**Sharon M. Flicker, Ph.D.**

Associate Professor of Psychology

California State University – Sacramento

6000 J Street, Amador Hall 353B  
Sacramento, CA 95819-6007

Email: [flicker@csus.edu](mailto:flicker@csus.edu) | [google scholar](https://scholar.google.com/citations?user=Cny7RFMAAAAJ&hl=en) | [lab website](https://flicker9.wixsite.com/flickerresearchlab)

**Education:**

**Postdoctoral Fellowship,** National Research Service Award 2006-2008, University of Rochester Medical Center.

**Doctor of Philosophy**, with distinction, 2004, University of New Mexico.

Major: Clinical Psychology.

Minor: Social Psychology.

Dissertation: The relationship between ethnic matching, therapeutic alliance, and treatment outcome with Hispanic and Anglo family therapy clients.

Major Professors: Holly B. Waldron, Ph.D. & Sarah Erickson, Ph.D.

**Master of Science,** with distinction, 2000, University of New Mexico.

Major: Clinical Psychology.

Thesis: Pathways between marital adjustment and adolescent adjustment.

Major Professor: Holly B. Waldron, Ph.D.

**Bachelor of Science**, summa cum laude, with honors and distinction, 1997, Cornell University.

Major: Human Development and Family Studies.

Honors thesis: Family development in families that adopt older children.

Major Professor: Jeffrey J. Haugaard, Ph.D.

**Financial Support for Research**

Research Enhanced Support Grant (6-unit course release). Spring 2023

Invigorating Scholarly and Creative Activities Program (3-unit course release). Spring 2022.

Research and Creative Activity grant ($7500). 2019-2020.

**Selected dissemination of Research**

Smith, T. (Host). (2025, April 29). Does Speaking Your Partners Love Language Foster a Happier Relationship? (No. 479) [Audio podcast episode]. In *Serious Inquiries Only.* <https://podcasts.apple.com/us/podcast/sio479-does-speaking-your-partners-love-language-foster/id803584715?i=1000705506504>

“Translating Research into Practice (TRIP) Report: Military REACH’s Review of Testing the Predictions of Chapman’s Five Love Languages Theory: Does Speaking a Partner’s Primary Love Language Predict Relationship Quality?” (2025, March). Military REACH: Translating Research into Support for Military Families [Newsletter]. <https://militaryreach.auburn.edu/detail?id=76745709-cb08-47c5-accf-a208cb795074&pdf=research>

Flicker, S. M. (2025, February 13). Testing the Five Love Languages Theory [Webinar]. American Association for Marriage and Family Therapy. <https://www.aamft.org/AAMFT/Events/Webinars.aspx?hkey=4d534d99-889f-4638-87b6-9301e4d1097c>

Lehmiller, J. (Host). (2024, January 7) What’s Your Love Language?(No. 360) [Audio podcast episode]. In *Sex & Psychology*. <https://www.sexandpsychology.com/blog/podcast/episode-360-whats-your-love-language/>

Dolan, E. W. (2024, May 4). Study identifies key factors boosting compersion in non-monogamous relationships. *PsyPost.* <https://www.psypost.org/study-identifies-key-factors-boosting-compersion-in-non-monogamous-relationships/>

Dolan, E. W. (2024, March 14). Why do people seek polyamorous relationships? Researchers identify key motivations. *PsyPost.* <https://www.psypost.org/why-do-people-seek-polyamorous-relationships-researchers-identify-key-motivations/>

Moors, A. C., Flicker, S. M., & Vaughan, M. D. (2022). [LGBTQ+ activism should include](https://medium.com/national-center-for-institutional-diversity/lgbtq-activism-should-include-consensual-non-monogamy-996ae2321760)

[consensual non-monogamy.](https://medium.com/national-center-for-institutional-diversity/lgbtq-activism-should-include-consensual-non-monogamy-996ae2321760) *Spark Magazine.* National Center for Institutional Diversity: University of Michigan

