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# Jaimie Stickl Haugen, Ph.D., LPC, NCC, ACS

*Clinical Assistant Professor*

Department of School Psychology and Counselor Education

School of Education

William & Mary

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## Vita Overview

Refereed Journal Articles Published & In Press	32
Submitted Under Review	9
Book Chapters	2
Non-Refereed Publications & Reports	15
Presentations	46
Funded Projects	\$72,333
Grant Management	Over 2.7 million

## EDUCATION

May 2017 **Doctor of Philosophy, Counseling and Counselor Education**  
University of North Carolina at Greensboro, Greensboro, NC

*Minor:* Educational Research Methodology  
*Cognate:* Educational Leadership and Cultural Foundations

August 2010 **Master of Arts, School Counseling; Community Counseling**  
Regent University, Virginia Beach, VA

May 2008 **Bachelor of Science, Elementary Education**  
Grove City College, Grove City, PA

## LICENSURES AND CERTIFICATIONS

**Professional School Counselor** (Professional SSP), State of Colorado, 2012 (#289854)  
**Professional School Counselor** (Permanent certificate), New York, 2015 (#969549151)  
**Licensed Professional Counselor**, State of Colorado, 2014 (LPC.0011955)  
**Approved Clinical Supervisor**, Center for Credentialing & Education, 2016 (#02338)  
**National Certified Counselor**, National Board for Certified Counselors, 2010 (#270310)

### Specialty Certifications & Related Licenses

**Diversity, Equity, & Inclusion Specialist**, American School Counseling Association, 2020  
**School Suicide Prevention Specialist**, American Association of Suicidology, 2013  
**Trauma & Crisis Management Specialist**, American School Counseling Association, 2017  
**Ethical & Legal Specialist**, American School Counseling Association, 2018  
**School Counseling Leadership Specialist**, American School Counseling Association, 2019  
**Certified Compassion Fatigue Therapist**, Green Cross Academy of Traumatology, 2009

**CURRENT ACADEMIC POSITION**

*August 2022-* **Clinical Assistant Professor**

*Present* *School of Education, Counseling Program*

**William & Mary, Williamsburg, VA (CACREP accredited)**

- Teach graduate level courses in the online counselor education program
  - EDUC 675: Theories and Strategies for Working with School-Aged Children
  - EDUC C43: Professional, Ethical, and Legal Issues in Counseling
  - EDUC F67: Psychological and Educational Measurement
- Serve as an advisor for master level counseling students
- Hold national, regional, and departmental service positions

**PREVIOUS ACADEMIC POSITIONS**

*August 2020-* **Assistant Professor**

*August 2022* *School of Education, Counselor Education*

**St. Bonaventure University, St. Bonaventure, NY (CACREP accredited)**

- Teach graduate level courses in the counselor education department
  - CE 510: Introduction to the Profession of Counseling
  - CE 620A: Internship in School Counseling I
  - CE 620B: Advanced Internship in School Counseling II
  - CE 560: Psychological Testing and Assessment
  - CE 649: Counseling Couples and Families
  - CE 631: Seminar in School Counseling
  - CE 634: Interventions in School Counseling and Clinical Mental Health Counseling
  - CE 662: Residency 1
- Course lead for master’s level courses in counseling supporting adherence to CACREP standards and curriculum adjustments
  - CE 630: Management of School Counseling Programs
  - CE 629: Foundations in School Counseling
  - CE 620B: Advanced Internship in School Counseling II
  - CE 650: School Counseling & Special Education
  - CE 560: Psychological Testing and Assessment
- Serve as the faculty school counseling program co-leader overseeing curriculum development, program management, and adherence to standards
- Serve as an advisor for master level counseling students
- Provide clinical supervision to internship students

*Aug. 2018-* **Postdoctoral Research Scholar & Graduate Faculty Scholar**

*Aug. 2020* *Department of Counselor Education and School Psychology*

**University of Central Florida, Orlando, Florida**

- Conducted counseling and educational research to fulfill endowment and grant funded research and scholarship at an R1 university: workload percentage - 100% research

- Engaged in rigorous quantitative and qualitative research methodologies including the utilization of advanced statistical analysis with a focus on assessment development
- Prepared, authored, and co-authored manuscripts for publications in counseling and high impact factor journals
- Wrote as the principal investigator and assisted with writing research grant proposals
- Analyzed and interpreted data using various statistical software (e.g., SPSS, Mplus)
- Prepared research presentations for national conferences
- Coordinated the Behavioral Indicator Training (BIT) program, an educator awareness program to promote mental health literacy and early intervention for youth (e.g., youth suicide prevention, self-harm, anxiety, depression)
- Managed research grant (\$756,251) team of doctoral students and mentored doctoral level students in research
- Served as a member on doctoral dissertation committee

Aug. 2018-  
Aug. 2021

**Instructor & School Counseling Internship Coordinator**

*Department of Applied Psychology and Counselor Education*

University of Northern Colorado-Extended Campus, Denver, CO

- Instructor for graduate level school counseling courses such as:
  - APCE 614: Internship in School Counseling
  - APCE 608: Organization, Administration, and Consultation in School Counseling Guidance Services
- Served as internship coordinator, coordinating school counseling internship placements for the UNCO extended campus (Denver, Colorado Springs, & Loveland)
- Maintained internship contracts, student eligibility forms, new internship placements, and internship documentation
- Established and maintained collaborative relationships and communication with external field placement sites and site supervisors in the Denver Metro area
- Conducted site visits for all internship placements across Denver & Colorado Springs
- University supervisor providing clinical individual and group supervision for graduate level school counseling students
- Provided supervision of supervision for on-site supervisors

**PUBLICATIONS**

*Note: \*Indicates empirical study; +Indicates work with doctoral/master's level student*

**Refereed Journal Publications**

\*Stickl Haugen, J., Sutter, C. C., +Tinstman Jones, J. L., & Campbell, L.O. (2022). Teachers as youth suicide prevention gatekeepers: An examination of suicide prevention training and exposure to students at risk of suicide. *Child & Youth Care Forum*. <https://doi.org/10.1007/s10566-022-09699-5>

