

**NANCY DORLINE RIDDICK, PH.D.**

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**Education**

PhD. The University of Texas Rio Grande Valley, 2022

Major: Rehabilitation Counseling

*“Career Satisfaction of Female Faculty Employed in Counselor Education at Higher Institutions”*

M.S. Winston-Salem State University, 2016

Major: Rehabilitation Counseling

B.A. American Intercontinental University, 2012

Major: Business Administration

Concentration: Management

**Professional Certifications**

Collaborative Institution Training Initiative (CITI) Program ID #28477782

Human Subjects Research; Social, Behavioral, and Education Research

Valid through September 2026

Northern Arizona University, Arizona

Collaborative Institution Training Initiative (CITI) Program ID #7415640

Human Subjects Research; Good Clinical Practice, Social and Behavioral Research Best Practices

Valid through July 2024

The

**Academic Positions**

July 2020-August 2022

Part-time Lecturer, School of Rehabilitation Services and Counseling, University of Texas Rio Grande Valley, Edinburg, Texas. Prepared and delivered lectures to students. Taught one or more subjects, such as multicultural and social diversity; legal, personal, and professional ethics; psychological aspects of disability; case management, within a prescribed curriculum. Compiled bibliographies of specialized materials for outside reading assignments. Stimulated class discussions. Collected, administered, and graded examinations. Conducted research in the rehabilitation counseling field of knowledge and published findings in professional journals. Performed related duties, such as advising students on academic and vocational curricula and serving as an adviser to student organizations.

June 2019-present

Adjunct Professor, School of Rehabilitation Services and Counseling, Northwest Indian College, Bellingham, Washington, Department of Tribal Vocational Rehabilitation Services (TVRS)

Teach one or more subjects, such as ethics in tribal vocational services, assessments, and eligibility in tribal vocational rehabilitation, individualized plan of employment, or case management, within a prescribed curriculum. Prepare and deliver lectures to students. Assemble bibliographies of specialized

materials for reading assignments. Stimulates class discussions. Compile, administer, and grade examinations.

January 2018-December 2020

Graduate Teaching Assistant, School of Rehabilitation Service and Counseling. The University of Texas Rio Grande Valley, Edinburg, Texas. Conducted university courses for undergraduate students. Graded, quizzes, exams, discussion posts, homework, and projects. Assisted in developing teaching materials, such as syllabi and visual aids. Assisted in field research, prepared, and monitored examinations, assisted in student conferences.

January 2018-May 2022

Graduate Research Assistant, School of Rehabilitation Service and Counseling. University of Texas Rio Grande Valley, Edinburg, Texas. Gathered research data and publications for Researcher/Professor and organized work. Reviewed and critiqued articles and journals prior to submission for publication. Analyzed verbal or statistical data to prepare reports and studies for use by professional workers in variety of areas, such as employment for individuals with disabilities, inclusion in the classroom setting, leadership in academia, or ethics. Searched sources, reference works, literature, documents, or journals. Prepared statistical formulations, using the statistical program calculator or computer. Drafted reports and presented data in varied formats (e.g., abstracts).

## **Other Related Work Experiences**

October 2020-present

Content Expert, American Indian Vocational Rehabilitation Technical Training Assistance Center (AIVRTTAC), Flagstaff Arizona. Provide virtual Rehabilitation Counseling training (e.g., Zoom meetings) to Vocational Rehabilitation Staff and Administrators. Assist in preparing project reports on employee development and placement materials implemented in assigned piloting American Indian Vocational Rehabilitation Services sites. Develop final products that meet government and industry-recognized standards for accessibility, including Section 508 of the Rehabilitation Act of 1973, as amended. Support Northern Arizona University (NAU) in gathering tribal permission and information for the Culturally Appropriate Research in American Indian Employment (CARE) grant. Co-author, Employment Development and Placement: Quick Guide and Handbook- for Tribal Vocational Rehabilitation Services-Includes 30-Day Placement Plans, Job Development, Job Carving, and Employer Business Services.

January 2019-April 2022

Leader/Trainer, Leadership Now! (Nurturing Outstanding Women) School of Rehabilitation Counseling Services, the University of Texas Rio Grande Valley, Edinburg, Texas. Developed, led, and trained female college undergraduate students majoring or minoring in Rehabilitation Counseling utilizing didactic training, an experiential leadership curriculum program.

August 2018-May 2022

Student Supervisor, Supervised undergraduate and master's students in their internship process. Ensured students' questions were answered. Met weekly with supervisees. Assisted supervisees to develop and utilize counseling techniques with their internship sites.

May 2018-May 2022

Faculty/Student Advisor, Golden Key International Honor Society- University of Texas Rio Grande

Valley-Edinburg Texas. Encouraged and empowered student members to realize their potential through advancement of academics, leadership, and service in their communities.

