

CLARE MERLIN (she/her/hers)

claremerlin@charlotte.edu • 9201 University City Boulevard Charlotte, NC 28223 • Mebane 254

UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE

Professor of Counseling	2026 - present
Associate Professor of Counseling	2021 - 2026
Director of Masters in Counseling Program	2020 - 2026
Director of Post-Masters Certificate in School Counseling Program	2017 - 2026
Assistant Professor of Counseling	2015 - 2021

EDUCATION

Ph.D. in Counselor Education and Supervision (CACREP), College of William & Mary	2015
M.Ed. in Professional Counseling- School Counseling (CACREP), University of Georgia	2010
B.A. in Psychology, University of North Carolina at Chapel Hill	2008

RESEARCH INTERESTS

My research focuses on anti-oppressive, equity-based, social justice school counseling practices to promote multicultural awareness and decrease discrimination in schools. I also study innovations in counselor education and supervision, including the flipped learning teaching approach.

GRANTS & FUNDING

**Graduate student*

UNDER REVIEW

Merlin-Knoblich, C., Parikh Foxx, S., & Haynes, T. (Under Review). Catalyst Scholars: A scholarship program to support disadvantaged clinical mental health counseling students. Submitted to the DHHS HRSA Bureau of Health Workforce Grant. \$1,934,395 under review.

FUNDED

External

Merlin-Knoblich, C. (2024). Improving K-12 students' belonging, mental health, and education through the School Counselor Equity Fellowship. *Funded by the Gambrell Foundation.* \$18,000.

Merlin-Knoblich, C. (2023). An exploration of a university-school district partnership to enhance school counselor social justice efforts. *Funded by the Association for Counselor Education and Supervision.* \$3,000.

Yang, Y. C., Vazquez, M., Coopwood, S., Fletcher, A., Knotek, S. E., **Merlin-Knoblich, C.,** & Edwards, Y. (2022). Assessing the impact of COVID on the applications to and enrollment in UNC system institutions. *Subaward from a \$148,833 grant funded by the NC Collaboratory Grants.* \$15,570.

Merlin-Knoblich, C. (2022). A series of research studies evaluating the Mayor's Youth Employment Program. *Funded by the City of Charlotte's Mayor's Youth Employment Program.* \$29,136.

Moss, L., Springer, S. I., **Merlin-Knoblich, C.**, & Mason, E. (2019). An exploration of site supervisors' group work supervision experiences with school counselors in training. *Funded by the Association for Specialists in Group Work*. \$540.

Knoblich, A. J., & **Merlin, C.** (2016). Diversity Dinner Dialogues with Students and Faculty. *Funded by the Hornets Teacher Innovation Grant*. \$5,000.

Newman, B., **Merlin, C.**, George, A., Pagano, T., & Zalone, C. (2014). Effects of Changing to a 60-Credit Hour School Counseling Program on Admissions Quality, Admissions Diversity, and Job Placement Rates. *Funded by Council for Accreditation of Counseling and Related Educational Programs (CACREP)*. \$500.

Internal

*Speaks, C., *Winford, L., *Hepler, K., & **Merlin-Knoblich, C.** (2025). An exploration of counseling student experiences using AI avatar clients in a flipped counseling techniques course. *Funded by the UNC Charlotte Scholarship of Teaching and Learning Grant Fund*. \$10,266.

Merlin-Knoblich, C. (2025). HRSA Grant Submission Plans. *Funded by the Cato College of Education Faculty Research Mentoring Program*. \$2,000.

Merlin-Knoblich, C. (2024). Exploring experiences in the Flipped Learning Academy. *Funded by the UNC Charlotte Scholarship of Teaching and Learning Grants Fund*. \$9,850.

Merlin-Knoblich, C. (2021). Anti-Racist School Counseling Cohorts. *Funded by the UNC Charlotte Chancellor's Diversity Challenge Fund*. \$5,000.

Merlin-Knoblich, C. (2021). Exploring Faculty Perceptions of Flipped Learning. *Funded by the UNC Charlotte Scholarship of Teaching and Learning Grants Fund*. \$5,300.

Dack, H., & **Merlin-Knoblich, C.** (2019). School Counseling Fellows Program. *Funded by the UNC Charlotte Faculty Research Grant*. \$12,900.

Merlin, C., & Anderson, W. (2016). Diversity Dinner Dialogues. *Funded by the UNC Charlotte Chancellor's Diversity Challenge Fund*. \$1,540.

Wachtel, K., & **Merlin, C.** (2016). Investigating the Impact of Mental Health Training on Collegiate Athletic Staff and Student-athlete Mental Health Knowledge, Attitudes, and Behaviors Using Diffusion of Innovations Theory. *Funded by the UNC Charlotte Faculty Research Grant*. \$11,283.

UNFUNDED GRANTS

Merlin-Knoblich, C. (2024). An examination of the School Counselor Equity Fellowship: A model to develop anti-oppressive social justice school counselors. Submitted to *the Spencer Foundation Racial Equity Special Research Grants Program*. \$75,000 not funded.

Merlin-Knoblich, C. (2024). Improving K-12 students' quality of life through the School Counselor Equity Fellowship. Submitted to *the Gambrell Foundation*. \$18,000 not funded.

Merlin-Knoblich, C. (2022). Growing anti-racist, anti-discriminatory, and equity-focused school counseling cohorts. Submitted to *the Spencer Foundation Racial Equity Special Research Grants Program*. \$75,000 not funded.

Merlin-Knoblich, C. (2022). Forming and sustaining affinity groups to support inclusion and belonging in the Department of Counseling. Submitted to *the Chancellor's Inclusive Excellent Grants Program*. \$8,000 not funded.

PUBLISHED MANUSCRIPTS

**Graduate student*

***Floyd, J. & Merlin-Knoblich, C.** (in press). An instrument to measure and prevent burnout among counselors-in-training. Submitted for review with *Measurement and Evaluation in Counseling and Development*.

Merlin-Knoblich, C., González-Rosario, L., & Pinto, S. (in press). A call to counselor educators to systematically diversify the school counseling profession. Submitted for review with *Counseling Scholarship & Practice in Educational Communities*

***Jean-Philippe, S., Merlin-Knoblich, C., & Cofield, D.** (2026). Examining generation, gender, and race centrality as predictors of stigma and help-seeking attitudes in African American adults. *Journal of Counseling & Development*. <https://doi.org/10.1002/jcad.70038>

Moss, L., Springer, S., **Merlin-Knoblich, C.,** Mason, E., & Cholewa, B. (2026). A Consensual Qualitative Research study of school counseling site supervisors' group work supervision. *Counselor Education & Supervision*, 65(1), 76-85. <https://doi.org/10.1002/ceas.70012>

Merlin-Knoblich, C., *Graham, B., *Clark, S., Song, S., & *Harper, S. (2025). An exploration of the impact of the School Counseling Equity Fellowship on school counselors. *Journal of Counseling & Development*, 103(4), 442-456. <https://doi.org/10.1002/jcad.12566>.