Matlock, E. S., Winston, D., & Lindgren, J. (Hosts). (2022, August 23). Compersion: Is It Necessary? (with Dr. Marie Thouin and Dr. Sharon Flicker) (No. 386) [Audio podcast episode]. In *Multiamory.* <https://www.multiamory.com/podcast/386-compersion-is-it-necessary-with-dr-marie-thouin-and-dr-sharon-flicker>

Lehmiller, J. (Host). (2022, July 19) What you don’t know about arranged marriage (No. 111) [Audio podcast episode]. In *Sex & Psychology*. <https://www.sexandpsychology.com/blog/podcast/episode-111-what-you-dont-know-about-arranged-marriage/>

Lehmiller, J. (Host). (2022, July 15) Jealousy and compersion (No. 110) [Audio podcast episode]. In *Sex & Psychology*. <https://www.sexandpsychology.com/blog/podcast/episode-110-jealousy-and-compersion/>

Chambliss, K. (Host). (2022, June 21). Podcast Interview: Sharon Flicker, Michelle Vaughan, and Marie Thouin on Compersion (No. 192) [Audio podcast episode]. In*Loving without Boundaries*.

<https://lovingwithoutboundaries.com/2022/06/21/podcast-interview-sharon-flicker-michelle-vaughan-and-marie-thouin-on-compersion/>

Dolan, E. W. (2021, September 5). Psychologists have created a new tool to measure the phenomenon called compersion. *PsyPost.* <https://www.psypost.org/psychologists-have-created-a-new-tool-to-measure-the-phenomenon-called-compersion/>

**Manuscripts in Preparation**

Tatum, A., & Flicker, S. M. Factors that promote self-efficacy for managing the complexities of polyamorous relationships.

**Do, Q. A**., Knopp, K., & Flicker, S. M. Sexual Minority Stress, Consensual Non-Monogamy Minority Stress, and Intimate Partner Violence.

**Clemons-Castanos, C.,** Vilkin, E.,Thouin, M., & Flicker, S. M.Polyamorous individuals’ negative emotional responses to their partners’ new relationships with others.

Flicker, S. M. & Sancier-Barbosa, F. Jealousy in consensually non-monogamous relationships: Intrapersonal, dyadic and extra-dyadic predictors.

**Submitted manuscripts (bold indicates student co-author)**

Flicker, S. M, Sancier-Barbosa, F., & Impett, E. A. Revisiting the Five Love Languages Framework: Toward a More Flexible Model of Love Expression. (revision submitted)

**Do, Q. A.,** Scott, S., Brunett, K., Knopp, K., & Flicker, S. M. Intimate Partner Violence among Sexual Minority Consensual Non-Monogamous Partners: Within and Cross-Relationship Associations. (revision submitted)

Tatum, A., Flicker, S. M., & **Schroeder, J**. “It brought a lot of underlying insecurity to the foreground”: An exploratory investigation into the challenges of polyamory. (initial submission)

Tatum, A. K., Flicker, S. M., **Albarak,N., Schroeder, J. M., Moomaw, A., Ugurluoglu, I., Whitman, A., Wiggins, A., Davis, D., & Fisher, R.** “I feel immense joy at a partner’s happiness, even if it is not caused by me”: A qualitative study of the self-perceived strengths of people in polyamorous relationships. (initial submission)

**Publications (bold indicates student co-author)**

Flicker, S. M, Sancier-Barbosa, F., **Clemons-Castanos, C., Field, S., Jackson-Zambon, S**., **Phelan, M.,** &Impett, E. A.(In press).How many love languages are there? Examining Chapman’s Five Love Languages Theory using a Bottom-Up Approach. *Journal of Marital and Family Therapy*.

**Clemons-Castanos, C.** & Flicker, S. M. (In press). Polyamorous individuals’ jealous and compersive responses to their partner’s New Relationship Energy: The role of mindfulness, emotion regulation, distress tolerance, and empathy. *Journal of Marital and Family Therapy*.