August 2018-August 2019

Student Accessibility Intern, University of Texas Rio Grand Valley, Edinburg, Texas. Maintained a caseload of students with disabilities, while protecting the integrity of the program and students with the accommodations they are entitled to. I participated in relevant professional development activities and trainings to stay informed of state and federal regulations regarding students with disabilities and special populations providing intake interviews, maintaining coaching, and counseling and determining accommodations for students. Contacted the Deans, parents, faculty, and staff, acting as an advocate for students with disabilities. I reviewed, supervised, and maintained student workers schedules. Provided students with the accommodations they are entitled to, while simultaneously protecting the integrity of academic programs and services.

January 2018-December 2020

Doctoral Counseling Intern, University of Texas Rio Grande Valley *Counseling and Training Center*, Edinburg, Texas. Provided individual, group, and family counseling to clients with numerous disabilities and disorders throughout the community in an in-patient setting. Completed and interpreted various assessments. Presented psycho-educational lectures. Participated in staff meetings and contributed to other clinical support for clients in the facility.

May 2018-April 2022

Treasurer, Deaf Rehab Club, The University of Texas Rio Grande Valley Edinburg, Texas  
Managed all transactions and fundraising for the club. Kept detailed records, including financial reporting.

September 2016-December 2017

Vocational Rehabilitation Interim Counselor Department of Health and Human Services, Division of Vocational Rehabilitation North Carolina. Maintained the vacant transition student caseload as Rehabilitation Counselor. Coordinated vocational rehabilitation agency activities for eligible students with disabilities in area high schools, colleges, and universities, who were seeking gainful employment. Developed and conducted job-seeking skills workshops. Performed job analysis and recommended modifications. Conducted disability awareness seminars with major corporate personnel and local employers. Coordinated services with Employment Specialist for placement services and activities. Conducted National Disability Employment Awareness Month seminars with major corporate personnel and local employers.

August 2013-August 2016

Team Representative, Centralia Work Force Solutions Partner/Management Agency meetings. Appointed by Vocational Rehabilitation Unit Manager to attend partner meetings; report information to Unit Manager and provide Vocational Rehabilitation information.

January 2011-December 2017

Rehabilitation Casework Technician, Department of Health and Human Services, Division Vocational Rehabilitation North Carolina. Assisted the Rehabilitation Counselor and staff members to obtain referrals from community agencies, high schools, and community rehabilitation centers. Gathered information, explained the Vocational Rehabilitation eligibility process, and assisted the individual seeking services with orientation and scheduling appointments. Continued being a presence in the community by participating in job fairs and community events.

## **Courses Taught**

2022

Cultural Diversity

University of Texas Rio Grande Valley, Texas

2021-current

Ethics in Tribal Vocational Rehabilitation Services

Northwest Indian College, Bellingham, WA

2021

Ethics: Legal and Professional Issues in Clinical Rehabilitation Counseling

University of Texas Rio Grande Valley, Texas

2020-2021

Psychological Aspects of Disability

University of Texas Rio Grande Valley, Texas

2020-2021

Family & Disability

University of Texas Rio Grande Valley, Texas

2020-2021

Tribal Rehabilitation Foundations: History

Northwest Indian College, Washington

2019-2020

Addictions Disorders and Disabilities

University of Texas Rio Grande Valley, Texas

2019-current

Assessment/Eligibility in Tribal Vocational Rehabilitation Services

Northwest Indian College, Washington

2019-current

Individualized Plan for Employment (IPE) Development

Northwest Indian College, Washington

2018-2021

Introduction to Rehabilitation Counseling

University of Texas Rio Grande Valley, Texas

2018-2021

Case Management

University of Texas Rio Grande Valley, Texas

2018-2021

Introduction to Rehabilitation Counseling

University of Texas Rio Grande Valley, Texas

## Publications

### Peer-Reviewed Journal Articles

**Riddick, N.,** Reed B., Fischer, J., Hansmann, S., Carlson, R., Graf, N. (2023) Examining Job Satisfaction. *Journal of Applied Rehabilitation Counseling.*

Marini, I., Daniel, K., Pinon, R., & **Riddick-McClelland, N.** (2018) The Impact of Secondary Gain on Employment for Persons with Mild Traumatic Brain Injury. *International Association of Rehabilitation Professionals (IARP)* 26(3), 153-162.