***Davis, W., Merlin-Knoblich, C., & *Hartung, E.** (2025). An exploration of high school students' experiences in a paid summer internship program. *Career Development Quarterly*, 73(3), 183-193. <https://doi.org/10.1002/cdq.12380>

Merlin-Knoblich, C., & *Biang, A. (2025). An exploration of university faculty member perceptions of flipped learning. *College Teaching*, 1-10. <https://doi.org/10.1080/87567555.2025.2497852>

***Biang, A., Merlin-Knoblich, C., & Lim, J. H.** (2024). An exploration of Counselors of Color working in the eating disorder field. *Journal of Counseling & Development*, 102(4), 482-494. <https://doi.org/10.1002/jcad.12532>

Merlin-Knoblich, C., *Harper, S., Vázquez, M., Perry, J., & *Glover, B. (2024). Exploring the impact of an anti-oppressive social justice internship curriculum. *Counselor Education & Supervision*, 63(4), 330-349. <https://doi.org/10.1002/ceas.12309>

Merlin-Knoblich, C., *Griffith, L., *Glover, B., *Cogburn, B., & *Harper, S. (2024). An exploration of school counselor experiences in a yearlong social justice program. *Professional School Counseling*, 28(1), 1-14. <https://doi.org/10.1177/2156759X241231200>

- Merlin-Knoblich, C., Dack, H., & *Elizondo, J. (2023).** A pre-experimental pilot study of school counselors completing an 8-month professional development program to improve self-efficacy. *Counseling Outcome Research and Evaluation*. <https://doi.org/10.1080/21501378.2023.2243320>
- *Biang, A., Merlin-Knoblich, C., & Kim, S. (2023).** Examination of client bias towards overweight, underweight, and average-weight counselors. *The Professional Counselor*, 13(2), 77-97. <https://doi.org/10.15241/ab.13.2.77>
- Dack, H., & Merlin-Knoblich, C. (2023).** School counselors' experiences strengthening classroom instruction through professional development. *Journal of Counseling & Development*, 101(3), 293-309. <http://doi.org/10.1002/jcad.12472>
- Merlin-Knoblich, C., Brookover, D., & *McGee, J. (2022).** A survey research study about the impact of paid summer internships on adolescent career self-efficacy. *Journal of Child and Adolescent Counseling*, 8(2), 72-84. <https://doi.org/10.1080/23727810.2022.2087431>
- Merlin-Knoblich, C., *Moore, C. M., & *Dameron, M. L. (2022).** Examining the impact of a Diversity Dinner Dialogue led by school counselors on student and faculty multicultural attitudes. *Journal of Multicultural Counseling and Development*, 51(2), 92-103. <https://doi.org/10.1002/jmcd.12240>
- Merlin-Knoblich, C., *Taylor, J., & Newman, B. (2022).** A case study exploring supervisee experiences in social justice supervision. *The Professional Counselor*, 12(1), 82-98. <https://doi.org/10.15241/cmkn.12.1.82>
- Merlin-Knoblich, C., *Summers, L. M., & Abrams, L. (2022).** The immediate and extended impacts of poverty simulations on multicultural attitudes and attitudes towards poverty. *Journal of Poverty*, 27(3), 235-251. <https://doi.org/10.1080/10875549.2021.2023723>
- Merlin-Knoblich, C., Mingo, T. M., & *Saunders, R. (2021).** An exploration of school counselor small group work experiences leading Diversity Dinner Dialogues. *Journal for Specialists in Group Work*, 47(2), 133-150. <https://doi.org/10.1080/01933922.2021.1950878>
- *Saunders, R., & Merlin-Knoblich, C. (2021).** Implementing Large-Group Consultation in comprehensive school counseling programs. *Journal for Specialists in Group Work*. <https://doi.org/10.1080/01933922.2021.1945176>
- Merlin-Knoblich, C., & *Dameron, M. L. (2021).** Examining educator multicultural attitudes before and after a Diversity Dinner Dialogue. *Journal for Multicultural Education*, 15(1), 85-96. <https://doi.org/10.1108/JME-05-2020-0042>
- Merlin-Knoblich, C., *Chase, L., *Smith, J., & Opiola, K. (2020).** Comparison of student engagement in flipped, lecture, and online courses. *Journal of Creativity in Mental Health*. <https://doi.org/10.1080/15401383.2020.1822245>
- Merlin-Knoblich, C., Moss, L., Cholewa, B., & Springer, S. I. (2020).** A Consensual Qualitative Research exploration of school counselor multicultural education behaviors. *Professional School Counseling*, 23, 1-12. <https://doi.org/10.1177/2156759X20940637>
- Merlin-Knoblich, C., Harris, P. N., & McCarty Mason, E. C. (2019).** Examining student classroom engagement in flipped and non-flipped counselor education courses. *The Professional Counselor*, 9, 109-125. <https://doi.org/10.15241/cmkn.9.2.109>

- Dack, H., & **Merlin-Knoblich, C.** (2019). Improving classroom guidance curriculum with Understanding by Design. *The Professional Counselor*, 9, 80-99. <https://doi.org/10.15241/hd.9.2.80>
- Merlin-Knoblich, C.**, & *Camp, A. (2018). An exploration of counseling student experiences in a flipped learning classroom. *Counselor Education & Supervision*, 57, 301-316. <https://doi.org/10.1002/ceas.12118>
- Merlin-Knoblich, C.**, & Chen, J. A. (2018). A survey of school counselor multicultural education behaviors and the obstacles that impede them. *Journal of School Counseling*, 16(22), 1-33.
- Merlin-Knoblich, C.**, Harris, P. N., Chung, S. Y., & Gareis, C. R. (2018). Reported experiences of school counseling site supervisors in a supervision training program. *Journal of School Counseling*, 16(3), 1-33.
- Merlin, C.**, & Brendel, J. (2017). A clinical faculty supervision training model for school counseling site supervisors. *The Clinical Supervisor*, 36, 1-20. <https://doi.org/10.1080/07325223.2017.1328629>
- Merlin, C.**, *George, A., *Pagano, T., *Zanone, C., & Newman, B. (2017). Moving beyond debate: Support for CACREP's standard requiring 60 credit hours for school counseling programs. *The Professional Counselor*, 7, 76-88. <https://doi.org/10.15241/cm.7.1.76>
- Merlin, C.** (2017). School counselors and multicultural education: Applying the five dimensions. *Journal of School Counseling*, 15(6), 1-31.
- *Jones, M. M., & **Merlin, C.** (2017). How school counselors can create safer schools for LGBT students. *Virginia Counselors Journal*.
- Merlin, C.** (2016). Flipping the counseling classroom to enhance application-based learning activities. *Journal of Counselor Preparation and Supervision*, 8(3), 1-28. <https://doi.org/10.7729/83.1127>
- Merlin, C.** & Surmitis, K. (2016). The counselor educator social justice attitudes instrument: An exploratory process assessing dimensionality. *Counseling & Wellness Journal*, 5, 1-14.
- Merlin, C.** (2015). A small group career counseling intervention to prevent high school dropout. *Virginia Counselors Journal*, 34, 20-28.
- Merlin, C.**, Okerson, J., & Hess, P. (2013). How parenting style influences children: A Review of controlling, guiding, and permitting parenting styles on children's behavior, risk-taking, mental health, and academic achievement. *William & Mary Educational Review*, 2(1), 32-43.

