



Donna L. Hickman

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Department of Counseling
Texas A&M University-Commerce
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Curriculum Vita last updated: April 13, 2022

EDUCATION

PhD Counselor Education & Supervision, Texas A&M University-Commerce
CACREP accredited
2017-2020

Dissertation Title: The Impact of Role Ambiguity, Stress, and Burnout on Professional
Elementary School Counselors

MS Counseling, Texas A&M University-Commerce
CACREP accredited
2004-2007

BS Elementary Education, Langston University-Tulsa
1995-1997

LICENSURE

Licensed Professional Counselor (LPC) Texas, #81395
National Certified Counselor (NCC), #1000364

CERTIFICATIONS

State Board for Educator Certification
School Counselor (EC-12)
Classroom Teacher (1-8)

Certified Humanistic Sandtray Therapist, Sandtray Therapy Institute (June 2020)

TEACHING EXPERIENCE

Texas A&M University-Commerce (August 2019-present)

Courses Taught:

Undergraduate Level

Introduction to the Counseling Profession (COUN 301)

Philosophy of the Helping Relationship (COUN 315)

Introduction to Counseling Theories/Methods (COUN 410)

Career Development (COUN 412)

Introduction to Family Counseling (COUN 414)

Master's Level:

Introduction to the Counseling Profession (COUN 501)

Counseling Theories & Techniques (COUN 510)

School Counseling & Development (COUN 514)

Counseling Children & Adolescents (COUN 534)

Clinical Mental Health Counseling (COUN 530)

Introduction to Group Dynamics & Procedures (COUN 528)

Advanced School Counseling (COUN 520)

Career Development (COUN 512)

Basic Counseling Skills (COUN 516)

Courses Co-Taught:

Master's Level

School Counseling & Development (COUN 514)

Advanced Counseling Skills (COUN 548)

Practicum (COUN 551)

Internship (COUN 552)

Invited Guest Lecturer:

Texas A&M University-Commerce

Master's Level

Research Literature and Techniques (COUN 595)

Orientation to the Counseling Profession (COUN 301)

University of North Carolina at Greensboro (October 2020)

Master's Level

Professional Orientation (CED 678)

Criswell College (May 2019)

Invited Guest Lecturer:

Master's Level

Psychopathology (CSL 526)

SUPERVISION EXPERIENCE

Texas A&M University-Commerce (January 2019-May 2019)

- Provided individual supervision to master's level counselors

Frisco Independent School District (2015-2019)

- Provided individual supervision and mentoring to beginning school counselors

COUNSELING EXPERIENCE

School Counselor, Frisco Independent School District (2006-2019)

Frisco, TX

- Individual and small group counseling
- K-5 classroom guidance
- Consultation with parents, teachers, administrators, and staff
- District crisis response team member
- Olweus bullying prevention committee member
- Campus testing coordinator (STAAR, Cogat, ITBS)
- Campus 504 coordinator
- At-risk and Title 1 identification
- Kindergarten acceleration and Credit by Exam testing
- Parent education facilitator
- Refer families to community resources
- District Improvement Team member
- New counselor mentor
- Red Ribbon Week (drug prevention) coordinator
- College Week coordinator

Harold Murphy Counseling Center (2017-2018)

McKinney, TX

- Individual counseling with children, adolescents, and adults
- Utilized person-centered therapy with clients
- Incorporated activity therapy and expressive arts techniques

New Perspectives Counseling Services (2014-2016)

Frisco, TX

- Individual counseling with children, adolescents, and adults
- Utilized person-centered therapy with clients
- Incorporated activity therapy and expressive arts techniques
- Provided crisis intervention

Crossroads Child and Adolescent Counseling (2012-2014)

Frisco, TX

- Individual counseling with children, adolescents, and adults
- Utilized person-centered therapy with clients
- Incorporated activity therapy and expressive arts techniques
- Provided crisis intervention

PRESENTATIONS

Refereed International

Mathews, R., Thomas, N., **Hickman, D.**, & Brashear, C. (August 2021). *Reducing disparities through health-centered wellness: Counselors as systemic change agents*. Presented at the Joint Conference for Counsellors and Psychotherapists in Ireland and the United States (virtual).

