

MELISSA J. FICKLING, PhD

mfickling@niu.edu

EDUCATION

The University of North Carolina at Greensboro Ph.D. in Counseling and Counselor Education <i>CACREP accredited</i> Cognate: Women's & Gender Studies	Greensboro, NC 2015
Roosevelt University Master of Arts in Community Counseling <i>CACREP accredited</i>	Chicago, IL 2009
University of North Texas Bachelor of Arts in Social Science, emphasis in Psychology Minor in Counseling	Denton, TX 2005

LICENSURE & CERTIFICATION

Licensed Clinical Professional Counselor , Illinois Approved Clinical Supervisor , CCE-Global Board Certified, TeleMental Health Provider , CCE-Global	License # 180-008071 ID # 2493 ID # 2319
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ACADEMIC APPOINTMENTS

Northern Illinois University , DeKalb, IL <i>Assistant Professor, Tenure-Track</i> <i>Department of Counseling and Higher Education</i> <i>College of Education</i> <i>Program Coordinator</i>	2017 – present
<ul style="list-style-type: none">• Chapter Faculty Advisor, Rho Alpha Kappa chapter of Chi Sigma Iota• Coordinator of undergraduate teaching• Senior graduate faculty status• Dissertation and research advising	2019 – present
University of Memphis , Memphis, TN <i>Assistant Professor, Clinical Mental Health Counseling, Tenure-Track</i> <i>Department of Counseling, Educational Psychology, & Research</i> <i>College of Education</i> <ul style="list-style-type: none">• Chapter Faculty Advisor for award-winning Kappa Zeta chapter of Chi Sigma Iota• Advisor to over 40 Clinical Mental Health students• Co-lead College & Career Transitions research team of master's and doctoral students• Departmental service commitments: CACREP, Gatekeeping	2015 – 2017

WRITING/PUBLICATIONS

Peer-Reviewed Journal Articles

- Marks, L. R., Yeoward, J., **Fickling, M. J.**, & Tate, K. (in press). Examining the role of racial microaggressions and bicultural self-efficacy on work volition. *Journal of Career Development*.
- Fickling, M. J.**, Tangen, J. L., Graden, M. W., & Grays, D. (2019). Multicultural and social justice competence in clinical supervision. *Counselor Education and Supervision, 38*, 309-316. doi:10.1002/ceas.12159
- Tangen, J. L., Borders, L. D., & **Fickling, M. J.** (2019). The supervision guide: Informed by theory, ready for practice. *International Journal for the Advancement of Counselling, 41*, 240-251. doi:10.1007/s10447-018-09371-5
- McKibben, W. B., Cook, R. M., & **Fickling, M. J.** (2019). Feminist supervision and supervisee nondisclosure: The mediating role of the supervisory relationship. *The Clinical Supervisor, 38*(1), 38-57. doi:10.1080/07325223.2018.1509756
- Fickling, M. J.**, Lancaster, C., & Neal, A. V. (2018). Social justice in career services: Perspectives from career center directors. *The Career Development Quarterly, 66*, 64-76. doi:10.1002/cdq.12122
- Fickling, M. J.**, Borders, L. D., Mobley, A. K., & Wester, K. L. (2017). Most and least helpful events in three supervision modalities. *Counselor Education and Supervision, 56*, 289-304. doi:10.1002/ceas.12086
- Gonzalez, L. M., **Fickling, M. J.**, Gray, C. N., Ong, I., & Waalkes, P. (2017). Learning to advocate: Evaluating a new course. *Journal of Counselor Leadership & Advocacy*. doi:10.1080/2326716X.2017.1399297
- Fickling, M. J.**, & Tangen, J. L. (2017). A journey toward feminist supervision: A dual autoethnographic inquiry. *The Journal of Counselor Preparation and Supervision, 9*(2). doi:10.7729/92.1219
- Fickling, M. J.** (2016). An exploration of career counselors' perspectives on advocacy. *The Professional Counselor, 6*, 174-188. doi:10.15241/mf.6.2.174
- Fickling, M. J.**, & Gonzalez, L. M. (2016). Linking multicultural counseling and social justice through advocacy. *Journal of Counselor Leadership and Advocacy, 3*, 85-94. doi:10.1080/2326716X.2015.1124814
- Borders, L. D., Wester, K. L., **Fickling, M. J.**, & Adamson, N. A. (2015). Dissertations in CACREP-accredited counseling doctoral programs: An initial investigation. *The Journal of Counselor Preparation and Supervision, 7*(3). doi:10.7729/73.1102