PUBLISHED BOOK CHAPTERS

- *Speaks, C. & **Merlin-Knoblich, C.** (in press). Teaching self-advocacy to students with disabilities and giftedness. Book chapter submitted for publication in M. Vazquez & S. P. Foxx (Eds) *School Counselors Working with Exceptional and Gifted Children*.
- Merlin-Knoblich, C.**, & *Robinson, N. (2023). Creating an equitable environment to support college and career readiness for all. In S. P. Foxx & J. A. Elizondo (Eds.), *Post-Secondary Planning for All: Approaches for College and Career Readiness Counseling for Special Populations*. Information Age Publishing.
- Merlin-Knoblich, C.** (2022). The importance of stakeholder collaboration. In S. Springer, L. Moss, & C. Schimmel (Eds.), *A School Counselor's Guide to Small Groups: Coordination, Leadership, & Assessment* (2nd ed., pp. 47-53). Cognella, Inc.

Akos, P., **Merlin-Knoblich, C.**, & Duquette, K. (2019). Strengths-based school counseling. In C. T. Dollarhide and M.E. Lemberger-Truelove (Eds.), *Theories of School Counseling for the 21st Century* (pp. 211-240). New York, NY: Oxford University Press.

Merlin-Knoblich, C. (2019). What do I do when my supervisor lacks supervision? In T. A. A. Portman, C. Wood, & L. Tyson (Eds.) *Critical Incidents in School Counseling, 3rd Edition* (pp. 75-77). Alexandria, VA: American Counseling Association.

Harris, H. L., **Merlin-Knoblich, C.**, & Lamberson, K. W. (2019). Ethical and legal issues in career counseling. In D. Capuzzi, & M. D. Stauffer (Eds.), *Career Counseling: Foundations, Perspectives, and Applications* (pp. 117-146). New York: Routledge.

Harris, H. L., Lamberson, K., & **Merlin, C.** (2019). Diverse family structures within multiracial families. In R. Nazzari Roy & A. Rollins (Eds.), *Biracial families: Crossing boundaries, blending cultures, and challenging racial ideologies* (pp. 207-223). New York: Springer.

Merlin, C., & Knoblich, A. J. (2016). Needs assessment and unit/lesson design. In J. Z. Daigle (Ed.), *Classroom Guidance for Prevention, Accountability, and Outcomes* (pp. 118-152). Thousand Oaks, CA: Sage.

Merlin, C., & Katz, L. (2015). Our multicultural stars and selves. In S. Degges-White & B. R. Colon (Eds.) *Expressive Arts Interventions for School Counselors* (pp. 106-109). New York: Springer.

MANUSCRIPTS UNDER REVIEW

Merlin-Knoblich, C., *Gibson, C., *Winford, L., *Hepler, K., *Lee, I., *Hicks, R., & *Speaks, C. (under review). An exploration of university instructors' experiences in the Flipped Learning Academy. Submitted to *College Teaching*.

*Hartung, E., & **Merlin-Knoblich, C.** (under review). An examination of high school students' career resources before and after a paid summer internship. Submitted to *Journal of Career Development*.

*Elizondo, J. A., **Merlin-Knoblich, C.**, Arias, O., Ramirez, M. G., Ramirez, G., & Rubio, B. (under review). A survey of space: School counseling offices and school counselor beliefs. Submitted for review with *Counseling Scholarship and Practice in Educational Communities*.

*Prioleau, B. & **Merlin-Knoblich, C.** (under review). An examination of the relationship between gendered racism, race-related stress, socioeconomic status and holistic wellness in the lives of Black women. Submitted for review with *Journal of Counseling & Development*.

MANUSCRIPTS IN PROGRESS

Brookover, D., Havlik, S., **Merlin-Knoblich, C.**, & *Plummer, E. (in preparation). Assessing SDOH competencies and skills in school counseling: The development and outcomes of asynchronous learning modules.

Glover, B., *Speaks, C., Mushunje, R., *Sheaffer, L., *Slaughter, D., & **Merlin-Knoblich, C.** (in preparation). An exploration of school counselor social justice behaviors in politicized times.

*Carroll, S., Anderson, B., & **Merlin-Knoblich, C.** (in preparation). An examination of Black women educators and burnout.

Merlin-Knoblich, C. (in preparation). *Anti-oppressive social justice school counseling*. 200-page book under contract with Cognella Academic Publishing. Expected publication in August 2027.

DISSERTATION CHAIR

DEFENDED

Carroll, Sydney (2025). Occupational burnout among Black women teachers. (Curriculum and Instruction/Co-Chaired)

Floyd, Justina (2025). Burnout prevention in counselor supervision: An instrument development study. (Counselor Education and Supervision)

Biang, Amy (2023). Examining the lived experiences of counselors of color in the eating disorder field. (Counselor Education and Supervision)

Jean-Phillipe, Sara (2022). Examining gender, generation, race centrality, and stigma as a predictor of help seeking attitudes in African American adults. (Counselor Education and Supervision)

Elizondo, Joseph (2022). Developing a tool to measure the therapeutic value of school counseling spaces. (Counselor Education and Supervision)

Prioleau, Brittany (2021). Shades of wellness: An examination of the relationship between gendered racism, race-related stress, socioeconomic status and holistic wellness in the lives of Black women. (Counselor Education and Supervision)

Saunders, Rachel (2020). Investigating the relationship between student race and academic expectations among high school counselors and teachers. (Counselor Education and Supervision)

DISSERTATION COMMITTEE MEMBER

DEFENDED

Terry, Tyisha (2026). Black students' perceptions of wellness education programs at Predominantly White Institutions. (Educational Leadership)

Davis, Willough (2025). The lived experiences of Queer individuals in gender specific outpatient addiction treatment. (Counselor Education and Supervision)

Garcia, Mia (2025). The initial validation of a tool to identify suicide risk in elementary age children. (Counselor Education and Supervision)