- Lambie, G., Frawley, C., & **Stickl Haugen, J.** (In Press). The Assessment of Marriage, Couples, and Family Counseling Competencies: A measure to support preparation programs. *The Family Journal*.
- \*Lambie, G. L., **Stickl Haugen, J.**, & Tabet, S. (2022). Development and initial validation of the Multidimensional Dispositional Greed Assessment (MDGA) with adults. *Cogent Psychology*, 9(1). <https://doi.org/10.1080/23311908.2021.2019654>
- \***Stickl Haugen, J.**, Bledsoe, K., Burgess, M., & Rutledge, M. L. (2021). Framework of anti-racist school counseling competencies: A Delphi study. *Journal of Counseling & Development*. <https://doi.org/10.1002/jcad.12422>
- Lambie, G. W., & **Stickl Haugen, J.** (2021). The Assessment of Clinical Mental Health Counseling Competencies: A resource for supervisors and preparation programs. *Counselor Education and Supervision*. <https://doi.org/10.1002/ceas.12221>
- \* Sutter, C. C., **Stickl Haugen, J.**, Campbell, L. O., & Tinstman Jones, J. L. (2021). Teachers' motivation to participate in anti-bullying training and their intention to intervene in school bullying: A self-determination theory perspective. *International Journal of Bullying*. <https://doi.org/10.1007/s42380-021-00108-4>
- \*Waalkes, P. W., Hall, D., **Stickl Haugen, J.**, Swindle, P. (2022). Beginning counselor educators growth and challenges in teaching. *Counselor Education and Supervision*. <https://doi.org/10.1002/ceas.12227>
- \*Lambie, G. W., Tabet, S., & **Stickl Haugen, J.** (2022). Measuring inspiration in educators: The Educator Inspire Scale (EIS). *Teacher Development*, 26(3), 373-396. <https://doi.org/10.1080/13664530.2022.2074531>
- \***Stickl Haugen, J.**, Waalkes, P., & Nerverve, C. (2021). 'Seeing the other side': Empowering the voices of Latinx youth. *Journal of Child and Adolescent Counseling*, 7(2), 100-117. <https://doi.org/10.1080/23727810.2021.1893577>
- \***Stickl Haugen, J.**, Waalkes, P., & Lambie, G. W. (2021). A national survey of school counselors' experiences with student death by suicide. *Professional School Counseling*, 25(1), 1-11. <https://doi.org/10.1177/2156759X21993804>
- \***Stickl Haugen, J.**, Wachter Morris, C., Wester, K. L., Austin, J., Delgado, H., & Vaishnav, S. (2021). Imposter phenomenon and research experiences among counselor educators. *Journal of Counselor Preparation and Supervision*, 14(3), Article 4. <https://digitalcommons.sacredheart.edu/cgi/viewcontent.cgi?article=1462&context=jcps>
- Lambie, G. W., & **Stickl Haugen, J.** (2021). The Assessment of School Counseling Competencies as a tool to support school counseling students, supervisors, and training programs. *Professional School Counseling*, 25, 1-10. <https://doi.org/10.1177/2156759X20981050>
- \*Waalkes, P. L., Hall, D., Swindle, P., & **Stickl Haugen, J.** (2021). Beginning counselor educators' experiences of teaching mentorship. *Teaching and Supervision in Counseling*, 3(1), 78-88. <https://doi.org/10.7290/tsc>

- \*Waalkes, P., DeCino, D., +Watson, E., & **Stickl Haugen, J.** (2021). School counselors conceptualization of their students. *Journal of School Counseling, 19*(28). <http://www.jsc.montana.edu/articles/v19n28.pdf>
- \***Stickl Haugen, J.**, Sutter, C., +Tinstman Jones, J. , & Campbell, L. O. (2020). The Teacher Expectations and Values for Suicide Prevention Scale: Confirmatory factor analysis and validation. *Crisis: The Journal of Crisis Intervention and Suicide Prevention*. <https://doi.org/10.1027/0227-5910/a000706>
- \*Wester, K. L., Vaishnav, S., Wachter Morris, C., Austin, J., **Stickl Haugen, J.**, Delgado, H., & Umstead, L. (2020). The interaction of imposter phenomenon and research self-efficacy on counselor educator scholarly productivity. *Counselor Education and Supervision, 59*, 316-325. <https://doi.org/10.1002/ceas.12191>
- \*+Tinstman Jones, J. L., Campbell, L. O., **Stickl Haugen, J.**, & Sutter, C. C. (2020). Cyberbullying considerations for school counselors: A social media content analysis. *Professional School Counseling, 23*(1). <https://doi.org/10.1177/2156759X20919365>
- \***Stickl Haugen, J.**, Sutter, C. C., +Tinstman Jones, J. L., & Campbell, L. O. (2019). School district anti-bullying policies: A statewide content analysis. *International Journal of Bullying Prevention*. <https://doi.org/10.1007/s42380-019-00055-1>
- Stickl Haugen, J.**, Nerverve, C., & Waalkes, P. L. (2019). Advocacy in action: The use of photovoice in school counseling. *Professional School Counseling, 23*, 1-10. <https://10.1177/2156759X19885888>
- Lambie G., **Stickl Haugen J.**, +Borland, J. & Campbell, L.O. (2019). Who Took “Counseling” out of the Role of Professional School Counselors in the United States? *Journal of School-Based Counseling Policy and Evaluation, 1*(3), 51-61. <https://doi.org/10.25774/7kjb-bt85>
- \***Stickl Haugen, J.**, & Chouinard, J. (2019). Transparent, translucent, opaque: Exploring the dimensions of power in culturally responsive evaluation contexts. *American Journal of Evaluation, 40*, 376-394. <https://doi.org/10.1177/1098214018796342>
- \***Stickl Haugen, J.**, Wester, K., & Wachter Morris, C. (2019). The need to belong: An exploration of belonging among urban middle school students. *The Journal of Child and Adolescent Counseling*. <https://doi.org/10.1080/23727810.2018.1556988>
- \*Campbell, L. O., **Stickl Haugen, J.**, Sutter, C. , Lambie, G. W. (2019). Building capacity for mental health literacy of suicidality and self-injurious behaviors: A formative design investigation. *Journal of Formative Design in Learning, 1-9*. <https://doi.org/10.100/s41686-019-0029-y>
- Lambie, G. W., & **Stickl Haugen, J.** (2019). Understanding greed as a unified construct. *Personality and Individual Differences, 141*, 31-39. <https://doi.org/10.1016/j.paid.2018.12.011>