Fonseca, L., **Riddick, N.** (Submitted for publication) Examining Barriers in Transportation for People with Disabilities in Texas

**Riddick-McClelland, N.,** Fonseca, L., Daniel, K., & Graf, N. (Submitted for publication) Spirituality in Individuals with Post-Traumatic Brain Injury

### Grants

2019-2020

**Riddick, N.,** Reed, B., *Leadership Now!* Sponsored by Proctor & Gamble Education Foundation for Women in Leadership. Funded \$10,000

2005-2010

**Riddick-McClelland, N.,** Lee, S., & Simpson, A., (2005). Grant funded through an agreement between North Carolina Juvenile Justice and Delinquency Prevention and Catawba County Parenting Network. A comprehensive strategy to help prevent and reduce juvenile crime and delinquency. Funded \$130,000

1996-1997

**Riddick-McClelland, N.** North Carolina Community Facilities Direct Loan & Grant Program for Child Care Development Centers. This program provides affordable funding to develop essential community facilities in rural areas, serving low-income communities Funded \$5,000

1993-1994

**Riddick-McClelland, N.** North Carolina Community Facilities Direct Loan & Grant Program for Child Care Development Centers. This program provides affordable funding to develop essential community facilities in rural areas, serving low-income communities Funded \$5,000

### Conference Presentations

**Riddick, N.,** Bridges, G., Hossen, M., & Reed, B. (March 2022) “Contributing Factors of Successful Undergraduate Leadership Development and Mentoring Programs at Hispanic Serving Institutions” National Council on Rehabilitation Education (NCRE) Annual Conference, Anaheim, California

Reed, B., **Riddick, N.,** (September 2019) “Striving for campus free violence against students, staff, and faculty, from gender-based and interpersonal violence” Panel Talk. Office for Victim Advocacy and Violence Prevention Program (OVAVP) University of Texas Rio Grande Valley, Edinburg, Texas

**Riddick, N., Fonseca, L., Daniel, K., Graf, N.** (July 2019) “Spirituality in Individuals with Post Traumatic Brain Injury” Poster Session, The 26th Annual Training Conference, National Association of Multicultural Rehabilitation Concerns, Atlanta, Georgia

**Riddick-McClelland, N.** (July 2018) “Integrating American Indian and Alaska Native Culture with American Indian Vocational Rehabilitation Programs ” Concurrent Session, The 25th Annual Training Conference, National Association of Multicultural Rehabilitation Concerns, Las Vegas, Nevada

**Riddick-McClelland, N.** (July 2017) The Best Way to Predict the Future is to Create It! “Let us Embrace our Diversity and Find Unity in our Common Purpose” Concurrent Session. National Council on Rehabilitation Education (NCRE) Anaheim, California

**Riddick-McClelland, N.** (September 2016) “Transitioning high school students to work” Division of Services for the Blind (DBS), & Division of Vocational Rehabilitation (DVRS) Joint Transition Conference-Highpoint, North Carolina

**Riddick-McClelland, N.** (August 2015) “Follow your yellow brick road to endless possibilities ” North Carolina Rehabilitation Association & North Carolina Assistive Technology Program (NCRA/NCATP) The 3<sup>rd</sup> Annual G.R.E.A.T Conference

Lee, E.J., Shannon, C., Yamamoto, K.K., Cartwright, B.Y., **Riddick-McClelland, N.** & Estrada-Hernandez, N. (April 2015) “Multicultural Perspectives on Help-Seeking Behaviors” The 15<sup>th</sup> Annual National Council on Rehabilitation Education, Newport Beach, California

Dock, R., Sharpe, C., Hardee, D., **Riddick-McClelland, N.** & White, F. (April 2015) “Perspectives of Vocational Rehabilitation Professionals on Transition- Related Competencies” Poster Session, National Council on Rehabilitation Education (NCRE) Newport Beach, California

**Riddick-McClelland, N.**, (July 2015) “Winning the Race: Abilities, Social Justice, and Inclusion” Poster The 22<sup>nd</sup> Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Charlotte, North Carolina

**Riddick-McClelland, N.**, Hall, J. (November 2014) “Health Disparities of American Indians and Alaskan Natives ” Honoring our Wisdom Keepers- Consortium of Administrators for Native American Rehabilitation (CANAR). Panama City Beach, Florida

**Riddick, N., & McClelland, N.**, (July 2014) “Creating a Gateway to Equity and Inclusion” Poster Session National Association of Multicultural Rehabilitation Concerns (NAMRC) St Louis, Missouri

### **Invited Conference Presentations**

Ramirez, E., Bridges, G., & **Riddick, N.** (March 2023) National Association of Chicana and Chicano Studies Tejas Foco Conference “Confronting/Resisting the Colonizer Within: A History of Violence, Discrimination, Oppression, and Shame”

**Riddick, N.** (February 2023) “Cultural Awareness/Case Management” Guest Speaker University of Texas Rio Grande Valley, Brownsville, Texas

**Riddick, N., & Fonseca, L.** (August 2021) “Spirituality in Individuals with Post Traumatic Brain Injury”

Poster Session, The Annual Rehabilitation Conference University of Texas Rio Grande Valley, Edinburg, Texas