Haynes, Kiauhna (2025). Mentorship & Persistence: Black women counselor education doctoral students at Historically White Institutions. (Counselor Education and Supervision)

Harper, Shereé (2024). Exploring factors related to the use of play therapy among elementary school counselors. (Counselor Education and Supervision)

- Murray, Morgan (2023). Exploring the experiences of Black resident advisors at historically white institutions (Higher Education)
- Allen, Joshua (2023). Small magnet high school support staff experiences with student mental health needs. (Educational Leadership)
- Rikard, Tiffany (2022). Exploring self-compassion, empathy, and intrinsic spirituality as predictors of cultural humility. (Counselor Education and Supervision)
- Lett, Brynton (2022). Understanding the experiences of LGBTQ+ students of color navigating the career decision-making process. (Counselor Education and Supervision)
- García, Meg (2022). Multiracial siblings' influence on the racial identity development of multiracial adults. (Counselor Education and Supervision)
- Johnson, Holly (2021). Effects of multilevel coaching on teachers' implementation of opportunities to respond. (Special Education)
- Erega, Arna (2021). Exploring lived experiences of former women track and field student-athletes who trained and competed through pain and injury. (Counselor Education and Supervision)
- Christensen, Katie (2021). Factors that influence weight bias among counselors. (Counselor Education and Supervision)
- Aucoin, Rose (2020). A phenomenological content analysis of siblings' lived experiences related to having a sibling with substance use problems. (Counselor Education and Supervision)
- Perry, Jennifer (2020). An examination of factors related to ethical decision-making of professional school counselors. (Counselor Education and Supervision)
- Vazquez, Maylee (2020). Exploring the relationship between emotional Labor, burnout, race and school counselor self-efficacy. (Counselor Education and Supervision)
- Moore, Missy (2019). The development and initial validation of a new instrument measuring perceptions of interpersonal stress among professional counselors. (Counselor Education and Supervision)
- Camp, Ami (2018). Exploring the relationship between multicultural self-efficacy, empathy, and training of school counselors and their knowledge and skills related to supporting homeless students. (Counselor Education and Supervision)

IN PROGRESS

- Graham, Brooke. The effectiveness of a psychoeducational counseling group integrating exercise education on anxiety, depression, and physical activity among college students. (Proposed, Chair) (Counselor Education and Supervision)
- Clark, Skylar. Predictors of Medicaid acceptance among private practice mental health counselors: Examining Attitudes Toward Poverty, Socioeconomic Counseling Competence, and Social Justice Attitudes. (Proposed, Co-Chair) (Counselor Education and Supervision)
- Benton, Lauren. Transracial adoption. (Proposed, Committee Member) (Counselor Education and Supervision)

Work, Amy. A Delphi study to develop parent consultation strategies in play therapy. (Proposed, Co-Chair)
(Counselor Education and Supervision)

Robinson, Bonnie. Critical ethnography to explore rural elementary teachers' perceptions and experiences with
antiracist teaching within an antiracist book club setting. (Proposed, Committee Member) (Curriculum and
Instruction)

PROFESSIONAL PRESENTATIONS

**Graduate student, ^Practicing school counselor*

NATIONAL

Floyd, J., & **Merlin-Knoblich, C.** (April 2026). Prioritizing burnout assessment in counselor supervision.
Presented at American Counseling Association (ACA). Columbus, OH.

Merlin-Knoblich, C., Song, S., *Speaks, C., & Green, H. (March 2026). A research-informed curriculum for
anti-oppressive, equity-based, social justice school counseling practice. Presented at Evidence-Based School
Counseling Conference (EBSCC). Online.

Foxx, S., Clarke, N., **Merlin-Knoblich, C.**, Tuttle, M., & Washington, A. (March 2026). Anti-racist and equity-
driven research in today's sociopolitical climate. Presented at Evidence-Based School Counseling
Conference (EBSCC). Online.

Biang, A., **Merlin-Knoblich, C.**, & *Clark, S. (October 2025). Instructor attitudes towards flipped learning and
incorporating flipped learning in the classroom. Presented at Association for Counselor Education and
Supervision (ACES). Philadelphia, PA.

Branco, S., Martz, L., & **Merlin-Knoblich, C.** (October 2025) Publishing a Teaching Practice Brief. Presented
at Association for Counselor Education and Supervision (ACES). Philadelphia, PA.

Merlin-Knoblich, C., & *Graham, B., *Clark, S., & Song, S. (March 2025). Using the School Counseling
Equity Fellowship to catalyze social justice interventions. Presented at Evidence-Based School Counseling
Conference. Columbus, OH.

Merlin-Knoblich, C. (March 2025). Catalyzing school counselor social justice behaviors. Presented at National
Cross-Cultural Counseling and Education Conference. Charlotte, NC.

Rosario-Gonzalez, L., **Merlin-Knoblich, C.**, & Pinto, S. (March 2024). There is a crack in the school
counseling pipeline: Implications and next steps. Presented at Evidence-Based School Counseling
Conference (EBSCC). Online.

Merlin-Knoblich, C., *Harper, S., Vazquez, M., Perry, J., & *Glover, B. (October 2023). An exploration of the
impact of an anti-oppressive social justice counseling internship curriculum. Presented at Association of
Counselor Education & Supervision (ACES). Denver, CO.

Casado Pérez, J., & **Merlin-Knoblich, C.** (October 2023). Publishing a Teaching Practice Brief. Presented at
Association of Counselor Education & Supervision (ACES). Denver, CO.

Andre, L., Branco, S., Casado Pérez, J., Garza-Fraire, F., Jackson, T., **Merlin-Knoblich, C.**, Roller, K., Sheely-
Moore, A., Stretch, L. (October 2023). A panel discussion about innovative practices in teaching. Presented
at Association of Counselor Education & Supervision (ACES). Denver, CO.

Merlin-Knoblich, C. (April 2022). Using Diversity Dinner Dialogues to promote multicultural awareness in
schools. Presented at American Counseling Association (ACA), Atlanta, GA.

*Elizondo, J. A., **Merlin-Knoblich, C.**, & Dack, H. (March 2022). A model of school counselor professional
development to improve self-efficacy. Presented at Evidence-Based School Counseling Conference
(EBSCC), Online.

Merlin-Knoblich, C., & *Smith, J. (October 2021). A comparison of student engagement in flipped, online,
and active lecture counseling courses. Presented at Association for counselor Education & Supervision
(ACES), Atlanta, GA.

