

## **Zori A. Paul, Ph.D.**

(She/Her/Hers)

*Department of Counselor Education and Counseling Psychology*

Marquette University

### **EDUCATION**

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<b>Doctor of Philosophy in Counselor Education</b>	May 2022
University of Missouri – St. Louis (CACREP accredited), St. Louis, MO	
<b>Master of Arts in Clinical Mental Health Counseling</b>	June 2018
Northwestern University (CACREP accredited), Evanston, IL	
<b>Bachelor of Arts in Comparative Human Development</b>	June 2015
University of Chicago, Chicago, IL	
<i>Minor: Gender and Sexuality Studies</i>	

### **PROFESSIONAL CREDENTIALS**

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Parent-Child Interaction Therapy Certified Therapist	2020 – present
Provisionally Licensed Professional Counselor (Missouri), #2020004365	2019 – present
National Certified Counselor, #1095052	2018 – present

### **PROFESSIONAL EXPERIENCE**

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<b>Clinical Assistant Professor</b>	August 2022 – present
Marquette University, Milwaukee, WI	
<b>Special Projects Manager &amp; Assistant to the IL Secretary of Education</b>	June 2015 – August 2016
Illinois Governors Office, Chicago, IL	

### **HONORS & AWARDS**

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- Recipient, UMSL Outstanding Doctoral Counselor Education Student, 2021
- Fellow, NBCC Doctoral Minority Fellowship Program, 2021-2022
- Recipient, UMSL College of Education Doctoral Student Dissertation Scholarship, 2021
- Recipient, NCACES Emerging Leaders Program, 2020
- Recipient, UMSL College of Education Doctoral Student Conference Expense Scholarship, 2019, 2020

- Recipient, The Family Institute's Counseling Capstone Conference Outstanding Presentation Award, 2018

## **RESEARCH EXPERIENCE**

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**Independent Researcher – Black and White Latinx Identity Invalidation** July 2020 – present  
University of Missouri-St. Louis, Stony Brook University, Syracuse University, Nova Southeastern University

- Constructed identity invalidation theoretical model for Black and White Latinx populations
- Contributed on writing an article proposal on identity invalidation model to a peer-reviewed journal

**Principal Investigator – Bisexual+ Women of Color** January 2019 – present  
University of Missouri – St. Louis

- Constructed, implemented, and presented research on body surveillance mediating the relationship between internalized biphobia and internalized racism, respectively, and body dissatisfaction bisexual+ women of color
- Applied and assessed generalizability of new bisexual specific surveys on previously untested populations
- Presented findings of initial study at a national conference and submitted manuscript to a scholarly peer-reviewed journal

**Independent Researcher - #MeToo Impact** May 2018 – present  
University of Missouri – St. Louis

- Created and collected survey data for research focusing on resilience and connectedness in women of color after the #MeToo movement
- Participated with a team of researchers to create several different studies focusing on the impacts of the #MeToo movement in different domains of society

**Independent Researcher – Counselor Education Mentorship** May 2018 – present  
Northwestern University

- Joined a team of counselor educators from several institutions to investigate and develop a grant funded model on rupture and repair in counseling mentorship
- Prepared research proposals for national grants and conferences and drafted manuscript on a multicultural feminist approach to mentorship

**Independent Researcher – Women's Loss and Resilience** September 2018 – present  
University of Missouri – St. Louis

- Collaborated with an interdisciplinary team of doctoral students and faculty in investigating self-censorship in women.
- Co-led participants of the group for black participants' self-censorship.
- Aided in literature review and in promoting participation in the study

**Graduate Research Assistant – St. Louis School Desegregation** August 2018 – August 2019  
University of Missouri – St. Louis

- Assisted principal investigator in St. Louis school desegregation program research and article reviews.
- Conducted and coded interviews of study participants.
- Prepared and presented findings with superintendents of the St. Louis Public Schools and residents of the St. Louis community.