Borders, L. D., Wester, K. L., **Fickling, M. J.**, & Adamson, N. A. (2014). Research training in CACREP-accredited doctoral programs. *Counselor Education and Supervision*, *53*, 145-160. doi:10.1002/j.1556-6978.2014.00054.x

Wupperman, P., **Fickling, M.**, Klemanski, D. H., Berking, M., & Whitman, J. B. (2013). Borderline personality features and harmful dysregulated behavior: The mediational effect of mindfulness. *Journal of Clinical Psychology*, *69*, 903-911. doi:10.1002/jclp.21969

Manuscripts Under Review

Plath, A. M., & **Fickling, M. J.** (under review). Task-oriented self-care. *Journal of Creativity in Mental Health*.

Fickling, M. J., Graden, M., & Tangen, J. L. (under review). Reflections on power from feminist women counselor educators. *Journal of Counselor Leadership & Advocacy*.

Foreman, T. A., Wester, K. L., Tangen, J. L., & **Fickling, M. J.** (under review). The impact of client trauma narratives on counselor trainees. *The Professional Counselor*.

Manuscripts in Progress

Fickling, M. J. (manuscript proposal accepted). Career, existentialism, and social justice: Three foundations of a profession. *Journal of Humanistic Counseling* [special issue].

Tangen, J. L., & **Fickling, M. J.** (in progress). Counselor educators' perceptions of student depth: Implications for training.

Book Chapters

Fickling, M. J. (in progress). Power. In S. B. Dermer & J. R. Abdullah (Eds.), *The SAGE encyclopedia of multicultural counseling, social justice, and advocacy*. SAGE.

Fickling, M. J. (2016). Master's level career counseling specialty. In C. Barrio Minton, D. Gibson, and C. Wachter Morris (Eds.), *Evaluating student learning outcomes in counselor education: Workbook and applications*. Alexandria, VA: American Counseling Association.

Magazine/Newsletter/Blog Articles

Fickling, M. J. (2017). *A reflection on ethics, law, and values*. Tennessee Counseling Association Blog. <http://www.tncounselors.org/blog/2017/02/21/a-reflection-on-ethics-law-and-values/>

Cooper, Y., Chan, C., & **Fickling, M. J.** (2016). *Diversity as a cornerstone for changing career development systems* (Focus/Cover article). Career Developments Magazine.

Fickling, M. J., & Cogdal, P. (2016). *Co-CFA Welcome*. Kappa Zeta Newsletter.

Fickling, M. J. (2015). *Wellness during a job search*. Upsilon Nu Chi Monthly Newsletter.

Fickling, M. J. (2014). What is trauma? *See the Triumph Blog*.
<http://www.seethetriumph.org/collection-self-care.html>

Fickling, M. J. (2014). Grief and loss during the holidays. *See the Triumph Blog*.
<http://www.seethetriumph.org/collection-self-care.html>

Fickling, M. J. (2014). Ways to say “no” for self-care. *See the Triumph Blog*.
<http://www.seethetriumph.org/collection-self-care.html>

Fickling, M. J. (2014). Mental health, wellness, and self-care for those touched by intimate partner violence: Series introduction. *See the Triumph Blog*.
<http://www.seethetriumph.org/collection-self-care.html>

Fickling, M. J. (2013). Feminist supervision: A relational and multicultural approach. *The Counseling Research-Practice Blog*. <http://cedresearch-practice.blogspot.com/>

CLINICAL EXPERIENCE

Fisher Park Counseling, Greensboro, NC

Staff Counselor

2013 – 2014

Doctoral Counseling Intern (300 hours)

Spring 2013

- Conducted individual counseling with adolescents and adults
- Consulted with clinical staff on career development issues
- Managed intake and referral process for staff of 10 therapists in two office locations

Nicholas A. Vacc Counseling & Consulting Clinic, Greensboro, NC

Fall 2012

Doctoral Advanced Practicum Counselor (120 hours)

- Provided individual counseling for UNCG students and community members with a variety of academic, mental health, relationship, and career concerns

JVS Chicago, Chicago, IL

2009 – 2012

Career Counselor

- Conducted short- and long-term career counseling with diverse client population in a community agency setting
- Worked with clients through self-assessment process using the Myers-Briggs and Strong Interest Inventory, and other assessment tools
- Created and presented original workshops to various audiences about the psychological, relational, emotional, and pragmatic components of the job search process