Mathews, R., Thomas, N., Brashear, C., & **Hickman, D.** (August 2021). *Bolstering resilience in counselors through trauma-informed self-practice*. Presented at the Joint Conference for Counsellors and Psychotherapists in Ireland and the United States (virtual).

Hickman, D., Brashear, C., Mathews, R. L., & Thomas, N. (April 2021). *Self-care as self & other compassion*. Benjamin V. Cohen Peace Conference (virtual).

Thomas, N., **Hickman, D.**, Brashear, C., & Mathews, R. L. (April 2021). *Reducing disparities through health-centered wellness*. Benjamin V. Cohen Peace Conference (virtual).

Mathews, R. L., Brashear, C., Thomas, N. & **Hickman, D.** (April 2021). *Superheroes wear masks: Building resiliency & self-compassion during COVID-19*. Benjamin V. Cohen Peace Conference (virtual).

Mathews, R. L., **Hickman, D.**, & Brashear, C. (September 2020). *Superheroes wear masks: Building resiliency & self-compassion in clients and ourselves during COVID-19*. Presented at

the annual European Branch of the American Counseling Association Conference (virtual).

Mathews, R. L., **Hickman, D.**, & Brashear, C. (September 2020). *When we are all in the storm: Counselor experiences with self-compassion & resiliency during COVID-19*. Presented at the Irish-American Conference on Counseling, Supervision, & Training During COVID-19 (virtual).

Refereed National

Mathews, R., Deaton, J., Thomas, N., **Hickman, D.**, Brashear, C., & Zhu, P. (October 2021). *Is this me? Or is this COVID?* Presented at the bi-annual meeting of the Association for Counselor Education & Supervision in Atlanta, GA.

Hickman, D., Mathews, R., Thomas, N., & Brashear, C. (September 2021). Show me the way: Research mentorship in counselor education. Presented at the Association for Assessment in Research in Counseling annual conference, Cincinnati, OH.

Thomas, N., Mathews, R., **Hickman, D.**, & Brashear, C. (September 2021). Amplifying BIPOC voices: A mixed-methods study of telebehavioral health perceptions. Presented at the Association for Assessment in Research in Counseling annual conference, Cincinnati, OH.

Mathews, R., Thomas, N., Brashear, C., & **Hickman, D.** (September 2021). It's time to RESET: The lived experience of applying the research ethics self-evaluation tool. Presented at the Association for Assessment in Research in Counseling annual conference, Cincinnati, OH.

Brashear, C., Thomas, N., Mathews, R., & **Hickman, D.** (June 2021). *Creative strategies to facilitate posttraumatic growth*. Presented at the Association for Humanistic Counseling Annual Conference (virtual).

Hickman, D., Mathews, R., Thomas, N., & Brashear, C. (June 2021). *Digital discourse: A humanistic approach to online counselor education*. Presented at the Association for Humanistic Counseling Annual Conference (virtual).

Mathews, R., Thomas, N., Brashear, C., & **Hickman, D.** (June 2021). *When the storm rages: Self-compassion & resiliency development during COVID-19*. Presented at the Association for Humanistic Counseling Annual Conference (virtual).

Thomas, N., Brashear, C., **Hickman, D.**, & Mathews, R. (June 2021). *A guide in the storm: The role of mentoring relationships in fostering resilience*. Presented at the Association for Humanistic Counseling Annual Conference (virtual).

Hickman, D., & Bell, A. (April 2021). *Self-care for counselors: Luxury or ethical mandate?*. Presented at the New Jersey Counseling Association Annual Conference (virtual).

Hickman, D., Mathews, R. L., & Jambon, M. (April 2021). *Crucial conversations: Confronting the issue of mental health in graduate school*. Presented at the Chicago School of Professional Psychology Clinical Mental Health Counseling and Beyond 4th Annual Conference (virtual).