- *Taylor, J., & **Merlin-Knoblich, C.** (October 2021). An exploration of counseling student experiences in social justice supervision. Presented at Association for Counselor Education & Supervision (ACES), Atlanta, GA.
- Cholewa, B., **Merlin-Knoblich, C.**, & Moss, L. (October 2019). Barriers to school counselors' multicultural education behaviors and how counselor educators can help: Implications from a CQR study. Presented at Association for Counselor Education & Supervision (ACES), Seattle, WA.
- Merlin-Knoblich, C.**, & Knoblich, A. J. (July 2018). Diversity Dinner Dialogues for multicultural awareness. Presented at American School Counselor Association (ASCA). Los Angeles, CA.
- Chung, S., Harris, P. N., & **Merlin-Knoblich, C.** (July 2018). Infusing multicultural considerations in school counseling. Presented at American School Counselor Association (ASCA). Los Angeles, CA.
- Merlin-Knoblich, C.** (April 2018). Using Diversity Dialogues to improve student and faculty multicultural awareness. Presented at American Counseling Association (ACA). Atlanta, GA.
- Merlin, C.**, & *Camp, A. (October 2017). Studying student experiences in a flipped learning counseling classroom. Presented at Association for Counselor Education and Supervision (ACES). Chicago, IL.
- Brott, P. E., Hyun, J. H., Lopez, C. J., Mason, E., & **Merlin, C.** (October 2017). Flipped learning in counselor education: A panel discussion with five expert flippers. Presented at Association for Counselor Education and Supervision (ACES). Chicago, IL.
- Merlin, C.** (July 2017). Improving student multicultural awareness. Presented at American School Counselor Association (ASCA). Denver, CO.
- Merlin, C.** (July 2016). School counseling to build a multiculturally aware generation of students. Presented at American School Counselor Association (ASCA). New Orleans, LA.
- Merlin, C.** & Knoblich, A. J. (July 2016). Creating and tracking webinars to advance your school counseling program. Presented at American School Counselor Association (ASCA). New Orleans, LA.
- Brott, P. E., & **Merlin, C.** (March 2016). Innovative strategies for training school counseling site supervisors. Presented at Innovations for School Counselor Preparation Conference (ISCPC). Athens, GA.
- Brott, P. E., Hyun, J. H., Lopez, C. J., Mason, E., & **Merlin, C.** (March 2016). Flipped instruction in counselor education. Presented at Innovations for School Counselor Preparation Conference (ISCPC). Athens, GA.
- Dollarhide, C. T., Akos, P., Duquette, K., Hatch, T., Mariani, M., McMahon, G., **Merlin, C.**, & Zyromski, B. (March 2016). Emerging theories of school counseling. Presented at Innovations for School Counselor Preparation Conference (ISCPC). Athens, GA.
- Merlin, C.** (February 2016). Initiating courageous conversations in classroom guidance. Presented at Association for Specialists in Group Work (ASGW). Washington, D.C.
- Merlin, C.**, Kim, S., & Harris, P. (October 2015). "I had no idea that there were models of supervision": Exploring experiences of school counseling site supervisors in a supervision training program. Presented at Association of Counselor Education and Supervision (ACES). Philadelphia, PA.
- Surmitis, K., & **Merlin, C.**, (October 2015). Counselor educator attitudes towards social justice: Instrument design methodology and outcomes. Presented at Association of Counselor Education and Supervision (ACES). Philadelphia, PA.
- Merlin, C.**, & Knoblich, A. J. (June 2015). Using webinars to enhance your school counseling program. Presented at American School Counselor Association (ASCA). Phoenix, AZ.
- Merlin, C.** (March 2015). An analysis of school counselor multicultural education behaviors & implications for helping all students succeed. Presented at American Counseling Association (ACA). Orlando, FL.
- Merlin, C.**, & Knoblich, A. J. (June 2014). Using webinars to enhance and support direct and indirect student services. Presented at American School Counselor Association (ASCA). Orlando, FL.
- Atanasov, K., Foster, V., Joe, R., McLaughlin, V., **Merlin, C.**, & Newman, B. (February 2014). Student voices: How experiential growth groups prepare students for leading groups in practicum. Presented at Association for Specialists in Group Work (ASGW). Orlando, FL.
- Merlin, C.** (October 2013) Affirming diversity through multicultural education with K-12 students: The role of school counselors and counselor educators. Presented at Association for Counselor Education and Supervision (ACES). Denver, CO.

Trice-Black, S., Riechel, M., **Merlin, C.**, & Atanasov, K. (October 2013). Factors influencing school counselor decision-making regarding student confidentiality. Presented at Association for Counselor Education and Supervision (ACES). Denver, CO.

REGIONAL, STATE, AND LOCAL

^Green, H., & **Merlin-Knoblich, C.** (November 2025). Trauma-informed tools for student behavior. Presented at the North Carolina School Counselor Association Annual Conference (NCSCA), Greensboro, NC.

Merlin-Knoblich, C., ^Battle, E., ^Burgess, S., & ^Carlton, S., (November 2024). Social justice school counseling interventions. Presented at the North Carolina School Counselor Association Annual Conference (NCSCA), Charlotte, NC.

Merlin-Knoblich, C., ^Boyd, A., ^Damrauer, J., ^Moore, F., & ^Slaughter, D. (November 2023). Learn interventions to promote equity and belonging from School Counseling Equity Fellows. Presented at the North Carolina School Counselor Association Annual Conference (NCSCA), Charlotte, NC.

Merlin-Knoblich, C. (October 2021). Discussing race in schools while white: Lessons in humility, courage, and de-centering ourselves. Presented at North Carolina School Counselor Association (NCSCA), Charlotte, NC.

Dack, H., ^Dunton-Forbes, T., *Elizondo, J., *Glover, B., & **Merlin-Knoblich, C.** (October 2020). How school counselors improve classroom lesson curriculum. Presented at North Carolina School Counselor Association (NCSCA), Virtual Conference.

Merlin-Knoblich, C. (November 2019). Can we talk about race ... in schools? Leading productive dialogues on race. Presented at North Carolina School Counselor Association (NCSCA), Concord, NC.

*Taylor, J., & **Merlin-Knoblich, C.** (November 2019). The ins and outs of social justice supervision. Presented at Multicultural Issues in Counseling Conference, Charlotte, NC.

Merlin-Knoblich, C., *Placeres, V., Mason, E., *Grad, R., *Huguelet, A., *Finan, R., Harris, P., & *Camp, A. (October 2018). Current research on flipped learning in counselor education: Findings from three recent studies. Presented at Southern Association for Counselor Education and Supervision (SACES), Myrtle Beach, SC.

Parikh Foxx, S., & **Merlin-Knoblich, C.** (November 2017). Supervision: Theory, ethics and practical implications. Presented at North Carolina School Counselor Association (NCSCA), Greensboro, NC.

^Knoblich, A. J., & **Merlin-Knoblich, C.** (November 2017). Using Diversity Dinner Dialogues to increase student and faculty multicultural awareness. Presented at North Carolina School Counselor Association (NCSCA). Greensboro, NC.