Tatum, A., Flicker, S. M., & **Schroeder, J.** (2025). Addressing relationship stigma and supporting LGBTQ+ individuals in consensually non-monogamous relationships. In N. Livingston, B. Feinstein, and P. Galupo (Eds.), *Addressing Minority Stress and Enhancing Resilience in Therapy with Diverse LGBTQ+ Clients*. Springer Nature. <https://link.springer.com/book/9783031928352>

Flicker, S. M., Sancier-Barbosa, F., **Tang, A. N., Ho, A., Zhong, S., Alafranji, R. R., & Clemons-Castanos, C. R**. (2025). Mechanisms of Anxiety Reduction during Adult Coloring: Mindfulness, Flow, Enjoyment, and Distraction. *Mindfulness.* <https://doi.org/10.1007/s12671-025-02586-9>

**Tang, A**. & Flicker, S. M. (2025). Depression in Asian Americans: Does generational status and acculturation predict severity and type of symptoms? *Psi Chi Journal of Psychological Research, 30*(2), 172-182*.* [*https://doi.org/10.24839/2325-7342.JN30.2.172*](https://doi.org/10.24839/2325-7342.JN30.2.172)

Flicker, S. M., & Sancier-Barbosa, F. (2025). Testing the predictions of Chapman's five love languages theory: Does speaking a partner's primary love language predict relationship quality? *Journal of Marital and Family Therapy*, *51*(1), e12747. <https://doi.org/10.1111/jmft.12747>

Moors, A. C., Vaughan, M. D., Flicker, S. M., Matsumura, K., & Schechinger, H. A. (2024). Advancing Consensual Non-monogamy in Psychological Research, Practice, and Policy: A Guide for Psychologists. *Social Issues and Policy Review.* <https://doi.org/10.1111/sipr.12108>*.*

Flicker, S. M. & Sancier-Barbosa, F. (2024). Your happiness is my happiness: Predicting positive feelings for one’s partner’s consensual extra-dyadic intimate engagements. *Archives of Sexual Behavior, 53*(3), 941–958. <https://doi.org/10.1007/s10508-023-02766-5>

Tatum, A., Flicker, S. M., **Peralta, I., & Kubicki, R**. (2024). Initial motivations for engaging in polyamorous relationships. *Archives of Sexual Behavior.* <https://doi.org/10.1007/s10508-023-02750-z>

Thouin-Savard, M. I. & Flicker, S.M. (2023). Compersion. In: Shackelford, T.K. (Eds.) *Encyclopedia of Sexual Psychology and Behavior.* Springer, Cham. <https://doi.org/10.1007/978-3-031-08956-5_2472-1>

Flicker, S. M., & Sancier-Barbosa, F. (2022). Personality predictors of attitudes, willingness to engage, and actual engagement in consensual non-monogamy. *Archives of Sexual Behavior.* Advance online publication. <https://doi.org/10.1007/s10508-022-02393-6>

Flicker, S. M., Thouin, M., & Vaughan, M. D. (2022). Factors that facilitate and hinder the experience of compersion among individuals in consensually non-monogamous relationships. *Archives of Sexual Behavior, 51*, 3035–3048*.* <https://doi.org/10.1007/s10508-022-02333-4>

Flicker, S. M., Sancier-Barbosa, F., **Browne, L**., & Moors, A. C. (2021). Relationship satisfaction and attachment security in polyamorous individuals who do and do not endorse partner hierarchy. *Archives of Sexual Behavior, 50*(4), 1401-1417. <https://doi.org/10.1007/s10508-020-01875-9>

Moors, A. C., Schechinger, H. A., Balzarini, R., & Flicker, S. M. (2021). Internalized consensual non-monogamy negativity and relationship quality among people engaged in consensual non-monogamy. *Archives of Sexual Behavior, 50*(4), 1389-1400. <https://doi.org/10.1007/s10508-020-01885-7>