- Facilitated an ongoing monthly career support group of about 30 participants each month for three full years
- Managed the continuing education and in-service training program for professional counseling staff
- Represented the agency at various professional groups and informational fairs
- Attended weekly individual and monthly group supervision with licensed mental health practitioners and seasoned supervisors
- Screened job candidates on behalf of JVS partnering employers
- Cultivated relationships with employers and community organizations in order to generate opportunities for JVS Chicago clients

Loyola University Chicago Career Development Center, Chicago, IL 2008 – 2009
Counseling Intern (600 hours)

- Provided individual career counseling with students and alumni on a range of personal and career concerns
- Facilitated self-assessment groups, using the Myers-Briggs and Strong Interest Inventory, as well as skills and values card sort tools
- Created and presented original workshops to various audiences within the University community; Contributed articles to Center's blog, *Career Chat*
- Attended weekly individual supervision with a licensed clinical professional counselor
- Participated in bi-weekly group supervision combining case presentation and didactic seminar

DePaul University Career Center, Chicago, IL 2008
Counseling Intern (300 hours)

- Conducted individual career counseling with a diverse population of undergraduate and graduate students, and alumni

TEACHING

Northern Illinois University

Department of Counseling and Higher Education

CAHC 511: Career Counseling	2017 – present
CAHC 540: Group Counseling	Spring 2018
CAHC 565: Multicultural & Social Justice Counseling	Spring 2020
CAHC 567: Substance Use and Addiction Counseling	2018 – present
CAHC 586: Counseling Internship	2018 – present
CAHC 590: Teaching Career Development	2018 – 2019
CAHC 700: Professional Orientation in Counselor Education	Spring 2019
CAHC 750: Doctoral Counseling Practicum	2017 – present
CAHC 790: Research & Scholarship in Counselor Education	Spring 2018, 2020

The University of Memphis

Department of Counseling, Educational Psychology & Research

COUN 7411: Foundations of Counseling	2016 – 2017
COUN 7700: Spiritual Issues in Counseling	Spring 2017

COUN 8512: Teaching Counselor Education (Doctoral)	2016 – 2017
COUN 7561: Career Counseling	2015 – 2016
COUN 7541: Theories of Counseling	Summers 2016, 2017
COUN 7632: Internship in Clinical Mental Health Counseling	Summer 2016

The University of North Carolina at Greensboro

Department of Counseling Education and Development

Instructor: CED 574C: Stress Management (Grad/Undergrad)	Spring 2015
Co-Instructor: CED756B: Advanced Theories & Research II (Doctoral)	Spring 2015
Instructor: CED 574A: Women's Issues in Counseling (Grad/Undergrad)	Fall 2014
Instructor: CED 210: Career/Life Planning (Undergrad)	2013 – 2014
Teaching Assistant: CED 669: Career Counseling (Graduate, CACREP)	Fall 2013

Roosevelt University, Chicago, IL

Department of Counseling & Human Services

Instructor: CHS 417: Lifestyle & Career Development (Graduate, CACREP)	2010 – 2012
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Loyola University Chicago, Chicago, IL

Department of Counseling Psychology

Teaching Assistant: CPSY 224: Career/Life Planning Lab (Undergrad)	2008 – 2009
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SUPERVISION

Clinical Supervisor

2017 – present

Northern Illinois University

Community Counseling Training Center

- Provide individual, triadic, and group supervision to master's and doctoral-level counseling trainees in departmental training clinic and community internship sites
- Serve as on-site and/or on-call crisis supervisor on a per diem basis

Internship University Group Supervisor

Summer 2016

The University of Memphis

Counseling, Educational Psychology & Research

- Provided group supervision to 10 Clinical Mental Health Master's students

Advanced Practicum / Internship Clinical Supervisor

Spring 2014 – Spring 2015

The University of North Carolina at Greensboro

Department of Counseling Education and Development

- Provided individual, triadic, and group supervision to Master's students from a variety of counseling concentrations (i.e., school, college, mental health, couples/family)
- Review audio- and video-recorded counseling sessions of supervisees' clinical work
- Co-create learning goals with supervisees and provide written and verbal formative and summative feedback to facilitate counselor-in-training skill development