Merlin-Knoblich, C. (October 2017). Initiating Diversity Dialogues in schools. Presented at Multicultural Issues in Counseling Conference, Charlotte, NC

Merlin-Knoblich, C. (September 2017). School counselors as multicultural education leaders. Presented at Black Mental Health Symposium, Charlotte, NC.

Merlin-Knoblich, C. (August 2016). Supporting students through multicultural education. Presented at Charlotte-Mecklenburg Schools Whole Child Conference, Charlotte, NC.

Merlin, C. (November 2016). Initiating courageous conversations: Integrating multicultural education into school counseling programs. Presented at North Carolina School Counselor Association (NCSCA), Greensboro, NC.

Knoblich, A., & **Merlin, C.** (November 2016). Using webinars in school counseling. Presented at North Carolina School Counselor Association (NCSCA), Greensboro, NC.

Merlin, C. (October 2016). School counseling to build a multiculturally aware generation of students. Presented at Multicultural Issues in Counseling Conference, Charlotte, NC.

Merlin, C. (October 2016). Moving school counseling students from multicultural competence to multicultural practice in schools. Presented at Southern Association for Counselor Education and Supervision (SACES), New Orleans, LA.

- Merlin, C., & Harris, P.** (October 2016). Does flipping matter? Comparing student engagement in flipped and non-flipped counseling classrooms. Presented at Southern Association for Counselor Education and Supervision (SACES), New Orleans, LA.
- Land, C., **Merlin, C., & Moss, L.** (October 2016). Using Google+ to enhance connection. Presented at Southern Association for Counselor Education and Supervision (SACES), New Orleans, LA.
- Merlin, C.** (November 2014). What the flip? How counselors, school counselors, and counselor educators can use flipped learning in their work. Presented at Virginia Counselors Association (VCA) Convention. Williamsburg, VA.
- Merlin, C.** (November 2014). A framework for creating change in schools: Integrating multicultural education into the roles of school counselors. Presented at Virginia Counselors Association (VCA) Convention. Williamsburg, VA.
- Greene, C., Travis, S., & **Merlin, C.** (November 2014). From glamorize to empathize: Effective programming for eating disorder prevention and awareness. Presented at Virginia Counselors Association (VCA) Convention. Williamsburg, VA.
- Merlin, C., & Shillingford-Butler, M. A.** (October 2014). Site supervision clinical training. Presented at Southern Association for Counselor Education and Supervision (SACES). Birmingham, AL.
- Merlin, C.** (April 2014). Flipped learning: What it is and how to do it. Presented at William & Mary Student Research Symposium. Williamsburg, VA.
- Merlin, C.** (April 2013). Starting the dialogue early: Multicultural education and awareness for K-12 schools. Presented at William & Mary Student Research Symposium. Williamsburg, VA.

INVITED

- Merlin-Knoblich, C.** Holthaus, M., & *Biang, A. (August 2022). A comparison of faculty attitudes towards flipped learning at Pädagogische Hochschule Ludwigsburg and UNC Charlotte. Presented at 2022 German-American Symposium at UNC Charlotte. Charlotte, NC.
- Sacco, D., O'Donnell, R., Prater, S., **Merlin-Knoblich, C., & Marken, A.** (August 2022). Expanding your toolbox for preparing educators to promote progress. Presented to the Progress Center at the American Institutes of Research.
- Merlin-Knoblich, C.** (June 2022). Mental health in older adults. Presented to the Aldersgate Living Facility.
- Merlin-Knoblich, C.** (August 2021). Simmons YMCA Workshop on Wellness. Workshop facilitator.
- Merlin-Knoblich, C.** (October 2021). Urban School Counseling Collaborative webinar on building a research agenda. Panelist.
- Merlin-Knoblich, C.** (November 2021). Charlotte Teachers Institute. Guest speaker about school counseling.
- Merlin-Knoblich, C.** (November 2021). EDUC 2100 - Foundations of Education and Diversity in Schools. Guest speaker about school counseling.
- Merlin-Knoblich, C.** (May 2021). National Summer Learning Association webinar on evaluating summer programs. Panelist.
- Merlin-Knoblich, C.** Markic, S., & Kusel, J. (June 2019). Comparing student course engagement in flipped and non-flipped courses in Germany and the United States. Presented at 2019 German-American Symposium at PH Ludwigsburg. Ludwigsburg, Germany.
- Kraus, S., & **Merlin-Knoblich, C.** (June 2019). Why some instructors flip and others don't: Exploring the determining factors of instructor use of flipped learning. Presented at 2019 German-American Symposium at PH Ludwigsburg. Ludwigsburg, Germany.
- Merlin-Knoblich, C.** (February 2019). Culturally responsive supports for students- secondary. Presented at Charlotte-Mecklenburg Schools' Increasing Social and Emotional for Students Symposium. Charlotte, NC.
- Merlin-Knoblich, C.** (February 2019). Culturally responsive supports for students- elementary. Presented at Charlotte-Mecklenburg Schools' Increasing Social and Emotional for Students Symposium. Charlotte, NC.
- Merlin-Knoblich, C.** (November 2018). Flipped learning 101. Presented at UNC Charlotte Center for Teaching and Learning Active Learning Academy. Charlotte, NC.