- \*Waalkes, P. L., DeCino, D. A., **Stickl Haugen, J.**, & Dalbey, A. (2019). The relationship between job roles and gender on principal-school counselor relationship quality. *Professional School Counseling, 22*, 1-9. <https://doi.org/10.1177/2156759X19861105>
- Stickl, J.**, Wester, K., & Wachter Morris, C. (2018). Making sense of subjectivity: The use of Q Methodology in counseling research. *Counseling Outcome Research and Evaluation*. <https://doi.org/10.1080/21501378.2017.1419425>
- \*Waalkes, P., Benschhoff, J., **Stickl, J.**, Swindle, P., & Umstead, L. (2018). Structure, impact, and deficiencies of beginning counselor educators' doctoral teaching preparation. *Counselor Education and Supervision, 57*, 66-80. <https://doi.org/10.0000/j.0000-0000.2013.00000.x>
- \*Murray, C., Spencer-Moore, K., **Stickl, J.**, & Crowe, A. (2017). See the triumph healing arts workshops for survivors of intimate partner violence and sexual assault. *Journal of Creativity in Mental Health, 12*, 192-202. <https://doi.org/10.1080/15401383.2016.1238791>
- Stickl, J.** (2016). An examination of student success using Bronfenbrenner's bioecological model: Implications for research and practice. *The Romanian Journal of Counseling, 2*, 181-212.
- \*Kirkman, C., McNees, H., **Stickl, J.**, Banner, J., & Kappler Hewitt, K. (2016). Crossing the suspension bridge: Navigating the road from school suspension to college success-How some students have overcome the negative implications of school suspension to bridge the road to college. *Journal of Organizational and Educational Leadership, 2* (1), Article 4.  
*Author Note: First three authors were equal contributors*
- Lashley, C., & **Stickl, J.** (2016). Principals and counselors: Collaborating to improve instructional equity. *Journal of Organizational and Educational Leadership, 2*(1), 1-24. Article 6.
- Szilagyi, A., Jansel, A., & **Stickl, J.** (2016). Between an occupation and a profession: The professionalization of counseling. *The Romanian Journal of Counseling, 2*, 115-127.

#### Refereed Publications Submitted & Under Review

- \*Sutter, C. C., **Stickl Haugen, J.**, Campbell, L. O., & +Tinstman Jones, J. L. (Revised & resubmitted, 9/22). School and electronic bullying among adolescents: Direct and indirect relationships with sadness, sleep, and suicidality. *Journal of Adolescence*.
- \*Waalkes, P., **Stickl Haugen, J.**, +Mizutani, Y., +Meyer, J., +Salvatierra, D., +Odle, C., & +Somerville, T. (Revised & resubmitted, 8/22). First generation college students' narratives of positive relationships with their school counselors. *Journal of School Psychology and Counsellors*.
- Lambie, G., Frawley, C., & **Stickl Haugen, J.** (Submitted 7/22). The Assessment of Rehabilitation Counseling Competencies: An assessment to support counselor education programs and supervisor evaluations. *Journal of Rehabilitation*.

- +Hilaire, B., Campbell, L. O., Lambie, G. W., & **Stickl Haugen, J.** (Revised and resubmitted 12/21 – Under Review). The role of school counselors in promoting safe spaces in today’s classroom. *The Professional Counselor*.
- \*Lambie, G. L., +Frawley, C., **Stickl Haugen, J.**, +Haile, G., & +Fard-Aghaie, P. (Submitted 6/21 – Under Review). A predictability investigation of college students’ level of multidimensional dispositional greed and their grit and narcissism scores. *Psychology Bulletin*.
- \*Waalkes, P., DeCino, D., & **Stickl Haugen, J.** (Submitted 1/22 – Under Review). A Q Methodology investigation of school counselors’ beliefs and feelings in reporting suspected child sexual abuse. *Journal of Child Sexual Abuse*.
- \*+Tinstman Jones, J., Campbell, L. O., **Stickl Haugen, J.**, & Sutter, C. (Submitted 2/21 – Under Review). Coping responses for academic incivility scale: Development, validation, and implications. *Journal of College Student Psychotherapy*.
- \*Campbell, L. O., +Tinstman Jones, J. L., Sutter, C. C., & **Stickl Haugen, J.** (Submitted 12/20 – Under Review). The development of the academic incivility scale for higher education. *Learning Environments*.
- \*+Tinstman Jones, J. L., Campbell, L. O., **Stickl Haugen, J.**, & Sutter, C. C. (submitted 12/20 – Under Review). Academic incivility and bullying as risks for suicide, self-destructive behaviors, and harm to others. *Crisis: The Journal of Crisis Intervention and Suicide Prevention*.

### **Publications Drafted**

**Stickl Haugen, J.**, & Bledsoe, K. (Manuscript Drafted). A critical examination of the school counseling profession: Implications for counselor education.

### **Book Chapters**

- DiCamillo, D., **Stickl Haugen, J.**, & Bledsoe, K. (Submitted 5/22). Establishing connection and assessing safety. In B. Flamez & A. S. Lenz (Eds.), *Practical approaches to crisis and trauma counseling settings: Prevention, assessment, and intervention*. Routledge.
- Campbell, L. O., Tinstman Jones, J. L., Sutter, C.C. , & **Stickl Haugen, J.** (In Press). Tweet others as you would be tweeted”: Analyzing cyberharassment of public figures. *Handbook of Social Media in Education, Consumer Behavior, and Politics*.
- Jansel, A., Szilagyi, A., Panc, I., Wagener, A., & Caeiro, R. (2017). *Career development facilitator handbook*. **Stickl, J.**, & Parreira, H. (Contributors). Greensboro, NC: Center for Credentialing and Education.

### **Non-Refereed Publications**

- Stickl Haugen, J.** (2022). *The Student Belonging Scale* [Training Manual].
- Lambie, G. L., & **Stickl Haugen, J.** (2020). *Assessment of School Counseling Competencies (ASCC)* [Training Manual].

- Lambie, G. L., **Stickl Haugen, J.**, Hilaire, B., Escobedo, S. W., & Campbell, L. O. (2020). *Manual for student-centered classroom environment* [Training Manual].
- Lambie, G. L., Taylor, D., & **Stickl Haugen, J.** (2019). *Assessment of Clinical Mental Health Counseling (ACMHC)* [Training Manual].
- Stickl, J.**, & Nerverve, C. (2019, September). Empowering student voices: The use of photovoice in school counseling. *Colorado School Counseling Association Newsletter*.
- Stickl, J.**, & Chouinard, C. (2019, July). Beyond theory: Locating power in culturally responsive evaluation practice [Blog post]. *American Evaluation Association AEA 365*. Retrieved from <https://aea365.org/blog/?s=stickl>
- Lambie, G., & **Stickl Haugen J.** (2019). *The Multidimensional Greed Assessment (MDGA)* [Training manual].
- Waalkes, P., Gray, C., & **Stickl, J.** (2016, July/August). Engagement, classroom management, and pedagogy. *American School Counseling Association Magazine*, 53(6), 14-20.
- Stickl, J.** (2015, Fall). Considerations of spirituality in school counseling practice. *North Carolina Association for Spiritual, Religious, and Value Issues in Counseling Newsletter*.
- Stickl, J.** (2015). Supervision for practicing school counselors [Blog post]. Retrieved from <http://cedresearch-practice.blogspot.com/>
- Moore, K., & **Stickl, J.** (2015, January 15). The transformative healing power of art [Blog post]. Retrieved from <http://www.seethetriumph.org/blog/the-transformative-healing-power-of-art>

### Research Reports

- Stickl Haugen, J.** (2022). *The development of the Student Belonging Scale* [Research report]. Denver Public Schools. Denver, Colorado.
- Stickl, J.** (2018). *The need to belong: An exploration of belonging among urban middle school students* [Research report]. Adams 12 Five Star Schools. Thornton, Colorado.
- Stickl Haugen, J.**, Waalkes, P., & Jurekovic, C. (2020). *The impact of a student death by suicide on the personal and professional life of the school counselor* [Research report].

