority Entities Policy Research Brief, 3(1). 1-20.

## **Book Chapter**

**Ward-Sutton, C.**, Hollis, A., Giddings, C., Hollis-Staton, B. (2020). Engaging college students with learning disabilities through universal design. In Conway, C. Staton, D., & Mabel, S (Eds.), *Working with Students with Disabilities: Utilizing Resources in the Helping Profession* (1st ed., pp. 105-128) Cognella Academic Publishing.

## **Encyclopedia**

Colditz, G. A. (2015). *The SAGE encyclopedia of cancer and society*. (2<sup>nd</sup> ed., pp. 1276-1278). Los Angeles: SAGE.

## **PROFESSIONAL RESEARCH PRESENTATIONS**

**Sutton, C.W.** (2022, November). *Minority serving institutions and African American-owned technology firms barriers in assistive technology research and development*. [Paper presentation]. American Congress of Rehabilitation Medicine (ACRM) Conference, Chicago, IL.

**Sutton, C.W.** (2019, November). *An examination of at usage and impacts on employment between minorities and whites with disabilities*. [Conference session] American Congress of Rehabilitation Medicine (ACRM) Conference, Chicago, IL.

Fyffe, D. Lequerica, A., Williams, N., **Ward, Courtney**, Sundar, V., O'Neill, J. (2019, November). Content Analysis of KFNEDS Survey: Reasons for not seeking employment among diverse persons living with disabilities. [Paper presentation]. American Public Health Association Conference (APHA), Philadelphia, PA.

**Sutton, C.W.** (2019, October). *Regression analysis of KFNEDS survey: Assistive technology, employment, and diverse persons with disabilities*. [Conference session]. National Council on Rehabilitation Education (NCRE) Conference, Arlington, VA.

Starr-Howard, R., & **Sutton, C.W.** (2019, October). *Tackling assistive technology barriers among African Americans with cognitive developmental disabilities seeking employment*. [Conference session]. National Council on Rehabilitation Education (NCRE) Conference, Arlington, VA.

Koissaba, B., **Sutton, C.W.**, & Lusk, S. (2019, July). *Exploring the impacts of opioid use disorder on employment prospects among people with disabilities from racially and ethnically diverse backgrounds*. [Conference session]. The National

Association of Multicultural Rehabilitation Concerns (NAMRC) Annual Training Conference, Atlanta, GA.

**Starr-Howard, R., & Sutton, C.W.** (2019, July). *Historically black colleges and universities challenges federally sponsored assistive technology research & development: A Literature review*. [Conference session]. National Association of Multicultural Rehabilitation Concerns (NAMRC) Annual Training Conference, Atlanta, GA.

**Sutton, C.W., & Starr-Howard, R.** (2019, July). *A national study on racial/ethnic group assistive technology usage and employment status*. [Paper presented]. National Association of Multicultural Rehabilitation Concerns (NAMRC) Annual Training Conference, Atlanta, GA.

**Ward-Sutton, C., & Fish, L.,** (2019, July). Self-injurious behaviors in African American youth with disabilities: A call for trauma perspective. [Poster presentation]. National Association of Multicultural Rehabilitation Concerns (NAMRC) Annual Training Conference, Atlanta, GA.

**Ward-Sutton, C.** (2019, April) Assistive technology usage impacts on employment status between minorities and whites with disabilities. [Paper presented]. National Council on Rehabilitation Education (NCRE) Conference, San Diego, CA.

**Ward-Sutton, C. and Fish, L.** (2019, April). Self-injurious behaviors in African American youth with disabilities: A call for trauma perspective. [Conference Session]. National Council on Rehabilitation Education (NCRE) Conference, San Diego, CA.

**Sutton, C.W., & Starr-Howard, R.** (2019, February). Assistive technology usage impacts on employment status between minorities and whites with disabilities. [Paper presented] Guam System for Assistive Technology (GSAT) 25th Annual Assistive Technology Conference & Expo, Guam, U.S.

**Sutton, C.W.** (2018, October). Multicultural competence for assistive technology in rehabilitation. [Paper presented]. National Council on Rehabilitation Education (NCRE), Council of State Administrators of Vocational Rehabilitation (CSAVR) and Rehabilitation Services Administration (RSA) Conference, Washington, D.C.

**Sutton, C.W.** (2018, October). Assistive technology impacts on employment: Exploring African Americans with disabilities. [Paper presented]. National Rehabilitation Association Annual Training Conference, Oklahoma City, OK.