Mathews, R. L., **Hickman, D.**, & Jambon, M. (April 2021). *Finding peace in the storm: A crash course in self-compassion*. Presented at the Chicago School of Professional Psychology Clinical Mental Health Counseling and Beyond 4th Annual Conference (virtual).

Schmit, M., Schmit, E., **Hickman, D.**, & Silveus, S. (April 2021). *Communication and collaboration: The inner workings of integrated care treatment*. Presented at the annual conference of the American Counseling Association (virtual).

Hickman, D., Mathews, R. L., Thomas, N., & Brashear, C. (September 2020). *Zoom zest: Online engagement strategies for K-5 students*. Presented at the annual conference for the Association of Creativity in Counseling (virtual).

Mathews, R. L., & **Hickman, D.** (September 2020). *Ethics in research for extraordinary times: Lessons learned and future implications*. Presented at the annual conference for the Association for Assessment and Research in Counseling (virtual).

Mathews, R. L., Brashear, C., Thomas, N., & **Hickman, D.** (September 2020). *Superheroes wear masks: Using creativity to build resiliency & self-compassion during COVID-19*. Presented at the annual conference for the Association of Creativity in Counseling (virtual).

Thomas, N., **Hickman, D.**, Mathews, R. L., & Brashear, C. (September 2020). *Multicultural competence in telehealth: Creatively ensuring privacy, security, and sensitivity*. Presented at the annual conference for the Association of Creativity in Counseling (virtual).

Mathews, R., & **Hickman, D.** (February 2020). *Resolving values-based conflict: Ethical considerations and application*. Presented at the annual Law and Ethics in Counseling Conference, New Orleans, LA.

Hickman, D., & Mathews, R. (February 2020). *Counselor self-care: Luxury or ethical mandate?* Presented at the annual Law and Ethics in Counseling Conference, New Orleans, LA.

Brashear, C., **Hickman, D.**, & Mathews, R. L. (December 2019). *Nature walk sandtray: Utilizing natural elements as sandtray miniatures*. Presented at the annual conference for the Association of Creativity in Counseling, Clearwater, FL.

Hickman, D., Mathews, R., & Brashear, C. (December 2019). *Creative self-care for counselors: Luxury or ethical mandate?* Presented at the annual conference for the Association of Creativity in Counseling, Clearwater, FL.

Mathews, R., Brashear, C., Schmit, E., & **Hickman, D.** (October 2019). *How do I do this?!: A guide to survive and thrive as a part-time doctoral student in a counselor education program*. Presented at the bi-annual meeting of the Association for Counselor Education and Supervision in Seattle, WA.

Schmit, M., **Hickman, D.**, Watson, J., Schmit, E., & Silveus, S. (October 2019). *Using profile analysis in counseling outcome research*. Presented at the bi-annual meeting of the Association for Counselor Education and Supervision in Seattle, WA.

Refereed State

Hickman, D., Thomas, N., & Brashear, C. (November 2021). *Flex and listen: the role of cognitive flexibility in our ethical obligation to multicultural competence and advocacy*. Presented at the Texas Counseling Association Professional Growth Conference, Galveston, TX.

Brashear, C., **Hickman, D.**, Mathews, R., & Thomas, N. (February 2021). *Simple, creative, strategies for connecting with life*. Presented at the Texas Association for Counselor Education and Supervision Conference (virtual).

Hickman, D., Mathews, R., Thomas, N., & Brashear, C. (February 2021). *Beyond breakout rooms: A humanistic approach to online counselor education*. Presented at the Texas Association for Counselor Education and Supervision Conference (virtual).

Hickman, D., & Kaszynski, E. (February 2021). *Zoom zest! Online engagement strategies for K-5 students*. Presented at the Texas School Counselor Association Professional School Counselor Conference (virtual).

Thomas, N., Brashear, C., **Hickman, D.**, & Mathews, R. (February 2021). *Relationship is key: The role of mentorship in bridging divisions and gatekeeping*. Presented at the Texas Association for Counselor Education and Supervision Conference (virtual).

Hickman, D., & Mathews, R. (February 2020). *It's a marathon, Not a sprint: Factors that influence doctoral students to complete their PhD programs*. Presented at the Texas Association for Counselor Education and Supervision Mid-Winter Conference, San Antonio, TX.