Graduate Assistant / On-Call Supervisor

Fall 2012 – Spring 2014

The University of North Carolina at Greensboro

Department of Counseling Education and Development

- Provided on-call consultation, risk-assessment, and crisis intervention for on-site training clinic for three consecutive semesters
- Facilitated small group reflection/discussion meetings for multicultural counseling and higher education practica (CED 602 & 605)
- Coached student groups through a semester-long research proposal process, from initial ideas, literature review, research question formulation, research design, and selection of instruments (CED 611)
- Conducted 10-week process group for eight master's students in group counseling course (CED 650)
- Coordinated practicum assignments and communication with higher education and student services practicum site-supervisors (CED 602)

Practicum Supervisor, CED 610/620

Fall 2013

*The University of North Carolina at Greensboro**Department of Counseling Education and Development*

- Provided individual supervision to two Master's students during their pre-practicum/helping skills course
- Reviewed recorded mock counseling sessions of supervisees
- Gave feedback to department faculty regarding students' professional development, counseling strengths, and areas for growth

Clinical Supervisor of Career Counseling

2012

JVS Chicago

- Provided individual clinical supervision of career counseling to two full-time career counselors in non-profit agency setting

CONSULTATION**Trinity Christian College**, Palos Heights, IL

2019 - 2020

Counseling and Psychology Department

External Reviewer

- Conducted a comprehensive program review including extensive document review, on-site interviews, and virtual interviews with key stakeholders
- Submitted findings via summary report to assist program in improving program evaluation and application for accreditation by CACREP

Degrees Matter!, Greensboro, NC

2014 – 2015

Lead Consultant

- Designed, implemented, and evaluated advising program to serve potential returning adults students in the Triad area
- Created and implemented a volunteer coaching and advising program
- Recruited, trained, and supervised a staff of volunteer advisors
- Engaged in outreach by visiting public, community spaces about the Degrees Matter! initiative to promote free advising services to potential returning adult students

- Served as advisor, coach, and career consultant to returning adult students once they moved through the initial intake process with volunteer advisor

The University of North Carolina at Greensboro

2014 – 2015

The Graduate School

Writing Support Group Facilitator

- Lead a writing support group for advanced graduate students from all disciplines working on long-term writing projects including thesis or dissertation
- Helped members set short- and long-term writing goals and stay accountable
- Provided resources, tools, and techniques for increasing writing productivity
- Discussed the writing process and common blocks or challenges in a safe, confidential, and supportive environment

North Carolina Rated License Assessment Project, Raleigh, NC

April 25, 2013

Staff Development Conference

- Co-facilitated staff development activity and discussion around group communication and problem solving

Seminar in Career Counseling

2010 – 2011

JVS Chicago, Richard Rotberg, M.A., Licensed Clinical Psychologist

- Created and co-facilitated a monthly career counseling case consultation group

ADDITIONAL WORK EXPERIENCE

National Board for Certified Counselors (NBCC), Greensboro, NC

2014 – 2015

Continuing Education Reviewer (Seasonal)

- Reviewed annual update materials for Approved Continuing Education Providers to ensure adherence to NBCC Continuing Education Provider Policy
- Communicated in writing and over the phone with administrators regarding compliance deficiencies, citing appropriate policy and specifying needed corrections
- Contributed to the ongoing review and rewriting of continuing education policy, specifically offering expertise in the areas of career counseling and counselor education

Roosevelt University Counseling Center, Chicago, IL

Office Manager

2006 – 2009

- Collaborated with staff from student services offices to brainstorm new and original programs to enhance student life at Roosevelt
- Coordinated annual ACEPT Practicum Fair, hosting over 80 counseling and psychology training sites in the Chicagoland area for 3 consecutive years
- Edited and updated Counseling Center website on a regular basis
- Compiled statistical, diagnostic and demographic data into reports for Director on a weekly, monthly and annual basis
- Participated in weekly outreach meetings with Outreach Coordinator and Peer Advocates to create and implement wellness and prevention programming

- Served as Editor for *Illuminations* newsletter
- Supervised and trained Peer Advocate student workers

Peer Advocate

2006

- Created and presented programs in undergraduate First Year Experience (FYE) courses
- Participated in weekly outreach meetings
- Played key role in all wellness programming and outreach events
- Contributed article to semester newsletter
- Acted as liaison between counseling center and Roosevelt student body

SERVICE**Professional Service****Journal of College Counseling**

2015 – present

*Member, Editorial Review Board***North Central Association for Counselor Education & Supervision**