- Moore, C., Manyibe, E., Washington, a., Cross, K., Davis, D., Johnson, J., Sanders, P., Wang, N., Muhammad, A., Aref, F., **Sutton, C.**, & Williams, N. (2018). Langston University Rehabilitation Research and Training Center (LU-RRTC) on research and capacity building for minority entities: A summary of key findings about an institutional research capacity building and infrastructure model (IRCBIM) piloted at minority- serving institutions. [Poster presentation]. National Institute for Disability and Independent Living Rehabilitation Research [NIDILRR] 40<sup>th</sup> Anniversary, Washington, D.C
- Sutton, C.W.** (2018, October). Multicultural competence for assistive technology in rehabilitation. [Paper presented]. American Congress of Rehabilitation Medicine, Dallas, TX.
- Sutton, C. W.**, & Williams, N. F. (2018, July). Assistive technology usage impacts on employment status between African Americans and Whites with disabilities. [Paper presented]. National Association of Multicultural Rehabilitation Concerns, Las Vegas, NV.
- Williams, N. F., & **Sutton, C.W.** (2018, July). Are African Americans with cognitive disabilities striving to work? [Paper presented] National Association of Multicultural Rehabilitation Concerns, Las Vegas, NV.
- Ward, C.** (2017, April). “One Size Fits All? Disability services in the 21<sup>st</sup> century higher education”. [Poster Presentation]. 17<sup>th</sup> Annual National Rehabilitation Educators Conference, Anaheim, CA.
- Ward, C.** (2016, April). “Where Ya At”: Examination of black males obtaining a rehabilitation counseling, ph. d. [Poster presentation]. 16<sup>TH</sup> Annual National Rehabilitation Educators Conference, Newport Beach, CA.
- Ward, C.** (2016, April) Program evaluations: Moving from a basic understanding to conceptual mastery, [Conference Session], Racial and Ethnic Minorities with Behavioral Addictions Conference Greensboro, NC.
- Ward, C.** (2015, April). Perceptions of marijuana in African American communities, [Conference Session], Racial and Ethnic Minorities with Behavioral Addictions Conference, Greensboro, NC.
- Ward, C.**, White., N., Scott, S., McCray, S. (2015, April). Everything you need to know about intimate partner violence. [Conference Session]. Racial and Ethnic Minorities with Behavioral Addictions Conference, Greensboro, NC.
- Ward, C.**, White., N., Scott, S., McCray, S. (2015, July). Invisible violence: Disability, culture, and intimate partner violence. [Conference session]. National Association for Multicultural Rehabilitation Concerns Conference, Charlotte, NC.
- Ward, C.** (2014, October). African American males' perceptions of higher education. [Poster presentation]. Fall Family Counseling Conference, Greensboro, NC.
- Graduate Representative, (2014) Undergraduate Psychology Conference, Greensboro, NC.
- Graduate Representative (2014) Trustee Board & Student Dinner, Greensboro, NC.

## **INTERNATIONAL PROFESSIONAL RESEARCH PRESENTATIONS**

**Sutton, C.W.**, & Williams, N. F. (2018, June). Assistive technology usage impacts on employment status between African Americans and Whites with disabilities in the USA. [Paper presented]. International Interdisciplinary Conference, Nairobi, Kenya.

Williams, N. F., & **Sutton, C.W.** (2018, June). Multicultural competence for assistive technology in rehabilitation. [Paper presented]. International Interdisciplinary Conference, Nairobi, Kenya.

Ward, C., Brooks, M., Townsend, C., & Euring, M. (2016, Montreal). Is there a problem officer? exploring the lived experiences of African American men and their relationship with law enforcement. [Conference Session]. American Counseling Association Montreal Conference & Expo, Montreal, Canada.

## **GRANT AND GRANTS PARTICIPATION**

<b><u>Name/Sponsor</u></b>	<b><u>Time Frame</u></b>	<b><u>Dollar Amount</u></b>
North Carolina A&T State University (Graduate Student Advisory Council Mini Research Grant)	2015	\$500
Advanced Rehabilitation Research Training Project (#90AR5029-01-00) /NIDILRR (Post-Doctoral Research Fellow)	10/18 to 9/2021	\$750,000
Rehabilitation Research Training Center (#90RTST0001-01-00)/NIDILRR (Post-Doctoral Research Fellow)	9/30/18 to 9/29/2023	\$875,000
Rehabilitation Research Training Center (#90RTST0001-01-00) /NIDILIRR (Post-Doctoral Research Fellow)	10/2019 to 9/2021	<i>Not Funded</i>

Field Initiated Project                      10/2019 to 9/2021                      *Not Funded*  
Program: Minority Serving  
Institutions- Research  
(CFDA# 93.433) /ACL-  
NIDILRR (Primary  
Investigator)

Disability and Rehabilitation              10/2019 to 9/2023                      *Not Funded*  
Research Projects (DRRP)  
Program: Independent Living  
Transition Services for Youth  
and Young Adults with  
Significant Disabilities from  
Minority Backgrounds -  
Research  
(CFDA#93.433)/ACL-  
NIDILRR (Project  
Coordinator)