### Interviews and Podcasts

- Stickl Haugen, J.**, & Bledsoe, K. (2021, October 1). Anti-Racist School Counseling Competencies Scale [Audio podcast episode]. In *Assessment Talks!*

### Grant Reports

- Yoder, B., & **Stickl, J.** (2018). Colorado School Counseling Corps State Annual Report, Year 4, Colorado Department of Education.



Yoder, B., & **Stickl, J.** (2017). Colorado School Counseling Corps State Annual Report, Year 3, Colorado Department of Education.

## PROGRAM EVALUATION

### Spring 2016 *Evaluability Assessment*

*Mental Health Association of Greensboro, Greensboro, NC*

- Conducted an evaluation assessment from start to finish, including developing a logic model and guiding framework, presenting an evaluation plan, collecting multiple types of data from a variety of stakeholders and documents, and writing up a final evaluability assessment including key recommendations to improve programming for grant funding.

## GRANT FUNDING

### External Grants

#### Funded Grants

*The development of the anti-racist school counseling competencies scale: A self-evaluation tool for school counselors.* (2021-2022, **\$3,463**, **Stickl Haugen, J.** [PI], Bledsoe, K.). Association for Assessment and Research in Counseling.

*The influence of a student-centered classroom environment on second-grade students' academic achievement, school-based behavior, and social-emotional functionality.* (2020, **\$63,000**, Lambie, G. [PI], Campbell, L., Hartshorne, R., & **Stickl Haugen, J.**) 100 Women Strong, Central Florida Foundation.

#### Grants Applied for and Not Funded

*"I Feel" A Mental Health Literacy App for Children and Youth.* (Submitted July, 2019, **\$44,000**, **Stickl J.** [PI], Sutter, C. C., & Campbell, L.O.). American Legion Child Welfare Foundation.

*Denver Public Schools GEAR UP 2018.* (Submitted May, 2018, **\$7,305,212**, Haviland, S. [PI], Welch, S., & **Stickl, J.**). Federal partnership grant, United States Department of Education.

*Improving resiliency, social-emotional health, and coping skills for underserved elementary and middle school students.* (October 2017, **\$99,971**, **Stickl, J.** [PI], & Haviland, S. [PI]). Caring for Colorado Foundation.

### Internal Grants

#### Funded Grants

*An examination of adjunct instructor's supports and challenges with teaching.* (2022, **\$1,170**, **Stickl Haugen, J.**, Waalkes, P., & Baltrinic, E.). Keenan Grant, Keenan and Martine Endowment, St. Bonaventure University.

*Anti-racist and social justice school counseling: Experts in the field support school counselors' preparation to confront racism in schools.* (2021, \$1,700, **Stickl Haugen, J.** [PI], Tanner, M., & Bourdeau, A.). Martine Grant, Keenan and Martine Endowment, St. Bonaventure University.

*"The need to belong: An exploration of belonging among urban middle school students"* research proposal. (June 2016, \$2,000, **Stickl J.** [PI]). University of North Carolina at Greensboro Graduate School.

*Research travel grant.* (June, 2016, \$1,000, **Stickl J.** [PI]). Graduate Student Association, University of North Carolina at Greensboro.

## GRANT MANAGEMENT

- Dec. 2016-  
Aug. 2018
- Colorado School Counseling Corp Grant Coordinator/Manager**  
*Denver Public Schools, Denver, CO*
- Worked at the district level to coordinate grant goals and data management for 11 professional school counselors in 10 different schools across Denver Public Schools, a large metropolitan school district.
  - Oversaw grant details of a state funded grant (\$2,700,000) including the development and implementation of a data driven comprehensive school counseling program within each school, data analysis, and grant reporting.

## PROFESSIONAL PRESENTATIONS

### National

**Stickl Haugen, J.**, Bledsoe, K., & Springfield, J. (2022, September). *The development of the Anti-Racist School Counseling Inventory: A self-evaluation tool for school counselors.* Association for Assessment and Research in Counseling. St. Louis, MO.

Lambie, G. W., **Stickl Haugen, J.** & Frawley, C. (2022, September). *The assessment of clinical mental health and school counseling competencies: Instrument development and best practices.* Association for Assessment and Research in Counseling. St. Louis, MO.

Lambie, G. W., Frawley, C., & **Stickl Haugen, J.** (2022, September). *Understanding the relationship between multidimensional dispositional greed, narcissism, and grit.* Association for Assessment and Research in Counseling. St. Louis, MO.

Rock, W., Wikoff, H. & **Stickl Haugen, J.** (2022, August). *ASCA Ethical Standards for school counselors 2022.* American School Counselor Association [virtual webinar].

**Stickl Haugen, J.** (2022, July). *Legal and ethical considerations: Child abuse, sexual harassment and self-harm.* American School Counselor Association Conference. Austin, TX.

**Stickl Haugen, J.**, & Rock, W. (2022, July). *Legal and ethical considerations: Sole-possession*

*notes and subpoenas*. American School Counselor Association Conference. Austin, TX.

**Stickl Haugen, J., & Rock, W.** (2022, July). *Legal and ethical considerations: Suicidal risk and informational gathering*. American School Counselor Association Conference. Austin, TX.

Rutledge, M., Burgess, M., Bledsoe, K., & **Stickl Haugen, J.** (2022, July). *RAMP's impact on diverse students' outcomes*. American School Counselor Association Conference. Austin, TX.

**Stickl Haugen, J.,** Bledsoe, K., Burgess, M., & Rutledge, M. (2022, March). *Framework of Anti-Racist School Counseling Competencies for school counseling research and practice*. Evidenced Based School Counseling Conference (virtual conference).

**Stickl Haugen, J., & Frawley, C.** (2022, March). *The Assessment of School Counseling Competencies: An evaluation tool to support school counseling students, supervisors, and training programs*. Evidenced Based School Counseling Conference (virtual conference).