Flicker, S. M., Vaughan, M. D., & Meyers, L. S. (2021). Feeling good about your partners’ relationships: Compersion in consensually non-monogamous relationships. *Archives of Sexual Behavior, 50*(4), 1569-1585. <https://doi.org/10.1007/s10508-021-01985-y>

Flicker, S. M., Sancier-Barbosa, F., Afroz, F., **Saif, S. N., & Mohsin**, **F.** (2020). Attachment hierarchies in Bangladeshi women in love and arranged marriages. *International Journal of Psychology, 55(4) 638-646.* <https://doi.org/10.1002/ijop.12619>

Flicker, S. M., Sancier-Barbosa, F., Afroz, F**., Saif, S. N., & Mohsin, F.** (2020). Marital quality in arranged and love marriages: The role of perceived influence over partner selection. *International Journal of Psychology, 55*(4), 629-637. <https://doi.org/10.1002/ijop.12622>

Flicker, S. M. (2019). Reducing Barriers to Care for Consensually Non-Monogamous Patients [Invited Commentary]. *Canadian Medical Association Journal, 191*(41), E1118-E1119.<https://doi.org/10.1503/cmaj.191246>

Flicker, S. M., **Ayoub, H. J. S**., & Guynn, M. J. (2019). Emotional display rules in Palestine: Ingroup/outgroup membership, status of interaction partner and gender*. International Journal of Psychology, 54*(1), 33-41. <https://doi.org/10.1002/ijop.12429>

Flicker, S. M. & **Bui, L. T. T.** (2018). Cross-cultural differences in interpersonal and intrapersonal understandings of forgiveness. In M. Karasawa, M. Yuki, K. Ishii, Y. Uchida, K. Sato, & W. Friedlmeier (Eds.), *Venture into cross-cultural psychology: Proceedings from the 23rd Congress of the International Association for Cross-Cultural Psychology.* <https://scholarworks.gvsu.edu/iaccp_papers/147/>

**Bui, L. T. T.** & Flicker, S. M. (2013). The relationship between analytic and holistic styles of thinking and forgiveness. *The Asian Conference on Psychology & the Behavioral Sciences 2013 Official Conference Proceedings,* 529-542. <https://papers.iafor.org/submissionacp2013_0500/>

Flicker, S. M., Cerulli, C., Swogger, M., & Talbot, N. (2012). Depressive and post-traumatic symptoms among women experiencing intimate partner violence: Relations to coping strategies, social support, and ethnicity*. Violence Against Women, 18*, 420-36. <https://doi.org/10.1177/1077801212448897>

Flicker, S. M., Cerulli, C., Zhao, X., Tang, W., Watts, A., Xia, Y., & Talbot, N. L. (2011). Concomitant forms of abuse and helpseeking behavior among White, African American, and Latina Women who experience intimate partner violence. *Violence Against Women, 17,* 1067-85. <https://doi.org/10.1177/1077801211414846>

Flicker, S. M., Waldron, H. B., Turner, C. W., Brody, J., & Hops, H. (2008). Ethnic matching and treatment outcome with Hispanic and Anglo substance-abusing adolescents in family therapy. *Journal of Family Psychology, 22,* 439-447. <https://doi.org/10.1037/0893-3200.22.3.439>

Flicker, S. M., Turner, C. W., Waldron, H. B., Brody, J., & Ozechowski, T. J. (2008). Ethnic background, therapeutic alliance and treatment retention in Functional Family Therapy with substance abusing adolescents. Journal of Family Psychology, 22, 167-170. <https://doi.org/10.1037/0893-3200.22.1.167>

Meyers, R. J., Apodaca, T. R., Flicker, S. M., & Slesnick, N. (2002). Evidence-based approaches for the treatment of substance abusers by involving family members. *The Family Journal: Counseling and Therapy for Couples and Families, 10*, 281-288. <https://doi.org/10.1177/10680702010003004>

Waldron, H.B. & Flicker, S.M. (2002). Alcohol and drug abuse. In M. Hersen (Ed.), *Clinical behavior therapy: Adults and children* (pp. 474-490). New York: John Wiley & Sons.