Field Initiated Project for                  9/2022 to 10/2025                      *Not Funded*  
Minority Serving Institutions  
CFDA#93.433  
Addressing Employment  
Barriers among African  
American Transition-Aged  
Youth with  
Specific Learning  
Disabilities: A Culturally  
Responsive SLD Toolkit for  
US, Designed by US  
CFDA Number: 93.433

*ISLS Emerging Scholars                  2023                      Not Funded*

**ACADEMIC ASSISTANTSHIPS, INTERNSHIPS, PRACTICUMS, AND FELLOWSHIPS**

**2020**

- Community Health Centers of Oklahoma Family Health and Dental Clinics
- Langston University, OKC, OK, Langston University Rehabilitation Research and Training Center Post- Doctoral Research Fellow (Dr. Corey Moore)

**2019**

- Community Health Centers of Oklahoma Family Health and Dental Clinics, Oklahoma City, OK

### **2017 to 2018**

- Britton Elementary, Oklahoma City, OK (Mrs. Leondra Moore, LSW)

### **2015 to 2016**

- The Enrichment Center, Winston-Salem, NC, Practicum Student (Melissa Baran)

### **2014 to 2017**

- Graduate Administrative, Assistantship, The Graduate College (Dr. Ayanna Boyd-Williams and Dr. Shea Bigsby), Greensboro, NC
- Graduate Administrative Assistantship, Academic Affairs (Mikosha Gaston & Kendra Foulks Alston), Greensboro, NC
- Graduate Teaching Assistantship, Department of Human Services and Development, (Dr. Smith-Augustine) Greensboro, NC

### **2013 to 2014**

- Duke Pain and Palliative Care Clinic/Biofeedback Laboratory, Durham, NC (*APA accredited*) Medical Psychology Masters Practicum Rotation  
November 2013-May 2014  
Supervisor: Christopher L. Edwards, Ph.D.

### **2011 to 2012**

- University Honors Program Graduate Assistantship 2011-2012, Durham, NC
- Summer Graduate Assistantship for the African Male Initiative Centennial Scholars Summer Bridge Program, Durham, NC
- Work Study Spring 2011 for Dr. Brinson, Professor/Formal Chair (Department of Psychology) Durham, NC

### **2009**

- Una Counseling and Psychotherapy for Roslyn Harris- Offutt, Greensboro, NC

## **PROFESSIONAL MEMBERSHIPS AND SERVICE**

National Association of Multicultural Concerns Program Conference Committee Planning Member and Conference Proposal Peer Reviewer	(2018-Present)
National Association of Multicultural Concerns (NAMRC) Board Member	(2020- Present)
National Association of Multicultural Concerns (NAMRC) Conference Planning Chair	(2020- Present)
National Rehabilitation Association (NRA)	(2018-Present)
National Rehabilitation Association (NRA) Public Policy Committee Member	(2023-Present)
National Rehabilitation Association (NRA) social media Committee Member	(2020-Present) (2018- Present)
American Counseling Association (ACA) Rehabilitation Apple Project Committee	(2018- 2022) (2022)
School of Pharmacy and Health Professions Research Committee Member	(2021 - 2022)
UMES- Department of Rehabilitation Research Committee Chair	(2021- 2022)
UMES- Rehabilitation Department Undergraduate Recruitment Committee Chair	(2021- 2022)
UMES-Rehabilitation Department Recruitment Member	(2021- 2022)
Chi Sigma Iota (CSI)	(2018- 2022)
Chi Sigma Iota, Alpha Tau Omega, President	(2016-2017)
American Counseling Association Graduate Student Volunteer	(2016)
National Council for Rehabilitation Education (NCRE)	(2018- 2021)
National Council for Rehabilitation Education (NCRE)	(2018)
North Carolina Counseling Association Graduate Student Volunteer	(2017)
Racial and Ethnic Minorities with Behavioral Addictions Planning Committee	(2015- 2016)
Graduate Student Member on Faculty Search Committee at NC A&T State University	(2015)
Fall Family Conference Planning Committee	(2014)
Delta Sigma Theta, Sorority, Inc.	(2008- Present)

## **PROFESSIONAL REVIEWER EXPERIENCE**

NIDILRR's FIP Administration for Community and Living Grant Reviewer	(2021- 2023)
National Association of Multicultural Concerns (NAMRC) Conference Proposal Reviewer	(2018- Present)
National Council for Rehabilitation Education (NCRE) Conference Proposal Reviewer	(2018-2019)

Ad- hoc Journal Reviewer - Journal of Rehabilitation Peer Reviewer 2021- 2023