## **PEER-REVIEWED PUBLICATIONS**

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Brown, E. C., Freedle, A., Hurless, N. L., Miller, R. D., Martin, C., & **Paul, Z. A.** (2022). Preparing teacher candidates for trauma-informed practices. *Urban Education*, 57(4), 662-685. <https://doi.org/10.1177/0042085920974084>

**Paul, Z. A.** (2021). The mediating effects of body surveillance on internalized discriminations and body satisfaction in plurisexual women of color. *Psychology of Sexual Orientation and Gender Diversity*. Advance online publication. <https://doi.org/10.1037/sgd0000488>

## **NEWSLETTERS**

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Hurless, N., & **Paul, Z. A.** (2022, February). Social media as a tool to build multicultural competence. *Counselors for Social Justice Quarterly Newsletter*, (1), 4-7. <https://drive.google.com/file/d/1iPbx7AYl5yoC-bS6uh169fCruzFe2vIr/view>

## **GRANTS**

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**Paul, Z. A.**, Gallardo, D., Dipre., K.A., Pryor, J. (2020). *Pilot study on rupture and repair in counseling mentorship*. Proposal accepted by the Association for Counselor Education and Supervision. (\$1,500)

## **CONFERENCE PRESENTATIONS**

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**Paul, Z. A.** (2022, September 8 – 10). *Psychometric Results and Implications of the Bisexual Microaffirmation Scale for Women with Bi+ Women of Color* [Conference session]. Proposal accepted by the 2022 Association for Assessment and Research in Counseling National Conference, St. Louis, MO.

- Paul, Z. A.** (2022, August 4 – 6). Understanding Affirming Identity Variables and Social Appearance Anxiety with Bi+ Women of Color. In E. McCabe (Chair), *Division 44 Committee on Bisexual Issues Research Symposium* [Symposium]. Proposal accepted by the American Psychological Association 2022 Convention, Minneapolis, MN.
- Paul, Z. A.** (2022, June 5). “*Not Half and Half*”: *Affirming Care for Bisexual+/Plurisexual Individuals of Color* [Conference session]. Presented at the 2022 NBCCF Bridging the Gap Symposium, Washington D.C.
- Paul, Z. A. & Crawford, D.** (2022, April). *Connectedness to #MeToo Movement* [Poster session]. Presented at the 2022 American Counseling Association Conference, Atlanta, GA.
- Hurless, N. & **Paul, Z. A.** (2022, February). *Using Social Media to Develop Multicultural Competence in Counselors in Training* [Conference session]. Presented at the Texas Association for Education & Supervision 2022 Mid-Winter Conference, Arlington, TX.
- Pryor, J., **Paul, Z. A.**, Gallardo, D., & Dipre., K.A. (2021, October). *A Pilot Study on Rupture and Repair in Counseling Mentorship* [Conference session]. Presented at the Association for Counselor Education and Supervision Conference, Atlanta, GA.
- Coker, A.D., Brown, E., Martin, C., Freedle, A., Cables, E., Miller, R., **Paul, Z. A.**, Dooley Hussman, M., & Abernathy, M. (2021, June). *Women and the Practice of Self-Censorship* [Conference session]. Presented at the 2021 Association for Multicultural Counseling & Development Virtual Conference.
- Coker, A.D., Miller, R., Martin, C., Cables, E., & **Paul, Z. A.** (2021, April). *Women and the Practice of Self-Censorship: Implications for Counselor Education* [Conference session]. Proposal accepted to the 2021 American Counseling Association Conference Virtual Conference.
- Dipre, K., **Paul, Z. A.**, Gallardo, D., & Pryor, J. (2021, April). *The Good, The Bad, and The Ugly: Navigating Professional Mentorship Rupture and Repair as Mentees and Mentors* [Conference

session]. Proposal accepted to the 2021 American Counseling Association Conference Virtual Conference.

**Paul, Z. A.**, Gallardo, D., Dipre., K.A., Pryor, J. (2020, October). *A Pilot Study on Rupture and Repair in Counseling Mentorship* [Conference session]. Proposal accepted to the North Central Association for Counselor Education and Supervision Conference, Omaha, NE.  
<http://ncaces20.ncaces.org/> (Conference canceled)

**Paul, Z. A.** (2020, August 6 - 9). *Endarkening the Rainbow: Bisexual+/Plurisexual Women of Color and Body Satisfaction* [Poster presentation]. American Psychological Association Conference, Washington D.C., United States. <https://convention.apa.org/>

Gallardo, D., Dipre, K.A., **Paul, Z. A.**, & Pryor, J. (2020, June). *Repairing Mentorship Relationships in Cross-Cultural Dyads* [Conference presentation]. Presented at the Association for Multicultural Counseling and Development Virtual Summit, online.