2020

*Conference Proposal Reviewer***National Career Development Association***Counselor Educator Academy*

2019 – 2020

Committee on Diversity Initiatives & Cultural Inclusion

- Co-Chair

2017 – 2019

Leadership Academy

2014 – 2015

Chi Sigma Iota

- Edwin L. Herr Fellow

2016 – 2017

Upsilon Nu Chi, Greensboro, NC

- Secretary

2014 – 2015

- Co-Chair, Advocacy and Community Engagement Committee

2013 – 2014

The Clinical Supervisor

2015 – present

*Ad hoc reviewer***NCDA Commission on Counselor Education**

2011 – 2015

*Member***North Carolina Career Development Association**

2015

*Best Practices Grant Application Reviewer***American Counseling Association Mentoring Program**

2013 – 2014

Mentor

University Service – Northern Illinois University

Student Conduct	2018 – present
Career Services Good to Great Task Force	2019

Service in the College of Education – Northern Illinois University

College of Education Curriculum Committee	2019 – present
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Dissertation Committee Service

Completed

Chaired/Co-Chaired

Suzy Wise, Counselor Education & Supervision (Chair)	2020
<i>Title: Men's Lived Experiences in Counselor Training Programs: A Phenomenological Investigation</i>	
Kristina Wilkerson, Counselor Education & Supervision (Co-Chair)	2019
<i>Title: The Relationship of Transformative Learning Experiences on Multicultural Competency and Multicultural Self-Efficacy in Counselors-in-Training</i>	
Danessa Carter, Counselor Education & Supervision (Co-Chair)	2018
*Nominated for Graduate School Outstanding Dissertation Award	
<i>Title: Providing Counseling in a Rural Setting: A New Multicultural Perspective</i>	

Member

April Pickett, Higher Education & Student Affairs (Member)	2020
Andrew Plath, Counselor Education & Supervision (Member)	2020
Erica Wade, Counselor Education & Supervision (Member)	2019
Laura Ann Bailey, Counseling EdD (University of Memphis)	2016

In Progress

Paige Spangler, Counselor Education & Supervision (Chair)
 Ashley Roberts, Counselor Education & Supervision (Chair)
 Oliver Camacho, Counselor Education & Supervision (Co-Chair)
 Sandra Petersen, Counselor Education & Supervision (Chair)
 Kevin Kusy, Counselor Education & Supervision (Chair)
 Lisa Vinson, Counselor Education & Supervision (Co-Chair)
 Melissa Lugo, Counselor Education & Supervision (Chair)
 Leslie Albion, Counselor Education & Supervision (Member)
 Vera Chimbanda, Counselor Education & Supervision (Member)
 Stacy Seaworth, Curriculum & Instruction (Member)

PROFESSIONAL PRESENTATIONS

Refereed Conference Presentations

- Fickling, M. J.**, & Tangen, J. L. (2020, July). *Depth*. Paper presentation for the International Interdisciplinary Conference on Clinical Supervision, Chicago, IL. (Presentation canceled).
- Chimbanda, V., & **Fickling, M. J.** (2020, July). *International student supervision*. Paper presentation (online) for the International Interdisciplinary Conference on Clinical Supervision, Chicago, IL.
- Fickling, M. J.** (2019, October). *Autoethnography: A methodology for counselors and counselor educators*. Education session for ACES INFORM. Seattle, WA.
- Fickling, M. J.**, & Lamberson, K. A. (2019, October). *Advanced Processing Considerations in the Substance Use Course*. Education session at the Association for Counselor Education and Supervision conference. Seattle, WA.
- Isawi, D., & **Fickling, M. J.** (2019, August). *Career development of refugee clients*. Education session at the Association of Adult Development & Aging. Chicago, IL.
- Chan, C., **Fickling, M. J.**, Parker, M., Love, C., Britt, R., & Inselman, K. (2019, June). *Cultivating Initiatives for Equity and Social Justice in Career Services: A Panel Presentation*. Education session at the National Career Development Association conference. Houston, TX.
- Albion, L., Graden, M., **Fickling, M. J.**, Pillsbury, B., & Glover, G. (2019, January). *The 211 Program: Campus Career Collaborations in Support of Student Wellness*. Student Affairs Conference, Northern Illinois University.
- Fickling, M. J.**, & Tangen, J. L. (2018, October). *Women Faculty Experiences of Power in Counselor Education*. Roundtable presentation at the North Central Association for Counselor Education and Supervision conference, Cleveland, OH.
- Lamberson, K. A., & **Fickling, M. J.** (2018, April). *Work, Meaning, and Purpose in Relapse Prevention: A Theoretical Integration*. Education session at American Counseling Association annual conference, Atlanta, GA.
- Fickling, M. J.** (2018, April). *Telling our Story: Integrating Humanism, Career, and Social Justice*. Roundtable session at American Counseling Association annual conference, Atlanta, GA.
- Fickling, M. J.**, & Lancaster, C. L. (2017, October). *Discourse Analysis in Counseling*. Education session at Association for Counselor Education & Supervision INFORM, Chicago, IL.