Rutledge, M., Burges, M., Bledsoe, K., & **Stickl Haugen, J.** (2022, March). *The impact of Recognized ASCA Model Programs on academic outcomes of diverse student populations: Implications for counselor educators*. Evidenced Based School Counseling Conference (virtual conference).

Rutledge, M., Burges, M., Bledsoe, K., & **Stickl Haugen, J.** (2021, October). *The impact of Recognized ASCA Model Programs on academic outcomes of diverse student populations: Implications for counselor educators*. Association for Counselor Education and Supervision. Atlanta, Georgia.

**Stickl Haugen, J., & Bourdau, A.** (2021, April). *The role of sense of belonging for new remote employees*. Benjamin V. Cohen Peace Conference, Ball State University Center for Peace & Conflict Studies (virtual conference).

Henry, H. L., McLaughlin, W., **Stickl Haugen, J., & Bourdeau, A.** (2021, April). *Building community: Facilitating job satisfaction of newly hired remote employees*. Benjamin V. Cohen Peace Conference, Ball State University Center for Peace & Conflict Studies (virtual conference).

Tintsman Jones, J., Campbell, L. O., **Stickl Haugen, J., & Sutter, C. C.** (2021). Youth bullying as a risk for self-destructive behaviors: Call for awareness and advocacy. American Educational Research Association Annual Conference. Virtual.

Yezzi, A., **Stickl Haugen, J., & Stone, C.** (June, 2020). *Ethical considerations: Threat and suicide assessments*. American School Counselor Association Conference. Virtual

Tintsman Jones, J. Campbell, L. O. **Stickl Haugen, J., Sutter, C.C.** (March 2020). *School Counselors and Social Media Platforms at the Intersection of Cyberbullying: A Content Analysis*. American Educational Research Association Annual Conference. San Francisco, CA

- Sutter, C. C., **Stickl Haugen, J.**, Tinstman Jones, J. Campbell, L. O. (March 2020). *Linking School Policies to Bullying – Implications for Improving the Collaboration between Researchers and Educational Stakeholders*. American Educational Research Association Annual Conference. San Francisco, CA
- Campbell, L., Tinstman Jones, J., **Stickl Haugen, J.**, & Sutter, C. C. (November, 2019). *Culturally responsive bullying prevention policies*. International Bullying Conference. Chicago, IL.
- Stickl Haugen, J.**, Wachter Morris, C., Wester, K. L., & Delgado, H. (September, 2019). *Imposter Syndrome among Counselor Educators: A Content Analysis*. Association for Assessment and Research in Counseling. Santa Fe, New Mexico.
- Lambie, G. W., & **Stickl Haugen, J.** (September, 2019). *Development and Factor Structure of the Heintzelman Greed Scale*. Association for Assessment and Research in Counseling. Santa Fe, New Mexico.
- Waalkes, P. L., & **Stickl Haugen, J.** (September, 2019). *Consensual qualitative research as a method of studying experiences of teachers and students*. Association for Assessment and Research in Counseling. Santa Fe, New Mexico.
- Stickl Haugen, J.** (2018). *Q Methodology in Counseling Research*. Association for Assessment and Research in Counseling. Richmond, Virginia.
- Wachter-Morris, C. A., Wester, K. L., Vaishnav, S., **Stickl Haugen, J.**, Austin, J., Umstead, L., & Mayton, H. (2018, September). *Effects of imposter syndrome and mentorship on research self-efficacy and productivity among counselor educators*. Assessment and Research in Counseling. Richmond, VA.
- Wester, K., Wachter-Morris, C., Barrio Minton, C., Chang, C., McCall, M., Perez-Pena, A., & **Stickl, J.** (September, 2017). *Female researchers in counseling. Building efficacy through mentorship*. Assessment and Research in Counseling. Phoenix, AZ.
- Crowe, A., Murray, C., Spencer, K., & **Stickl, J.** (2017). *See the triumph healing arts workshops for survivors of intimate partner violence and sexual assault*. North Carolina Counseling Association. Raleigh, NC.
- Waalkes, P., **Stickl, J.**, & Gray, C. (March, 2016). *Evidenced-based Teaching Techniques for Classroom Guidance Lessons*. Evidenced-Based School Counseling Conference. Athens, GA.
- Stickl, J.**, & Nerverve, C. (2014). *College and Career Counseling in Middle School: A GEAR UP Perspective*. National Association for College Admission. Indianapolis, IN.
- Stickl, J.**, Nerverve, C., Rodriguez, J., Castinada, N., Henry, S., & Tafoya, F. (June, 2014). *College and Career Counseling in a Middle School setting*. GEAR UP National Conference. Washington D.C.
- Stickl, J.**, Nerverve, C., & Rodriguez, J. (June, 2014). *College and Career Counseling in Middle School*. National Office for School Counselor Advocacy. Los Angeles, California.

<b>State</b>
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**Stickl Haugen, J.,** Jurkovic, C., Nerverve, C., & Moser, K. (October, 2020). *School counselors' experiences with student death by suicide*. Colorado School Counselor Association. Virtual

**Stickl Haugen, J.,** Welch, S., & Camara, F. (Accepted, 2020). *Effective school counseling supervision*. Colorado School Counselor Association. [accepted & postponed due to COVID]

**Stickl Haugen, J., & Welch, S.** (June, 2020). *School counseling supervision in a virtual world*. Colorado School Counselor Association CALM Series. Virtual

Nerverve, C., & **Stickl Haugen, J.** (October, 2019). *Empowering female students in non-traditional career fields*. Colorado School Counseling Association. Loveland, CO.

**Stickl, J., & Nerverve, C.** (October, 2018). *Sense of belonging among urban middle school students*. Colorado School Counseling Association. Keystone, CO.

**Stickl, J., & Nerverve, C.** (October, 2018). *Empowering the voices of Latino youth: The use of Photovoice in a school counseling program*. Colorado School Counseling Association. Keystone, CO.

**Stickl, J., & Nerverve, C.** (October, 2017). *The Impact of the election on our students and schools: Challenges and strategies for school counselors*. Colorado School Counseling Association. Keystone, CO.

**Stickl, J., & Gray, C.** (2015). *Addressing Cultural Disparities Through School Counseling Supervision*. North Carolina School Counseling Association. Greensboro, NC.

**Stickl, J., Nerverve, C., Rodriguez, J., Henry, S., & Tafoya, F.** (October, 2014). *College and Career Counseling in Middle School*. Colorado School Counseling Association. Vail, CO.

**Stickl, J., Nerverve, C., Rodriguez, J., Henry, S., & Tafoya, F.** (October, 2013). *College and Career Counseling in Middle School*. Colorado School Counseling Association. Loveland, CO.