- Merlin-Knoblich, C.** (July 2018). Flipped learning in counselor education: Implications for higher education. Presented at 2018 German-American Symposium at UNC Charlotte. Charlotte, NC.
- Merlin-Knoblich, C.** (April 2018). Multicultural competence. Presented at Union County Schools Middle School Diversity Day. Monroe, NC.
- Merlin-Knoblich, C.** (March 2018). Multicultural considerations for teaching adolescents. Guest lecture in Early Adolescent Development undergraduate course at the University of North Carolina at Charlotte. Charlotte, NC.
- Merlin-Knoblich, C.** (March 2018). Using Diversity Dinner Dialogues in schools. Guest lecture for Counseling Children/Adolescents graduate course at the University of North Carolina at Greensboro. Greensboro, NC.
- Merlin-Knoblich, C.** (March 2018). Multicultural competence. Presented at Union County Schools High School Diversity Day. Monroe, NC.
- Merlin, C.** (April 2017). Multicultural competence. Presented at Union County Schools Middle School Diversity Day. Monroe, NC.
- Merlin, C.** (March 2017). Multicultural competence. Presented at Union County Schools High School Diversity Day. Monroe, NC.
- Merlin, C.** (April 2017). Multiculturally competent educators: Looking inward and outward. Presented at Union County Schools Middle School Diversity Day. Monroe, NC.
- Merlin, C.** (April 2017) Supporting undocumented students. Guest lecture for Teaching Reading to English Language Learners graduate course at the University of North Carolina at Charlotte.
- Merlin, C.** (March 2017). Multiculturally competent educators: Looking inward and outward. Presented at Union County Schools High School Diversity Day. Monroe, NC.
- Merlin, C.** (March 2017). Supporting undocumented students. Presented at Kannapolis City Schools School Counselor Professional Development. Kannapolis, NC.
- Merlin, C.** (March 2017). Multicultural considerations with children and adolescents. Guest lecture for Counseling Children and Adolescents at the University of North Carolina at Greensboro.
- Merlin, C.** (October 2016). Build multiculturally aware students. Webinar presented to members of the American School Counselor Association (ASCA).
- Merlin, C.** (October 2016). Understanding our multicultural selves. Guest lecture in Early Adolescent Development undergraduate course at the University of North Carolina at Charlotte.
- Merlin, C.** (September 2016). School counseling and multicultural education. University of North Carolina at Charlotte College of Education Research Colloquium. Charlotte, NC.
- Merlin, C.** (December 2015). Answering school counseling questions. Presented at Mooresville Graded School District School Counselor Professional Development. Mooresville, NC.
- Merlin, C.** (October 2014). Using webinars to enhance student services. Presented at Williamsburg-James City County School Counselor Professional Development. Williamsburg, VA.
- Merlin, C.** (August 2014). Student mental health needs and school counseling. Presented at Williamsburg-James City County Elementary School Counselor Professional Development. Williamsburg, VA.
- Merlin, C.** (May 2014). What is social justice? Guest lecture for the College of William & Mary's Spring 2014 Theory and Practice of Multicultural Counseling class. Williamsburg, VA.
- Merlin, C.** (March 2014). Student mental health needs and school counseling. Presented at Williamsburg-James City County Secondary School Counselor Professional Development. Williamsburg, VA.

ADDITIONAL PUBLICATIONS

- Knoblich, A. J., & **Merlin, C.** (2017). Webinars: A brief how-to guide. *ASCA State Newsletters, Winter*, 13-15.
- Merlin, C.** (2015). *An analysis of multicultural education implementation in school counseling*. Unpublished doctoral dissertation. College of William & Mary, Williamsburg, VA.
- Merlin, C.** (2014). Up for debate: Acknowledging diversity at the school of education. *William & Mary Educational Review*, 3(1), 10-11.
- Barber, J., Donnor, J., Harris, J., McEachron, G., **Merlin, C.**, & Trice-Black, S. (2014). One tribe. Many voices? 2013-14 Media Review: Findings and Recommendations.

Merlin, C., & Moss, L. (2014). SACES School Counseling Interest Network Committee update. *SACES Newsletter, 10, 2.*

SERVICE

EDITORIAL SERVICE

<i>Professional School Counseling</i> , Editorial Board Member	2025 - present
<i>Counselor Education & Supervision</i> , Editorial Board Member	2021 - present
<i>ACES Teaching Practice Briefs</i> Co-Editor	2022 - 2026
Co-Editor Search Committee	2025
<i>Journal for Specialists in Group Work</i> , Editorial Board Member	2024 - 2026
<i>Journal for Social Action in Counseling and Psychology</i> , Reviewer	2020 - 2025
<i>Journal for Multicultural Education</i> , Reviewer	2024
<i>Journal of Multicultural Counseling and Development</i> , Reviewer	2018 - 2022
<i>Autism Speaks</i> , Grant Reviewer	2018
<i>Innovations in School Counselor Preparation Conference</i> , Proposal Reviewer	2016
<i>SACES Conference</i> , Proposal Reviewer	2016
<i>ACES Conference</i> , Proposal Reviewer	2015

NATIONAL AND REGIONAL SERVICE

CACREP Academic Review Specialist	2022 - 2026
ACES Teaching Committee	2022 - 2025
ACES Publication and Interest Network Subcommittee	2021 - 2022
ACES School Counseling Interest Network Social Justice Workgroup, <i>Chair</i>	2020 - 2025
SACES School Counseling Interest Network, <i>Co-Chair</i>	2013 - 2019
SACES Interest Network Operations Task Force	2019
SACES Awards Committee	2015
CACREP Reader Consultant	2013-2015

COMMUNITY & SCHOOL SERVICE

CMS School Counseling Equity Fellowship leader, Cohort 4	2025 - 2026
Lincoln Heights Montessori School Counseling Advisory Board	2025 - 2026
Johnston YMCA Board of Managers	2017 - 2025
CMS School Counseling Equity Fellowship leader, Cohort 3	2023 - 2024
Charlotte Mayor's Youth Employment Program research consultant/supervisor	2018 - 2024
CMS and WCPSS School Counseling Equity Fellowship leader, Cohorts 1-2	2021 - 2022
Plaza Midwood Schools Forum panel facilitator	2019
Ardrey Kell High School Diversity Dinner Dialogues co-leader	2017
Stoney Creek Elementary School Diversity Dinner Dialogues co-leader	2016

UNIVERSITY SERVICE

University of North Carolina at Charlotte (Charlotte, NC)

Department of Counseling Service

CACREP Liaison	2025 - present
Counseling Student Meditation Club, <i>Faculty Advisor</i>	2024 - present
Department of Counseling CACREP Reaccreditation Committee, <i>Co-Chair</i>	2023 - present

Counselors of Color Student Group, <i>Faculty Advisor</i>	2021 - present
Department of Counseling School Counseling Committee	2015 – present
Two Assistant Professors of Clinical Mental Health Counseling Search Committee, <i>Chair</i>	2024
Department of Counseling Clinical Committee	2021 - 2026
Department of Counseling Department Review Committee	2021 - 2024
Assistant Professor of Addiction Search Committee	2021 - 2022
Clinical Assistant Professor Search Committee, <i>Chair</i>	2018 - 2019
Assistant Professor of School Counseling Search Committee, <i>Co-Chair</i>	2017 - 2018
Department of Counseling Doctoral Committee	2015 – 2017

Cato College of Education Service

Charlotte Holmes Scholars	
<i>Advisory Group Member</i>	2026 - present
<i>Co-Coordinator</i>	2022 - 2026
CEME Review of CMS Strategic Plan Committee	2025
Cato College of Education Excellence in Innovation Award Committee, <i>Chair</i>	2025
Cato College of Education College Review Committee	2024 - 2025
Cato College of Education Faculty Research Award Committee	2021, 2024
Cato College of Education Graduate Curriculum Committee	2022 - 2024
Cato College of Education Diversity Book Study leader	2020 - 2022
Cato College of Education Professional Education Council	2019 - 2022
Cato College of Education Sustained Service to Public Schools Award Committee	2016 – 2020
Niner University Elementary School Educators Search Committee	2019
Niner University Elementary School Community Engagement Team, <i>Chair</i>	2018 - 2019
Niner University Elementary School Curriculum Design Committee	2018 - 2019
Niner University Elementary School Core Design Team	2018 - 2019
Cato College of Education Faculty Council	2017 - 2019
Cato College of Education Annual Teaching Award Committee	2016 - 2018
Online Teaching Peer Observation Rubric Development Committee	2017
Cato College of Education Internationalization Committee	2015 - 2017