Morris, J.E., McGowan, W., **Paul, Z.**, & Simon, T. (2019, August). “*Switching for Survival*”: *Piercing the Social-Emotional Experiences of Black Students in St. Louis’s Desegregation Program*. Presented at the American Sociological Association Conference, New York, NY.

**Paul, Z.** (2018, May). *Endarkening the Rainbow: Bisexual Women of Color and Body Image*. Session presented at the second annual Northwestern University Counseling Program Capstone Conference, Evanston, IL.

## **TEACHING EXPERIENCE**

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**Doctoral Co-Instructor** May 2021 – August 2021  
*CNS ED 6860 Human Sexuality in Counseling*  
 University of Missouri-St. Louis

- Co-created syllabus and related presentations and assignments adhering to CACREP standards
- Cultivated masters-level counseling students’ understanding of sexuality and evidence based and ethical practices to use with their clients
- Presented class lectures on relevant topics related to human sexuality and counseling

**Doctoral Instructor** January 2021 – May 2021

*CNS ED 6020 Ethical and Professional Issues in Counseling*

University of Missouri-St. Louis

- Built course syllabus and related presentations and assignments adhering to CACREP standards
- Empowered beginning counselors-in-training in using ethical decision-making models through various case studies.
- Presented class lectures on relevant ethical issues that connect to current events in and out of the counseling field.

**Doctoral Co-Instructor**

August 2020 – December 2020

*CNS ED 6060 Helping Relationship Skills*

University of Missouri-St. Louis

- Co-developed syllabus, presentations, and class assignments.
- Facilitated triadic supervision with counselors-in-training to provide constructive feedback to prepare them as competent counselors
- Provided office hours and aided in administrative tasks including uploading documents to Canvas, setting up Microsoft Teams, and answering student emails.

**Doctoral Teaching Assistant**

February 2019 – June 2019

*TCHED 6010 Examining History, Community, and Social Justice in Education*

University of Missouri-St. Louis

- Assessed students work via grading weekly reflections, discussion posts, and quizzes.
- Provided office hours and aided in administrative tasks including answering student emails, uploading documents, and photocopying.

**Masters Teaching Assistant**

March 2018 – June 2018

*COUN 406 Research Methods*

Northwestern University

- Conducted key administrative tasks including grading quizzes, discussion posts, photocopying, and retrieving articles for first year Counseling program students
- Provided weekly office hours to consult with first year grad students on the development and design of their research projects

**Students Embracing Newfound Diversity (SEND) Board Member**

September 2013 – June 2015

University of Chicago

- Mentored high school students during college preparation through SEND.
- Advised students on various ways of obtaining financial aid.
- Structured and gave seminars about college life and college application process.

**CLINICAL EXPERIENCE**

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**Therapist**

June 2020 – present

Thoughts Out Loud Counseling, LLC, St. Louis, MO

- Provide psychodynamic based individual therapy to adolescents and adults and parent-child interaction therapy (PCIT) to families of young children.
- Facilitated group for mothers who have experienced domestic violence in partnership with Midtown Community Center.

- Developed workshops focusing on child and family mental well-being for Midtown Community Center

### **PCIT-ED Therapist**

July 2019 – present

Jennings School District, Washington University, Harvard University

- Aided, assessed, and implemented new THRIVE program based on PCIT-ED teachings.
- Provided the emotional development model of the parent-child interaction therapy (PCIT-ED) to families of the Jennings School District with depression, anxiety, and/or behavioral problems.
- Modified and formatted PCIT-ED manual.
- Aided in the partnership between the Jennings School District, Washington University, and St. Louis Urban League.
- Processed and developed treatment plans with site supervisor and national PCIT supervisor.