- Foreman, T. M., **Fickling, M. J.**, & Tangen, J. L. (2017, October). *Touched by Trauma*. Education session at the Association for Counselor Education & Supervision conference, Chicago, IL.
- Fickling, M. J.** (2017, June). *Ethical Decision Making*. Education session. West Tennessee Counseling Association annual conference, Memphis, TN.
- Fickling, M. J.** (2017, June). *Technology & Social Media: Ethical Considerations*. Education session. West Tennessee Counseling Association annual conference, Memphis, TN.
- Coleman, M., & **Fickling, M. J.** (2016, November). *Activism and meaning in life: Important career concepts for all counselors*. Education session. Tennessee Counseling Association annual conference, Murfreesboro, TN.
- Fickling, M. J.**, & Schauss, E. (2016, October). *Teaching resilience as a key career competence: Unemployment, underemployment, and mental health*. Education session. Southern Association for Counselor Education & Supervision annual conference, New Orleans, LA.
- Fickling, M. J.**, & Lancaster, C. L. (2016, October). *Discourse analysis: Innovative research method for counseling & counselor education*. Roundtable session. Southern Association for Counselor Education & Supervision annual conference, New Orleans, LA.
- Fickling, M. J.**, & Capstick, M. K. (2016, June). *Creative approaches to career counseling supervision: Addressing work in school, community, and college settings*. Education session at Tennessee Career Development Association annual conference, Spring Hill, TN.
- Capstick, M. K., Davenport, D. F., Lancaster, C. L., & **Fickling, M. J.** (2016, June). *Developing a Counseling Identity through Coaching*. Education session at West Tennessee Counseling Association annual conference, Memphis, TN.
- Fickling, M. J.**, Capstick, M. K., & Lancaster, C. L. (2016, June). *Facilitating Healthy Transitions: An Update on Theory and Practice*. Education session at West Tennessee Counseling Association annual conference, Memphis, TN.
- Fickling, M. J.** (2016, May). *Career Counselors' Perspectives on Advocacy Behaviors*. Roundtable presentation at the Society for Vocational Psychology conference, Tallahassee, FL.
- Fickling, M. J.**, Tang, M., & Tate, K. A. (2016, May). *The NCDA-ACES Commission: Advanced Teaching of Career Counseling*. Poster presentation at the Society for Vocational Psychology conference, Tallahassee, FL.

- Fickling, M. J.** (2015, October). *Q methodology: A mixed method for studying subjectivity*. Presentation at the Association for Counselor Education and Supervision conference, Philadelphia, PA.
- Gonzalez, L. M., **Fickling, M. J.**, McKibben, W. B., & Gray, C. (2015, October). *Self-efficacy for Social Justice and Advocacy Skills in Counseling*. Poster presentation at the Association for Counselor Education and Supervision conference, Philadelphia, PA.
- Fickling, M. J.**, McKibben, W. B., & Wachtel, K. A. (2014, October). *Feminist supervision for social justice: A multicultural approach*. Roundtable session at the conference for the North Central Association for Counselor Education & Supervision, St. Louis, MO.
- Fickling, M. J.**, Burns, S. T., & Tang, M. (2014, October). *Teaching social justice and multiculturalism in the career courses*. Content session at the conference for the North Central Association for Counselor Education & Supervision, St. Louis, MO.
- Wachtel, K. A., **Fickling, M. J.**, & McKibben, W. B. (2014, October). *Disability in career development: An underrepresented culture*. Content session at the conference for the North Central Association for Counselor Education & Supervision, St. Louis, MO.
- Evans, K., Hayden, S., & **Fickling, M. J.** (2014, October). *Activities and case reviews for teaching social justice and advocacy in career courses*. Roundtable session at the conference for the Southern Association for Counselor Education & Supervision, Birmingham, AL.
- Fickling, M. J.** (2014, June). *Career counselors as advocates for social justice: Integrating the ACA Advocacy Competencies*. Roundtable session at the National Career Development Association annual conference, Long Beach, CA.
- Fickling, M. J.** (2014, June). *Teaching career development online: Reflections from a first-time online teacher*. Roundtable session presented at the National Career Development Association annual conference, Long Beach, CA.
- Fickling, M. J.**, Mobley, K. A., & Borders, L. D. (2013, October). *Supervisor and supervisee perceptions of individual, triadic, and group supervision over time*. Poster session presented at the annual conference of the Association for Counselor Education & Supervision, Denver, CO.
- Wester, K., Borders, L. D., Adamson, N. & **Fickling, M. J.** (2013, October). *Research training in doctoral programs*. Content session presented at the annual conference of the Association for Counselor Education & Supervision, Denver, CO.
- Fickling, M. J.** (2012, October). *Bringing career into counseling: Understanding the careers of our clients*. Poster session presented at the annual conference of Licensed Professional Counselors Association of North Carolina, Greensboro, NC.