**Conference Presentations (bold indicates student co-author):**

Flicker, S. M., Tatum, A. K., **Albarak,, N., Schroeder, J. M., Moomaw, A., Ugurluoglu, I., Whitman, A., Wiggins, A., Davis, D., & Fisher, R.**  (November 2024). *“I Feel Immense Joy at a Partner’s Happiness, Even if it is Not Caused by Me”: A Qualitative Study of the Self-Perceived Strengths of People in Polyamorous Relationships.* Paper presented at the Society for the Scientific Study of Sexuality as part of the symposium ‘New Directions in Consensual Non-monogamy Research: Challenging Theory, Modernizing Measures, and Informing the Law.’ San Diego, CA.

Do, Q. A., Scott, S. B, **Brunett, K. M.,** Knopp, K., & Flicker, S. M. (November 2024) *Intimate Partner Violence Among Sexual Minority Individuals in Consensual Non-monogamous Relationships.* Paper presented at Association for Behavioral and Cognitive Therapies as part of the symposium ‘Experiences of CNM-partnered individuals across racial/ethnic, gender, and sexual identities.’ Philadelphia, PA.

Moors, A. C., Vaughan, M. D., Flicker, S. M., Matsumura, K., & Schechinger, H. A. (November 2024). *Consensual Non-monogamy Affirming Law in the U.S. and the Role of the Social Scientist.* Paper presented at the Society for the Scientific Study of Sexuality as part of the symposium ‘New Directions in Consensual Non-monogamy Research: Challenging Theory, Modernizing Measures, and Informing the Law.’ San Diego, CA.

Flicker, S. M. *&* Sancier-Barbosa, F.(July 2024).*Testing the Predictions of Chapman’s Five Love Languages Theory: Does Speaking a Partner’s Primary Love Language Lead to Greater Relationship Satisfaction?* Paper presented at International Association for Relationship Research, Boston, MA.

#### **Zhong, S., Clemons-Castano, C. R., Ho, A., Tang, A. N., Alafranji, R. R.,** & Flicker, S. M. (April 2024).Using the Thought Probe Technique to Identify Therapeutic Mechanisms of Action: Mandala Coloring as a Case Study.Poster presented at Western Psychological Association, San Francisco, CA.

#### **Zhong, S., Clemons-Castano, C. R., Ho, A., Alafranji, R. R., Tang, A. N.,** & Flicker, S. M. (April 2024). How Coloring Mandalas Reduces Anxiety: The Role of Mindfulness, Flow, and Activity Enjoyment. Poster presented at Western Psychological Association, San Francisco, CA.

#### **Tang, A. N.** & Flicker, S. M. (April 2024). Depression in Asian Americans: Can Generational Status and Acculturation Predict Severity and Somatic Symptoms?Poster presented at Western Psychological Association, San Francisco, CA.

Flicker, S. M., Tatum, A. K., **Peralta, I., & Kubicki, R. J.** (November 2023). *Initial* *Motivations for Engaging in Polyamorous Relationships*. Paper presented at the Society for the Scientific Study of Sexuality as part of the symposium ‘Towards Inclusive Science and Practice with Consensually Non-Monogamous People: Motivations, Therapist Stigma, and Opportunities to Advance Measurement and Training.’ New Orleans, LA.

**Zhong, S., Clemons-Castanos, C. R., Jackson-Zambon, S. K., Field, S. A.,** Sancier-Barbosa, F., & Flicker, S. M. (April 2023). *Examining Cultural Differences in Preferences for Receiving Love: The Case of U.S.-Based Asians.* Poster presented at Western Psychological Association, Riverside, CA.

**Clemons-Castanos, C. R., Zhong, S.,** Sancier-Barbosa, F., & Flicker, S. M. (April 2023). *Testing the Universality of Chapman's Five Love Languages: The Case of Gender.* Poster presented at Western Psychological Association, Riverside, CA.