### **Therapist-In-Training**

August 2018 – June 2020

Counseling and Social Advocacy Center (CSAC) at UMSL, St. Louis, MO

- Provided psychodynamic founded therapy to adults associated with the campus and/or surrounding community.
- Develop treatment plans, created session notes, and had weekly supervision for an hour each week.

### **Counseling Intern**

August 2017 – June 2018

Highland Park High School, Highland Park, IL

- Provided psychodynamic and CBT based therapy for Highland Park High School's Drop-In Center working with ethnically/racially and socioeconomically diverse adolescent students with anxiety, depression, life changes, and other mental health issues.
- Led several groups for students: Latinx girls, Black students, and students dealing with depression and anxiety.
- Processed and developed treatment plans with site supervisor once a week for an hour and with two weekly team meetings

### **Therapist-In-Training**

August 2016 – June 2017

The Family Institute at Northwestern, Chicago and Evanston, IL

- Provided psychodynamic therapy to clients between the ages of 22 to 43 with anxiety, depression, life changes, and other mental health issues under a licensed supervisor.
- Created client case conceptualizations, developed and implemented treatment plans, and created progress notes through the TIER system.
- Participated in triadic supervision for an hour and a half once a week.

### **Counseling Intern**

August 2016 – June 2017

Mental Health Human Rights Clinic at Northwestern, Evanston, IL

- Collaborated with a team of other interns to complete mental health evaluations for clients seeking refugee status in the United States.
- Transcribed an entire session for later review and had group supervision for half an hour after each client.

## **SUPERVISION EXPERIENCE**

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### **Practicum Supervisor**

August 2019 – July 2020

Counseling and Social Advocacy Center (CSAC) at UMSL, St. Louis, MO

- Supervised counselors-in-training in both school and clinical practicums.
- Reviewed supervisees' clinical recordings and progress notes.
- Assessed and discussed supervisees' professional development with practicum instructor.

## **INVITED PRESENTATIONS, WEBINARS, AND WORKSHOPS**

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**Paul, Z. A.** (2021, October). *Women+ of Color Project Graduate School Workshop: Sexuality and Gender Identity*. The Women+ of Color Project. Webinar to W+OCP participants, virtual.

**Paul, Z. A.** (2021, September). *Ethical Social Media Use in Counseling*. Presentation Lindenwood University Counseling Ethics Course, St. Charles, MO.

**Paul, Z. A.** (2021, July). *Back to School Mental Wellness*. Presentation to Family Pride members at Midtown Community Service, St. Louis, MO.

**Paul, Z. A.** (2021, May). *Using Social Media for Research Data Collection*. Presentation to UMSL Counseling Research Seminar Course, St. Louis, MO.

**Paul, Z. A.** (2020, October). *Parent-Child Interaction Therapy (PCIT)*. Presentation to UMSL Counseling Children and Adolescent Development Class, St. Louis, MO.

**Paul, Z. A.** (2020, October). *Ethical Social Media Use in the Counseling Profession*. Presentation to UMSL Counseling MEd Ethics Class, St. Louis, MO.

**Paul, Z. A.** (2020, April). *#UMSL Counseling: Ethical Faculty Social Media Use*. Presentation to UMSL Counseling Faculty at the University of Missouri – St. Louis, Saint Louis, MO.

**Paul, Z. A.** (2020, February). *LGBTQIA+ Students in the Art Classroom*. Presentation to Preservice Teachers at the University of Missouri - St. Louis, Saint Louis, MO.



Somerville, T., & **Paul, Z. A.** (2020, February). *Parent Mental Health*. Monthly Workshop presented the Counseling and Social Advocacy Center @ UMSL, Saint Louis, MO.

Cables, E., & **Paul, Z. A.** (2019, February). *Family loss experiences and trauma*. Breakout session presented at UMSL College of Education's Grand Seminar for Teacher Candidates, Saint Louis, MO.

Morris, J.E., McGowan, W., **Paul, Z.**, & Simon, T. (2018, November). *The St. Louis Schools Voluntary Desegregation Program: Gains, Losses, and Future Directions*. Presented to the School Superintendents of the St. Louis area, St. Louis, MO.

