

# CLARE MERLIN

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## CURRENT APPOINTMENT

Assistant Professor of School Counseling, University of North Carolina at Charlotte

2015 - present

## EDUCATION

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

## RESEARCH INTERESTS

My research focuses primarily on multicultural education interventions to increase multicultural awareness and decrease discrimination. This focus includes exploring how school counselors can reduce prejudice in schools and help all students, including those from marginalized backgrounds, reach equal opportunities for success.

Dissertation: Merlin, C. (2015). *An analysis of multicultural education implementation in school counseling.*

## RESEARCH & SCHOLARSHIP

### GRANTS

- Knoblich, A. J., & **Merlin, C.** (2016). Diversity Dinner Dialogues with Students and Faculty. *Hornets Teacher Innovation Grant*. \$5,000.
- Merlin, C.**, & Anderson, W. (2016). Diversity Dinner Dialogues. *Funded by 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. *UNC Charlotte Faculty Research Grant*, \$11,283.
- Newman, B., **Merlin, C.**, George, A., Pagano, T., & Zanone, 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.

### PUBLISHED MANUSCRIPTS AND BOOK CHAPTERS

- Merlin, C.**, George, A., Pagano, T., Zanone, C., & Newman, B. (In Press). Moving beyond debate: Support for CACREP's standard requiring 60 credit hours for school counseling programs. *The Professional Counselor*.
- Merlin, C.** (In press). A critical incident in supervision. In C. Wood & L. Tyson (Eds.) *Critical Incidents in School Counseling, 3<sup>rd</sup> Edition*. Alexandria, VA: American Counseling Association.
- Jones, M. M., & **Merlin, C.** (In press). 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. doi: 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.**, & 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.** (2015). A small group career counseling intervention to prevent high school dropout. *Virginia Counselors Journal*, 34, 20-28.
- 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.
- Merlin, C.** (2014). Up for debate: Acknowledging diversity at the school of education. *William & Mary Educational Review*, 3(1), 10-11.

**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.

#### MANUSCRIPTS UNDER REVIEW

**Merlin, C.,** & Chen, J. A. (under review). An examination of school counselor multicultural education behaviors and factors that impede them. Submitted to *Professional School Counseling*, February 2017.

**Merlin, C.,** Harris, P., Kim, S., & Gareis, C. (under review). A phenomenology of school counselors in a supervision training program. Submitted to *Journal of School Counseling*, February 2017.

**Merlin, C.,** & Brendel, J. (revise and resubmit). A clinical faculty supervision training model for school counseling site supervisors. Submitted to *The Clinical Supervisor*, January 2017.

**Merlin, C.** (under review). School counselors and multicultural education: Applying the five dimensions. Submitted to *Journal of School Counseling*, November 2016.

#### MANUSCRIPTS AND RESEARCH STUDIES IN PROGRESS

**Merlin, C.** & Harris, P. (In progress). Counseling student engagement in flipped classrooms compared to non-flipped classrooms.

**Merlin, C.,** & Camp, A. (In Progress). An exploration of counseling student experiences in a flipped learning classroom.

Harris, H., Lamberson, K., & **Merlin, C.** (In Progress). Diverse family structure of biracial families. In R. N. & A. Rollins Roy (Eds.), *Biracial families: Crossing boundaries, blending cultures, and challenging racial ideologies*. New York: Springer.

Akos, P., Duquette, K., & **Merlin, C.** (In Progress). Strengths-based school counseling. In C. T. Dollarhide (Ed.), *School Counseling Theories*. Oxford University Press.

Singh, A. A., **Merlin, C.,** & Martin, R. S. (In Progress). Tag, you're it!: An exploratory study applying the diffusion of innovations theory to reduce general and homophobic bullying in middle school.

**Merlin, C.,** & Newman, B. (In Progress). "It opened my eyes in a way I hadn't expected": A qualitative study exploring a social justice-infused model of counseling supervision.

Atanasov, K., Foster, V., Joe, R., McLaughlin, V., **Merlin, C.,** & Newman, B. (In Progress). How experiential growth groups prepare students for leading groups in practicum.

#### ADDITIONAL CONTRIBUTIONS

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.

#### PROFESSIONAL PRESENTATIONS

##### NATIONAL

**Merlin, C.** (July, 2017). Improving student multicultural awareness. To be 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.**, & Zymroski, 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*

- 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). 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, 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 RESEARCH EXPERIENCE

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|---|------|
| Tag! You're It! Bullying Intervention, Research Assistant for Dr. Anneliese Singh (Athens, GA)      | 2009 |
| African American English Literacy Skills, Research Assistant for Dr. Susan Zeisel (Chapel Hill, NC) | 2007 |
| Peers and Racial Socialization, Research Assistant for Dr. April Harris-Britt (Chapel Hill, NC)     | 2007 |

#### AWARDS

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| 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 |

#### COUNSELING EXPERIENCE

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

#### TEACHING

- University of North Carolina at Charlotte* (Charlotte, NC)  
Assistant Professor

CSLG 7140 Consulting in School Counseling	Spring 2017
CSLG 6111 Advanced Counseling Techniques	Fall 2016
CSLG 7141 The Professional School Counselor	Fall 2016
CSLG 6150 Career Development and Counseling	Summer 2016
CSLG 6104 Counseling Across the Lifespan	Summer 2016
CSLG 7646 Advocacy and Leadership in Professional School Counseling	Spring 2016, Spring 2017
CSLG 7435 Internship in Counseling	Fall 2015, Spring 2016, Fall 2016

*The 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, Lead 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

**SERVICE**

**NATIONAL AND REGIONAL SERVICE**

SACES School Counseling Interest Network, Co-Chair	2013 - present
SACES Conference Proposal Reviewer	2016
Innovations in School Counselor Preparation Conference Proposal Reviewer	2016
SACES Awards Committee Member	2015
ACES Conference Proposal Reviewer	2015
CACREP Reader Consultant	2013 - 2015

**UNIVERSITY SERVICE**

*UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE*

College of Education Sustained Serve to Public Schools Award Committee	2016 - present
College of Education Annual Teaching Award Committee	2016 - present
Department of Counseling Doctoral Committee	2015 - present
Department of Counseling School Counseling Committee	2015 - present
College of Education Internationalization Committee	2015 - present

*COLLEGE OF WILLIAM & MARY*

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

#### *UNIVERSITY OF GEORGIA*

University of Georgia School Counseling Association, Vice President	2009 - 2010
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#### **PROFESSIONAL CERTIFICATIONS & LICENSURE**

National Certified Counselor	2010
Georgia State Certified School Counselor	2010
Georgia Licensed Professional Counselor	Expected 2017

#### **PROFESSIONAL MEMBERSHIPS**

American Counseling Association  
 American School Counselor Association  
 Association for Counselor Education and Supervision  
 Southern Association for Counselor Education and Supervision