**Stickl, J., & Dilella, N.** (2009). *A critique of Kohlberg's Theory of Moral Development Using the Case of Child Soldiers*. Virginia Association for Counselor Education and Supervision. Norfolk, VA.

<b>Local</b>
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**Stickl Haugen, J.** (2022). *The development of the Student Belonging Scale*. Denver Public Schools. Denver, CO.

Waalkes, P., **Stickl Haugen, J.,** Mizutani, Y., & Somerville, T. (2021). *First generation college students positive relationships with their school counselors*. University of Missouri – St. Louis. St. Louis, MO.

**Stickl, J., & Linden, M. (2018).** *Resiliency assessment, research, and data.* District Professional Development for Administrative Leaders, Denver Public Schools. Denver, CO.

**Stickl, J., & Yoder, B. (2017).** *The use of technology in Individual Career and Academic Plans* [sub-set of larger presentation training with multiple presenters]. District School Counselor Training, Denver Public Schools. Denver, CO.

**Stickl, J., & Moore, K. (2015).** *The Healing Power of Art.* Creativity in Research Expo. Greensboro, NC.

## ADDITIONAL TEACHING EXPERIENCE

Nov. 2021-  
April 2021     **Invited Guest Lecturer**  
*University of North Carolina at Greensboro*

- Invited to be a guest lecturer for doctoral level counselor education courses including:
  - CE 777C Professional Orientation & Ethics in Counselor Education and Supervision
  - CE 777B: Research Seminar – Q Methodology in Counseling

June 2019-  
June 2020     **Instructor**  
*Adams State University (Extended Studies)*

- Instructor for post-graduate credit leadership course offered to Emerging Leaders of the Colorado School Counseling Association. Developed course, syllabus, and rubrics for:
  - ED 589: Leadership in Professional School Counseling

Fall 2017     **Adjunct Assistant Professor**  
*Lenoir-Rhyne University, Hickory, NC*  
Mean Overall Instructor Rating: 3.9 out of 4

- Taught graduate level course for counseling and education department students.
  - EDU 506.70: Child, Individual, and Family Development

Summer 2017     **Affiliate Faculty**  
*Colorado Christian University, Lakewood, CO*  
Individual Instructor Rating Not Obtained

- Co-taught graduate level counseling course including the following:
  - CSL 582: Counseling Residency II, Co-instructor, Residency for online counseling students

Spring 2017     **Adjunct Instructor**  
*University of Colorado Denver, Denver, CO*  
Mean Overall Instructor Rating: 5.9 out of 6

- Taught graduate level counseling course including:
  - COUN 5425: Developing and Implementing School Counseling Programs

Fall 2015-  
Spring 2016     **Instructor**  
*University of North Carolina at Greensboro, Greensboro, NC*

Mean Overall Instructor Rating 4.9 out of 5

- Instructor for counseling courses including:
  - CED 210: Career and Life Planning (Hybrid course)
  - CED 210: Career and Life Planning
- Co-Instructor for course for professional counselors in a post-masters certificate program including:
  - CED 644: Advanced Topics in School Counseling

Fall 2014-  
Fall 2017

**Guest Lecturer**

*University of North Carolina at Greensboro, Greensboro, NC*

- Invited to speak as a guest lecturer for graduate level counseling courses including the following:
  - CED 648: Foundations in School Counseling (x3): The use of data in comprehensive school counseling programs
  - CED 650: Group Counseling Theory and Practice: Group counseling with children and adolescents
  - CED 675: Counseling Field Practicum: The use of creativity in counseling

Spring 2014

**Guest Lecturer**

*University of Phoenix, Denver, CO*

- Invited to speak as a guest lecturer for graduate level counseling course including the following:
  - SCHC597: School Counseling Internship: School counseling and grant funded positions

**PROFESSIONAL LEADERSHIP & SERVICE**

**National Service**

**Association for Assessment and Research in Counseling**

May 2018-  
Present

***Co-Chair: Scholarly Grants Committee***

- Co-lead the association’s committee focused on awarding scholarships, reviewing grant proposals, and selecting grant awards

August 2018-  
July 2019

***Standards Review Committee Member***

- Reviewed research policies and standards of AARC for resources and dissemination

July 2017-  
June 2018

***Public Policy and Advocacy Committee Member***

- Supported the committee’s efforts to advocate for public policies and legislation that advance the ethical use of assessment, research, and evaluation by counselors

**American School Counselor Association**

Nov. 2018-  
Present

***Ethics Committee Member***

- Engage in quarterly meeting to discuss legal and ethical concerns in the school counseling profession
- Co-lead state school counseling association representatives to support the revision of the 2016 ASCA Ethical Standards for School Counselors.
- Support ASCA members with legal and ethical issues in counseling

Nov. 2018-  
Present

***Ad hoc National Supervision in School Counseling Committee Member***

- Gather information and resources regarding school counseling supervision and licensure requirements across states

<b>Regional/State Service</b>
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**Colorado School Counselor Association**

June 2020-  
Present

***Vice President of Counselor Education***

- Elected as the counselor educator vice president to represent postsecondary and counselor education

April 2018-  
June 2020

***Co-Chair: Professional Development Committee***

- Develop and coordinate professional development opportunities for members of the Colorado School Counseling Association, including webinars, Summer Academy, and other professional development.
- Developed, coordinate, and lead Emerging Leader Program for professional school counselors in the state of Colorado.

Aug. 2018-  
Aug. 2019

***Ad Hoc New Counselor Induction Committee Member***

- Assist with the development of curriculum for a School Counseling Induction Program to meet the need of the State Board of Education’s ruling (C.R.S. 22-60.5-204) and Colorado State Board of Education of Education rules (1 CCR 301-37 8.01-02).
- Developing separate curriculum for generalized state school counseling induction programs in response to professional development needs of rural school counselors

June 2019-  
June 2020

***Advocacy and Legislative Committee Member***

- Provide input on supporting or amending legislation and state bills on behalf of the Colorado School Counselor Association
- Testify as needed to support important legislation and advocate for school counseling in the Colorado Legislature

**Colorado State-Wide Initiative**

Oct. 2017-  
June 2018

***Trauma Responsive Schools Theory of Change Action Planning Committee***

- Met with Colorado education and school district leaders across the state to work on a state-wide trauma sensitive schools conceptual model (including indicators and interventions) to disseminate to



school districts across the state in an effort to support trauma responsive school practices

### **Denver Public Schools, School District**

- Spring 2013 ***Individual Career and Academic Plans (ICAP) Review Committee***
- Reviewed and improved DPS Colorado State ICAP requirements for District implementation.
- Aug. 2012-  
Nov. 2013 ***Denver Public Schools District Counseling Leadership Team***
- Attended quarterly meetings to discuss and collaborate on district wide counseling programming.