University Service

Graduate School Dean Search Committee, <i>Cato College of Education Representative</i>	2024
Faculty Welfare Committee	2020 - 2022
Atkins Library Committee	2020 - 2022
Faculty Employment Status Committee	2020 - 2021

College of William & Mary (Williamsburg, VA)

School of Education Development Board, <i>Student Representative</i>	2014 - 2015
Counselors & Educators for Social Justice, <i>Founder and Co-leader</i>	2013 - 2015
Graduate Education Association, <i>Diversity Committee Chair</i>	2013 - 2015
Faculty Diversity Committee, <i>Student Representative</i>	2013 - 2015
Clinical Faculty Program for School Counseling Supervision Training, <i>Co-leader</i>	2013 - 2015
William & Mary Educational Review, <i>Editorial Board Member</i>	2014 - 2015
National Counselor Examination (NCE) Proctor	2013, 2014
School of Education Symposium Proposal Review Committee	2014

TEACHING

University of North Carolina at Charlotte (Charlotte, NC)

CSLG 8443 Doctoral Internship in Research	Spring 2024-Spring 2026
CSLG 8445 Doctoral Internship in Teaching	Fall 2019-2025
CSLG 7430 Practicum in Counseling	Spring 2022, 2024, 2025
CSLG 7436 Advanced Internship in School Counseling	Fall 2021, 2022
CSLG 7140 Consultation in School Counseling	Spring 2017-22, Summer 2017-2026, Fall 2023-2025
CSLG 6111 Advanced Counseling Techniques	Fall 2016, 2017
CSLG 7141 The Professional School Counselor	Fall 2016
CSLG 6150 Career Development and Counseling	Summer 2016
CSLG 6104 Counseling across the Lifespan	Summer 2016, Fall 2017, 2018
CSLG 7646 Advocacy and Leadership in Professional School Counseling	Spring 2016-2018
CSLG 7435 Internship in Counseling	Spring 2016, Fall 2015-2021

*George Washington University- Alexandria Graduate Education Center (Alexandria, VA)**Adjunct Faculty*

EDUC 6114 Introduction to Quantitative Research	Spring 2015
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*College of William & Mary (Williamsburg, VA)**Adjunct Faculty*

CRIN 580 Clinical Faculty Roles and Responsibilities	Summer 2015
EDUC P56 Consulting in Schools	Spring 2015
EDUC 675 Theories and Strategies Counseling School-Aged Children	Fall 2014

Ph.D. Student

EDUC C 42 Supervised Practicum in School Counseling, Co-Teacher	Spring 2014
EDUC C91 Advanced Issues in School Counseling, Co-Teacher	Spring 2014
EDUC F65 Research Methods, Teaching Assistant	Fall 2013
EDUC C49 Supervised Internship in School Counseling, Co-Teacher	Fall 2013
EDUC 675 Theories and Strategies of Counseling School-Aged Children, Co-Teacher	Fall 2013
EDUC C34 Theory and Techniques of Group Counseling, Co-Teacher	Fall 2013
EDUC C42 Supervised Practicum in School Counseling, Co-Teacher	Spring 2013
EDUC 624 Theory and Practice of Multicultural Counseling, Co-Teacher	Spring 2013
EDUC C31 Career Development, Teaching Assistant	Spring 2013
EDUC C33 Techniques of Counseling, Teaching Assistant	Fall 2012
EDUC 301 Educational Psychology, Teaching Assistant	Fall 2012, Spring 2013

COUNSELING EXPERIENCE

<i>Palmer Elementary School, School Counseling Doctoral Practicum Intern (Newport News, VA)</i>	2013
<i>Project Empower Student Assistance Program, Director and Counselor (Williamsburg, VA)</i>	2012-2013
<i>Forsyth Central High School, Professional School Counselor (Cumming, GA)</i>	2010-2012
<i>Clarke Central High School, School Counseling Intern (Athens, GA)</i>	2009-2010
<i>Empowered Youth Programs, Teacher and Graduate Assistant (Athens, GA)</i>	2008-2010
<i>Clarke Middle School, School Counseling Practicum Intern (Athens, GA)</i>	2009
<i>Barrow Elementary School, Diversity Group Leader (Athens, GA)</i>	2008
<i>Breakthrough Collaborative, 6th Grade Teacher (Atlanta, GA)</i>	2007
<i>Durham Parks and Recreation, Intern and Counselor (Durham NC)</i>	2006

EXTERNAL REVIEWS FOR TENURE/PROMOTION

Assistant Professor at University of San Diego	2025
Clinical Assistant Professor at University of Iowa	2025
Assistant Professor at Northern Illinois University	2024
Assistant Professor at University of Missouri – St. Louis	2023
Assistant Professor at Cleveland State University	2023

PROFESSIONAL AWARDS

SACES Courtland Lee Social Justice Award	2025
UNC Charlotte Chi Sigma Iota Outstanding Faculty Achievement Award	2025
UNC Charlotte Cato College of Education Award for Diversity	2024
ACES Robert Frank Outstanding Counselor Education Program Award (Nominating Faculty)	2023
North Carolina School Counselor Association Counselor Educator of the Year	2023
UNC Charlotte Cato College of Education Cato Early Career Award	2021
UNC Charlotte Chi Sigma Iota Outstanding Faculty Achievement Award	2020
UNC Charlotte Department of Counseling Sister Mary Thomas Burke Faculty Fellowship	2020
UNC Charlotte Cato College of Education Teaching Faculty Fellow	2018-2019
College of William & Mary Margaret, The Lady Thatcher Award	2015
College of William & Mary Kevin Geoffroy Memorial Fellowship Award	2014
Association for Specialists in Group Work (ASGW) Emerging Scholar	2014
College of William & Mary Office of Diversity and Equal Opportunity Diversity Recognition Award	2014
Association for Counselor Education and Supervision (ACES) Emerging Leaders Fellow	2013

INVITED PROFESSIONAL DEVELOPMENT

Leadership UNC Charlotte	2024
Center for School Counseling Outcome Research & Evaluation Scholar Retreat	2024, 2025
UNC Charlotte Summer Video Camp	2018
Quality Matters Teaching Online Certificate	2018

PROFESSIONAL MEMBERSHIPS & CERTIFICATIONS

American Counseling Association
 American School Counselor Association
 Association for Counselor Education and Supervision
 Southern Association for Counselor Education and Supervision
 North Carolina School Counselor Association
 Urban School Counseling Collaborative

National Certified Counselor (2008 – present)
 Georgia Certified School Counselor (2010 – 2015)