Mathews, R., & **Hickman, D.** (February 2020). *Suicide prevention: How school and community counselors can help save lives*. Presented at the Texas Association for Counselor Education and Supervision Mid-Winter Conference, San Antonio, TX.

Schmit, M., Silveus, S., & **Hickman, D.** (November 2019). *Remembering the basic principles of counseling when treating persons with addictions*. Presented at the Texas Counseling Association Conference in Fort Worth, TX.

Schmit, M., Silveus, S. & **Hickman, D.** (May 2019). *Ethical considerations in counseling practice*. Presented at the Dallas Metro Counseling Association Spring Conference, Dallas, TX.

Hickman, D., Mathews, R., & Pearson, K. (March 2019). *Bridging the gap: Preparing LPC-Supervisors to effectively supervise school counselor interns*. Presented at the Texas Association for Counselor Education and Supervision Mid-Winter Conference, Dallas, TX.

Schmit, M., Schmit, E., & **Hickman, D.** (February 2019). *Mastering the statistical package for the social sciences: Basic and advanced strategies*. Presented at the Texas Association for Counselor Education and Supervision Mid-Winter Conference, Dallas, TX.

Armstrong, S., Brashear, C., Hawkins, J., & **Hickman, D.** (November 2018). *Sandtray in the schools: Effective interventions with children and adolescents*. Presented at the Texas Counseling Association Professional Growth Conference, Dallas, TX.

Ehteshami, F. & **Hickman, D.** (November 2018). *The use of five love languages to resolve dysfunctional relationships in couples therapy*. Presented at the Texas Counseling Association Professional Growth Conference, Dallas, TX.

Workshops & Trainings

Hickman, D., Culbertson, S., & Paz, L. (January 2022). *Processing grief, disappointment, and change*. Presented at Frisco Independent School District (virtual).

Hickman, D. (June 2021). *Finding light in the darkness: Adolescent depression and intervention*. Presented at Region 10 ESC (virtual).

Kaszynski, E., & **Hickman, D.** (February 2021). *Self-care savvy: Tips for integrating self-care into your classroom*. Presented at the 2021 Region 10 Education Service Center College, Career, and Military Readiness Conference (virtual).

Hickman, D. (January 2021). *Finding balance: Relaxation and coping skills*. Presented at Frisco Independent School District (virtual).

Hickman, D. (August 2019). *Social and emotional learning*. Presented at Furr Elementary, Prosper Independent School District, Prosper, TX.

Schmit, M., Silveus, S. & **Hickman, D.** (May 2019). *Ethical considerations in counseling practice*. Presented at the Dallas Metro Counseling Association Spring Conference, Dallas, TX.

Mathews, R., & **Hickman, D.** (February 2019). *How do I do this?!: How to survive as a part-time graduate student*. Presented at the Texas A&M University-Commerce Doctoral Student Midwinter Workshop, Mesquite, TX.

PUBLICATIONS

Peer-Reviewed Book Chapters

Armstrong, S., Foster, R., & **Hickman, D.** (2021). Humanistic sandtray with preadolescent groups. In C. Mellenthin, J. Stone, & R. J. Grant (Eds.), *Implementing play therapy with groups: Contemporary issues in practice*. Routledge. (Submitted for publication).

Brashear, C., **Hickman, D.**, Thomas, N., & Mathews, R. (2021). Sandtray techniques in play therapy supervision. In S. Born, & C. Baker (Eds.), *Play therapy supervision*. Routledge. (Submitted for publication).

Hickman, D., & Klassen, S. (2021). School counselor role advocacy. In A. Powell, (Ed.), *Best practices for trauma-informed school counseling*. IGI Global. (Chapter undergoing revisions).

Klassen, S., & **Hickman, D.** (2021). Reporting child abuse and neglect on K-12 campuses. In A. Powell, (Ed.), *Best practices for trauma-informed school counseling*. IGI Global. (Chapter undergoing revisions).