### **MEDIA INTERVIEWS & APPEARANCES**

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Dear Grad Student. (2022, January 17). *Mental Health for Black Grad Students: Leaning In, Leaning Out, and Growing Community* [Podcast]. <https://www.deargradstudent.com/episodes/57>

#GradChat by PhD Balance. (2021, October 16). *Becoming a Mentor to Undergrad and Graduate Students* [Video]. YouTube. [https://youtu.be/n\\_IGlJQnYJo](https://youtu.be/n_IGlJQnYJo)

LGBTQ Institute. (2021, September 28). *Research and Campaigns focused on LGBTQ People, Health, and Wellbeing* [Video]. YouTube. <https://youtu.be/NRkhi7NDTeo>

Cornejo, J. [Creator]. **Paul, Z.** [Creator]. Balin, E. [Creator]. Mindscape [Producer] (2021). *Moments of Excellence in Career Counseling: Religion/Spirituality*. in Interactive Simulations: Moments of Excellence in Career Counseling. [2D Video]. <https://mindscapecommons.net/view/moments-of-excellence-in-career-counseling-religion-spirituality>. cid:20.500.12592/k70t1j

Jucaban, P. [Creator]. **Paul, Z.** [Creator]. Edwin, M. [Creator]. Mindscape [Producer] (2021). *Moments of Excellence in Career Counseling: Cultural Adaptation*. in Interactive Simulations: Moments of Excellence in Career Counseling. [2D Video]. <https://mindscapecommons.net/view/moments-of-excellence-in-career-counseling-cultural-adaptation>. CID:20.500.12592/p08sg3

Black in Physics. (2020, October 29). *Remaining Confident on the Road to Tenure* [Video]. YouTube.  
<https://youtu.be/6xOemV2XWOQ>

## **LEADERSHIP & SERVICE**

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### **Professional**

- *AARC 2022 Conference Proposal Reviewer, 2022*
- *Research and Scholarship Committee Member, SAIGE, 2021 – present*
- *Social Media Co-Manager and Conference Proposal Reviewer, North Central ACES, 2021 – present*
- *Graduate Student Committee Member, North Central ACES, 2021 – 2022*
- *Co-Founder and Planning Committee Member, #BlackInMentalHealthWeek, 2020 – present*
- *Planning Committee Member, #BlackInXConference, 2021*
- *AMCD 2021 Virtual Conference Proposal Reviewer, Association for Multicultural Counseling and Development Conference, 2021*
- *Division 44 Conference Proposal Reviewer, 2021 American Psychological Association Conference, 2021*
- *Graduate Student Volunteer, 2019 American Counseling Association Conference, 2019*

### **University and Department**

- *Committee Chair and Social Media Fellow, Counseling Doctoral Student Leadership & Service Committee, University of Missouri, 2019 – 2021*
- *Secretary, Black Graduate Student Association, University of Missouri – St. Louis, 2018 – 2019*
- *Board Member and Social Media Coordinator, Mental Health Mix & Mingle, Northwestern University, 2016 – 2018*
- *Volunteer, Capstone Research Symposium, Northwestern University, 2017*

### **Community**

- *Mental Health Professional, Camp Kesem, 2019*

## **PROFESSIONAL AFFILIATIONS**

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| • Member, American Counseling Association (ACA)                                    | 2016 – present |
| • Member, ACA Association for Counselor Education and Supervision (ACES)           | 2019 – present |
| • Member, North Central Association for Counselor Education and Supervision        | 2019 – present |
| • Member, Psi Chapter of Chi Sigma Iota  | 2019 – present |
| • Member, American Psychological Association (APA)                                 | 2020 – present |
| • Member, APA Division 44  | 2020 – present |
| • Member, Society for Sexual, Affectional, Intersex, & Gender Expansive Identities | 2020 – present |
| • Member, ACA Association for Multicultural Counseling and Development             | 2020 – present |

- Member, ACA Counselors for Social Justice (CSJ) 2021 – present
- Member, ACA Association for Assessment and Research in Counseling (AARC) 2021 – present