**Riddick, McClelland, N.** (October 2019) “Health Disparities & White Privilege” Cultural Presentation, The University of Texas Rio Grande Valley, Edinburg, Texas

**Riddick-McClelland, N.** (August 2019) “Transition from High School Student to Adult Life” Northwest Indian College/American Indian Vocational Rehabilitation & Technical Training Seattle, Washington

**Riddick-McClelland, N.** (June 2019) “History, Education, and Background of American Indians” University of Texas Rio Grande Valley Edinburg, Texas

**Riddick-McClelland, N.** (June 2018) “What does music have to do with it?” Special Topics: Expressive Arts in Behavioral Health, University of Texas Rio Grande Valley Edinburg, Texas

**Riddick-McClelland, N.** (August 2017) “Accommodations and finances: Assisting the college bound student with applying to college” Presented to parents of children with disabilities. Department of Vocational Rehabilitation. Lincolnton, North Carolina

**Riddick-McClelland, N.** (August 2015- September 2017) “Communicate with your child: Learn how to coexist with defiance” Communities in Schools, Hickory, North Carolina

**Riddick-McClelland, N.** (May 2015) “Inclusive Education- Preparing Students with Significant Disabilities for College and Careers” Division of Vocational Rehabilitation (DVR) Gaston, Catawba and Lincoln Counties, North Carolina

Coulstring, D., & **Riddick-McClelland, N.** (September 2014-October 2017) Workforce Investment Opportunity Act (WIOA) “Educational information, regarding opportunities to obtain competitive employment in the community” Gaston & Lincoln Counties, North Carolina

**Riddick-McClelland, N.** (September 2014-October 2017) Changing Attitudes Toward People with Disabilities. Presented to community agencies, colleges, and professionals (e.g., medical center-doctors and nurses).Tilting at Windmills Vocational Rehabilitation Program, Gaston & Lincoln Counties, North Carolina

## Honors and Awards

2022

Sylvio Sean Reyes Student of the Year Award  
Academic Commitment to Multicultural Rehabilitation Issues  
National Association of Multicultural Rehabilitation Concerns (NAMRC)

2022

Student Employee of the Year-Honoree  
The University of Texas Rio Grande Valley, Texas

2021

Student Excellence Award - Outstanding Leadership Excellence Award  
College of Health Professions, The University of Texas Rio Grande Valley (UTRGV)



2021

Doctoral Student of the Year Award

National Council on Rehabilitation Education (NCRE)

2019

Student Excellence Award

Outstanding Community Service Excellence Award

College of Health Professions, University of Texas Rio Grande Valley

2018-2021

Academic Achievement Among College and University Students

Golden Key International Honor Society

2017

Star Award

Performance, accomplishments, and achievements

North Carolina State Vocational Rehabilitation Employee Award

2016

Rehabilitation Counseling Departmental Achievement Award

Outstanding Accomplishments and Contributions

Winston-Salem State University

2014-2016

Rehabilitation Services Administration Scholarship (RSA) recipient

Winston-Salem State University, North Carolina

2010-2015

Distinguished Mentor Award

Lincoln County Communities in Schools program

Lincolnton, North Carolina

1998, 2012, 2017

Who's Who Among Executives and Professionals

1996, 2001, 2005, 2017

Who's Who Among Female Business Executives

1998

People to People Ambassador: Education and Empowerment-Women in China

Education in China to female educators

## **Professional Affiliations**

International Association of Rehabilitation Professionals (IARP)

National Association of Multicultural Rehabilitation Concerns (NAMRC)

Secretary (Elected)

Public Relations Marketing Committee Chair



Racial Awareness, Change, and Empowerment (R.A.C.E.), Ad Hoc committee  
Opening Ceremony Committee Co-Chair

National Council on Rehabilitation Education (NCRE)

National Rehabilitation Consortia of Administrators for Native American Rehabilitation (CANAR)

### **University Service**

2019-2022

Graduate Recruiter, University of Texas Rio Grande Valley (UTRGV)

2018-2020

Consultant, Peer-to-Peer, University of Texas Rio Grande Valley (UTRGV)

2015-2016

Program Advisory Board, Student Representative, Winston-Salem State University (WSSU)

### **Community Service**

2019, 2021

Volunteer, Veterans Administration, Harlingen, Texas

2018, 2019, 2021

Volunteer, National Federation of the Blind, McAllen, Texas

2016-2017

Volunteer, Governor Pat McCrory's 1,000 Businesses In 100 Counties In 100 Days, North Carolina

2016-2017

Board Member, Chamber of Commerce, Lincolnton, North Carolina

2015-2017

Volunteer, Youth Actors Guild, Lincolnton, North Carolina

2009-2017

Mentor, Communities in Schools, Lincolnton, North Carolina

2009-2011

Board Member, Education Chair, Children's Advocacy Center, Conover, North Carolina