Nonrefereed

Hickman, D. (2020). *The impact of role ambiguity, stress, and burnout on professional elementary school counselors* (Publication No. 28029586) [Doctoral dissertation, Texas A&M University-Commerce]. Proquest Dissertations & Theses Global.

GRANT FUNDING

Hickman, D., & Mathews, R. L. (2021). *Strengthening counselor competency & self-efficacy in telehealth suicide assessment for children and adolescents*. Grant proposal submitted to the Association of Child and Adolescent Counseling (ACAC). (pending)

Hickman, D., Mathews, R. L., Thomas, N., & Brashear, C. (2021). *ACTION! Empowering BIPOC communities with telehealth advocacy*. Grant proposal submitted to Counselors for Social Justice (CSJ). (Funded at \$250).

Mathews, R. L., Thomas, N. L., Brashear, C., & **Hickman, D.** (2021). *Amplifying BIPOC voices: From advocacy to action*. Grant provided by American Counseling Association Foundation (ACAF). (Funded at \$500).

Thomas, N., Mathews, R. L., Brashear, C., & **Hickman, D.** (2020). *Amplifying BIPOC voices: A mixed methods study of telebehavioral health perceptions*. Grant provided by Association for Assessment and Research in Counseling (AARC). (Funded at \$2,000).

HONORS AND AWARDS

Third Place, 2020 ACA Graduate Student Ethics Competition (Doctoral Level)

Honorable Mention, 2019 ACA Graduate Student Ethics Competition (Doctoral Level)

PROFESSIONAL SERVICE

Program Reviewer, Texas Association for Counselor Education & Supervision Mid-Winter Conference
January 2022

Member, Counseling Department Advisory Board
Texas A&M University-Commerce, February 2022-present

Program Reviewer, American Counseling Association
August 2021

Secretary, ACES New Faculty Interest Network
July 2021-present

Conference Committee Member, Association of Creativity in Counseling
July 2021-present

Program Reviewer, Texas Counseling Association
June 2021

Research Grant Reviewer, Southern Association for Counselor Education & Supervision
June 2021

Program Reviewer, Association for Specialists in Group Work Conference
May 2021

Associate Editor, Association for Child and Adolescent Counseling Newsletter
May 2021-April 2022

Program Reviewer, Association for Counselor Education and Supervision
April 2021

Secretary, Northern Metro Counseling Association (TCA chapter)
July 2020-June 2021

Member, Texas Counseling Association Wellness Committee

July 2020-June 2021

Program Reviewer, Texas Counseling Association Conference

June 2020

Program Reviewer, Texas Association for Counselor Education & Supervision Conference

December 2019

Volunteer, Texas Association for Counselor Education & Supervision Booth

November 2019

Committee Member, Doctoral Program Interviews

Texas A&M University-Commerce, October 2019

Program Reviewer, Association for Specialists in Group Work Conference

August 2019

Co-Coordinator, Doctoral Student Winter Workshop

Texas A&M University-Commerce, February 2019

Co-Coordinator, Texas Counseling Association Booth

Texas A&M University-Commerce, November 2018

Committee Member, Master's Program Interviews

Texas A&M University-Commerce, June 2018

Student Dissertation Projects

Student	Title	Involvement	Progress
Jovaria Baig	The impact of religiosity, ethnicity, and age on parenting styles of women in an intercultural marriage	Committee Member	Graduated December 2021
Erin Kaszynski	Predictors of preparedness in	Committee Member	Graduated August 2021

	gatekeeping among doctoral counselor education and supervision students		
Mignon Jambon	The effects of cognitive behavioral group intervention with high-conflict divorce parents	Dissertation Chair	Expected Graduation: December 2022

PROFESSIONAL AFFILIATIONS

American Counseling Association
 American School Counselor Association
 Association for Child and Adolescent Counseling
 Association for Counselor Education and Supervision
 Association for Creativity in Counseling
 Association for Humanistic Counseling
 Association for Assessment and Research in Counseling
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 Texas Association for Counselor Education and Supervision
 Texas Counseling Association
 Texas School Counselor Association