### **University Service**

- August 2021- ***Co-Lead of the School Counseling Team***  
August 2022 *St. Bonaventure University*
- August 2021- ***Mentor for New Counselor Education Faculty***  
August 2022 *St. Bonaventure University*
- August 2020- ***Graduate Student Admissions Interviewer***  
August 2022 *St. Bonaventure University*
- August 2020- ***Graduate Course Team Lead***  
August 2022 *St. Bonaventure University*
- June 2021 ***Comprehensive Exam Development Support***  
*St. Bonaventure University*
- March 2020- ***Doctoral Dissertation Committee Member***  
May 2021 *University of Central Florida*
- March 2019 ***Graduate Student Admissions Interviewer***  
*University of Colorado Denver*

### **Editorial Service**

- Aug. 2017- ***Counseling Outcome Research and Evaluation Journal***  
Present Editorial Review Board Member
- Nov. 2018- ***Teaching and Supervision in Counseling***  
June 2021 Editorial Review Board Member
- Oct. 2017 ***The Clinical Supervisor***  
Dec. 2018 Ad-Hoc Expert Reviewer

### **Advocacy**

- May 2018 **Colorado Department of Education, Denver, CO**

- Testified at the Colorado Department of Education board meeting alongside representatives of the Colorado School Counseling Association to advocate for appropriate school counseling licensure and certification processes (C.R.S. 22-60.5-204).

*March 2017*     **Colorado Council for Education, Denver, CO**

- Testified at the Colorado State capital education committee meeting supporting the passage of a bill (*Senate Bill 17-068*) to expand the Colorado Counseling Corp Grant to include elementary schools.

**AWARDS & FELLOWSHIPS**

*March 2021*     **Sink Award for Outstanding Publication**

*Journal of School-based Counseling Policy and Evaluation*

- Articles recognized by this award “standout as exceptional publications that advanced the field of school-based counseling policy and evaluation”. This Award was selected by the journal’s editorial board for the following publication in JSCPE:
  - Lambie G., **Stickl Haugen J.**, Borland, J. & Campbell, L.O. (2019). Who Took “Counseling” out of the Role of Professional School Counselors in the United States? *Journal of School-Based Counseling Policy and Evaluation*, 1(3), 51-61. <https://doi.org/10.25774/7kjb-bt85>

*July 2017-  
June 2018*     **Emerging Leader**

*Association for Assessment and Research in Counseling*

- Selected to be in the Emerging Leaders Program as a new professional for AARC. Participate in a mentorship program and work with the organization on committees, writing, and service.

*May 2017-  
April 2018*     **Editorial Fellow**

*Counselor Education & Supervision Journal*

- Selected to be an editorial fellow for the CE&S journal obtaining mentorship from an editorial board member to participate in the editorial process, contribute to the journal, and enhance editing skills.

*Sept. 2015-  
April 2016*     **Research Development Program Fellow**

*University of North Carolina at Greensboro: Bauer and Associates Consulting*

- Selected to be a participant as part of a research grant writing training and preparation program.
- Attended workshops, one on one consulting, grant review circles, and training regarding the development of competitive grant proposals over the course of a year including mock review circles for research grant proposals.

**ADDITIONAL SUPERVISION EXPERIENCE**

*Jan. 2020-  
May 2020*     **Doctoral Practicum Supervisor**

*Independent Contract*

- Provide individual weekly supervision to doctoral student in a counselor education and supervision program.

- Support supervisee in cultural considerations, implementation of clinical skills, and reflection of practice using a developmental approach with the Discrimination Model.

Dec. 2016-  
June 2018

**District School Counseling Supervisor**

*Colorado School Counseling Corp, Denver Public Schools*

- Provided individual supervision and support via weekly meetings with professional school counselors who work under the Colorado Counseling Corp Grant.
- Supported counselors with various needs, issues, and elements of practice in implementing a comprehensive school counseling program in high needs schools.

June 2016-  
Aug. 2016

**Counseling Supervisor**

*School Counseling Practicum Student, Denver Public Schools*

- Worked individually with a master's level school counseling practicum student. Oversaw and collaborated on individual counseling sessions, home visits, phone calls, and parent meetings for 'Summer Melt' college matriculation program with graduated seniors from Denver Public Schools. Supervised data collection, post-session processing, and discussed best practices with school counseling practicum student.

Jan. 2015-  
May 2016

**Clinical Supervisor (Doctoral Intern)**

*Advanced Placement Practicum Students, University of North Carolina Greensboro*

- Provided weekly individual or triadic supervision for master's level mental health counseling students providing counseling services to clients at the Vacc Counseling and Consulting Clinic. Using a developmental approach in conjunction with the discrimination model to meet counselor needs and help students improve counseling skills.
- Implemented various supervision techniques such as role-play, tape-review, and modeling to work on students counseling goals.
- Co-facilitated weekly group supervision for students as they presented case presentations and learned to incorporate Structured Peer Group Supervision with their peers.

Jan. 2016-  
May 2016

**Clinical Supervisor and Consultant**

*Advanced Placement Practicum Students, Vacc Counseling Clinic, University of North Carolina at Greensboro*

- Provided weekly supervision when students needed to consult during their sessions regarding client suicidal ideation, self-harm, or homicidal intent. Provided support and direction for appropriate assessment, safety planning, emergencies, and/or crisis situations.

Oct. 2015-  
Nov. 2015

**Clinical Supervisor (Doctoral Practicum)**

*Helping Skills Practicum Students, University of North Carolina at Greensboro*

- Provided individual supervision to help teach counseling skills for master's level counseling students enrolled in CED 610/620: Helping Skills. Used the Discrimination Model and counseling,

consultation, and teaching roles using tape-review and process skills to help students improve counseling skills.

Jan. 2015-  
May 2015

**Clinical Supervisor**

*Group Counseling Practicum Students, University of North Carolina at Greensboro*

- Facilitated group to help teach group process, norms, and functions of group counseling for master’s level counseling students enrolled in CED 650: Group Counseling Theory and Practice. Also assist students in co-facilitating group to learn facilitation and group leadership skills.

Aug. 2014-  
Dec. 2014

**Counseling Supervisor**

*School Counseling Practicum Students, University of North Carolina Greensboro*

- Facilitated group processing around school counseling experiences with master’s level counseling students enrolled in CED 648: Foundations of School Counseling to assist and facilitate their practicum experience/immersion and development for those who wish to become certified as professional school counselor.