Fickling, M. J. (2011, November). *Mindfulness meditation: An overview and implications for clinical work*. Content session presented at the annual conference of the Illinois Counseling Association, Skokie, IL.

Fickling, M. J., & Krapfl, J. (2011, November). *Career transition: From new counselor to licensed professional*. Content session presented at the annual conference of the Illinois Counseling Association, Skokie, IL.

Frank, D.A., **Fickling, M. J.**, & Shuey, A. (2008, October). *Students supervising students: Master's students' perceptions of receiving clinical supervision from doctoral students*. Poster session presented at the annual conference of the North Central Association for Counselor Education & Supervision, Indianapolis, IN.

Invited Conference Presentations

Fickling, M. J. (2019, April). *Beyond Age and Stage: Career Considerations from an Intersectional Framework*. Illinois Career Development Association Annual Conference. Naperville, IL.

Herlihy, B., Kaplan, D., **Fickling, M. J.**, Stretch, L., & Szilagyi, A. *Panel on the Internationalization of the Counseling Profession*. (2018, April). American Counseling Association Conference. Atlanta, GA.

Givens, S., & **Fickling, M. J.** (2017, February). *Applying Advocacy and Social Justice to Career Development Services*. Education session at the National Career Development Association Career Practitioner Institute. Memphis, TN.

Fickling, M. J. (2015, October). *Advocacy in Career Counseling: Results of the Best Practices Grant*. Poster and video presented at North Carolina Career Development Association annual conference, Graham, NC.

Cathey, R., Angell, A., Buzetta, M., Dunston, C., **Fickling, M. J.**, Kaltved, D., Klinck, K., Sollars, L., & Venable, M. (2015, July). *Leadership Academy Action Learning Projects*. Content session at National Career Development Association conference, Denver, CO.

AWARDS

National Career Development Association <i>Diversity Initiative Award</i>	2020
NIU Alpha Sigma Omega Latina Sorority, Inc. and Lambda Theta Alpha <i>Beyoncé Knowles Award (Womyn/Womxn Empowerment Award)</i>	2019
West Tennessee Counseling Association <i>Counselor Educator of the Year</i>	2017
Chi Sigma Iota, Edwin L. Herr Fellow	2016
UNCG School of Education Graduate Research Scholar Award	2015
Jane E. Myers Outstanding Service to Chapter Award	2015

National Career Development Association	2015
<i>Graduate Research Mentor Grant</i> (\$250)	
Marion Pope Franklin Counseling Scholarship	2012 – 2015
North Carolina Career Development Association	2014
<i>Best Practices Grant</i> (\$500)	
SACES Research Grant (\$500)	2014
UNCG Summer Funding Research Grant (\$2000)	2014
Marion Pope Franklin Fellowship	2014
<i>CSI, Upsilon Nu Chi Award</i>	
UNCG School of Education Outstanding Teaching Assistant	2014
ACES Emerging Leaders Fellow	2013
JVS Alan Goldstein Mission Award	2010

PROFESSIONAL AFFILIATIONS

American Counseling Association	2007 – present
National Career Development Association	2007 – present
Association for Counselor Education & Supervision	2010 – present
Chi Sigma Iota	2013 – present
Illinois Counseling Association	2017 – present
Illinois Association for Counselor Education & Supervision	2017 – present