Aug. 2014-  
Nov. 2014

**Clinical Supervisor**

*Multicultural Practicum Students, University of North Carolina at Greensboro*

- Facilitated group processing around cultural immersion experiences with master’s level counseling students enrolled in CED 605: Counseling Diverse Populations to assist in the development of their multicultural competence and processing of their immersion experience.

Aug. 2014-  
Nov. 2014

**Clinical Supervisor**

*Helping Skills and Counseling Theories Students, University of North Carolina at Greensboro*

- Facilitated groups for master students enrolled in CED 620: Counseling Theories and Practice and CED 610: Helping Relationships to assist in their attainment of basic helping skills: reflections, active listening, open-ended questions etc.

Jan. 2013-  
June 2013

**Counseling Site Supervisor**

*School Counseling Interns, Skinner Middle School, Denver Public Schools*

- Supervised two school counseling interns from the University of Denver and Phoenix University.
- Provided supervision and guidance for individual and group school counseling with students.

**PROFESSIONAL COUNSELING EXPERIENCE**

**Professional School Counseling**

Summer 2015, **Professional School Counselor**

Summer 2016 *Summer Melt Program, Denver Public Schools, Denver, CO*

- Coordinated college matriculation efforts including home visits, counselors’ contacts, and data tracking for low-income and underserved students.

- Team-leader responsible for organizing a transportation program for freshman orientation at state colleges and universities for traditionally marginalized students and families.
- Conducted home visits to families, including families of first generation and undocumented students, to help with FAFSA, post-secondary applications, admissions, and enrollment process.

Feb. 2012-  
July 2014

**Professional School Counselor**

*Skinner Middle School/Abraham Lincoln High School, Denver Public Schools*

- Served as chair school counselor responsible for the development and implementation of a counseling program through individual and group counseling, responsive services, and college preparation working with first generation and undocumented students.
- Used school and student data, needs assessments, evaluations, action plans, results reports, and other ASCA National Model elements to create a comprehensive counseling program that targeted areas of need and gaps to reach every student and family.
- Provided crisis response through suicide assessments, threat assessments, de-escalation, and conflict mediations.

Nov. 2010-  
June 2011

**Professional School Counselor**

*Niagara Falls Alternative High School/LaSalle Middle School, Niagara Falls, NY*

- Provided individual and group counseling for middle and high school students' including a caseload of behavioral/emotional needs students (including ODD, Conduct Disorder, emotionally disturbed, ADHD, trauma, sexual assault victims, & self-mutilation) and special needs students (including autism, cerebral palsy, & down's syndrome).
- Developed counseling reports, IEP goals, and progress reports.
- Created psycho-education group geared toward prevention and the decrease in peer violence/bullying.

Oct. 2009-  
Dec, 2009

**School Counselor (Intern)**

*Norfolk Public Schools, Norfolk, VA*

- Conducted individual academic/career and course planning sessions discussing personal/career goals, high school options, diploma types, specialty programs, and post-secondary options.
- Facilitated conflict mediations and post suspension conferences with students.
- Helped make referral for 504 plan and attended child study and IEP meetings.

Aug. 2009-  
Oct. 2009

**School Counselor (Intern/Long Term Substitute)**

*School of International Studies at Meadowbrook, Norfolk, VA*

- Took on school counseling duties for the school counselor on medical leave
- Completed school counseling comprehensive program activities at a school-wide level

## Clinical Mental Health Counseling

- Jan. 2015-  
May 2015*      **Clinical Mental Health Counselor (Doctoral Intern)**  
*Youth Focus Outpatient, Greensboro, NC*
- Provided individual, group, and family counseling for youth ages 6-17 (including court ordered youth).
  - Provided individual counseling to adolescent girls who were pregnant in a residential facility.
  - Created treatment plans, case notes, diagnosis, and follow up interventions and recommendations for youth and families.
- Aug. 2014-  
Nov. 2014*      **Counselor (Doctoral Practicum)**  
*Vacc Counseling Clinic, University of North Carolina at Greensboro, Greensboro, NC*
- Provided counseling services for University students.
  - Worked with students who were on Academic Probation and Re-entry probation.
  - Worked with students on issues including emotional concerns, relationship issues, academic concerns, career guidance anxiety, and depression.
- May 2010-  
Aug. 2010*      **Child & Family Counselor (Clinical Intern)**  
*Denali Family Services, Anchorage, AK*
- Provided individual, family, and group therapy to support children and adolescents who were severely emotionally disturbed.
  - Facilitated children's groups focused on social skills for severely emotionally disturbed boys (ages 7-9 & 9-11).
  - Facilitated creative expression group for teens focused on coping skills and expression of social and emotional issues (ages 13-18).
  - Provided services to a diverse clientele, including Alaska Natives, urban, rural, and welfare populations.
- Jan. 2010-  
April 2010*      **School Based Mental Health Counselor (Intern)**  
*Safe Schools Counseling, Norfolk Public Schools, Norfolk, Virginia*
- Provided individual counseling to caseload of students in elementary, middle, and high schools.
  - Conducted a Signs of Suicide program, including screening and individual suicide assessments for high school students.
  - Participated in multi-disciplinary treatment team meetings.
- Oct. 2009-  
May 2010*      **Grief Group Facilitator**  
*Edmarc Hospice, Virginia Beach, VA*
- Facilitated 13-18 year old adolescent group on grief and loss issues concerning the death of family members or friends due to chronic illness or suicide.
  - Coordinated interventions and discussion on the various personal and social implications of loss.
- Jan. 2009-  
April 2009*      **Intake Counselor (Practicum Student)**  
*Juvenile and Domestic Relations Court, Norfolk, CA*

- Applied counseling techniques in criminal and civil matters including custody, child support, visitation, assault and battery, and petty larceny cases as well as being involved with crisis counseling.
- Developed GED resource for youth and families.

## INTERNATIONAL EXPERIENCE

Aug. 2016-  
May 2017

### **Doctoral Graduate Assistant**

*National Board of Certified Counselors-International*

- Worked with international staff, including staff of the European Board of Certified Counselors, to assist with various tasks associated with the International Division of NBCC
- Edited chapters of texts, provide resources, and work on collaborative writing projects for journals or international conferences, including a focus on the Global Career Development Facilitator program

## MEMBERSHIPS

### **CURRENT**

American School Counselor Association  
Colorado School Counselor Association  
Association for Assessment and Research in Counseling  
American Counseling Association

### **PAST**

Association for Counselor Education and Supervision  
American Educational Research Association  
*AERA Special Interest Group: Critical Examination of Race, Ethnicity, Class, and Gender in Education*  
American Association of Suicidology  
North Carolina Counseling Association  
North Carolina Association for Spiritual, Religious, and Value Issues in Counseling  
Chi Sigma Iota-Counseling Honorary Society  
American Counseling Association