**Moomaw, A., Beaver, J., Albarak, N., Whitman, A, Wiggins, A.**, Flicker, S. M., & Tatum, A. (April 2023). *Socioecological strengths of polyamorous relationships*. Poster presented at Midwestern Psychological Association annual meeting, Chicago, IL.

**Ugurluoglu, I., Albarak, N., Whitman, A.,** Flicker, S. M., & Tatum, A. (April 2023). *Identifying factors that promote self-efficacy for managing polyamorous relationships.*Poster presented at Midwestern Psychological Association annual meeting, Chicago, IL.

Flicker, S. M. & Sancier-Barbosa, F. (November 2022). *Intrapersonal and Interpersonal Predictors of Positive Feelings towards One’s Partner(s)’s Intimate Relations with Others.* Paper presented at the Society for the Scientific Study of Sexuality as part of the symposium ‘Consensual Non-monogamy and Clinical Implications: Understanding Engagement, Emotions, and Affirming Practices’ Vancouver, CA.

Tatum, A. K., Flicker, S. M., **Whitman, A., Peralta, I., & Kubicki, R.** (August 2022). *Motivations for Engaging in Polyamorous Relationships.* Poster presented at American Psychological Association Convention, Minneapolis, MN.

Flicker, S. M. & Sancier-Barbosa, F. (July/August 2022). *Similarities and Differences in Personality Profiles among Those Engaged in Monogamy and Consensual Non-Monogamy.* Paper presented at the International Association for Relationship Research as part of the symposium ‘Experiences of Individuals in Consensually Non-Monogamous Relationships,’ (Chair: Sharon M. Flicker), virtual.

Flicker, S. M. & Thouin, M., & Vaughan, M. D. (July/August 2022). *Factors that Facilitate and Hinder the Experience of Compersion among Individuals in Consensually Non-Monogamous Relationships*. Paper presented at the International Association for Relationship Research, virtual.

**Field, S. A., Jackson-Zambon, S. K., Clemons-Castanos, C. R.**, Sancier-Barbosa, F., & Flicker, S. M. (April 2022). *Testing the Predictions of Chapman’s Five Love Languages.* Poster presented at Western Psychological Association, Portland, OR.

**Jackson-Zambon, S. K., Field, S. A., Clemons-Castanos, C. R..**, Sancier-Barbosa, F., & Flicker, S. M. (April 2022). *Developing and Validating a Scale to Measure Chapman’s Five Love Languages.* Poster presented at Western Psychological Association, Portland, OR.

Flicker, S. M., Sancier-Barbosa, F., **Browne, L., & Clemons-Castanos, C.** (February 2022). *Comparing Relationship Quality across Types of Consensually Non-Monogamous Relationships.* Paper presented at the Close Relationships preconference of Society for Personality and Social Psychology Convention, virtual.

Flicker, S. M., Sancier-Barbosa, F., **Johnson, C., Sollom, R., Singh, K. K., Guerrero, M. & Hallman, K.** (August 2021). *Testing the Predictions of Chapman’s Five Love Languages Theory.* Poster presented at American Psychological Association Convention, virtual.

**Guerrero, M**., & Flicker, S. M. (August 2021). *Attachment and Commitment in Casual Sexual Relationships.* Poster presented at American Psychological Association Convention, virtual.

Vaughan, M. D., & Flicker, S. M. (August 2021). *An Exploratory Analysis of*

*Demographic Differences in Experiences of Compersion.* Paper presented at American Psychological Association Convention as part of the symposium ‘Perceptions and Experiences of Consensual Non-Monogamy’, virtual.

Flicker, S. M., & Vaughan, M. D. (August 2021). *Feeling good about your partners’ relationships: Compersion in consensually non-monogamous relationships.* Paper presented at International Association for Relationship Research, virtual.

**Morgan-Wesley, S., Harris, D. L.., Rosengarth, E. J., Sapiandante, M.,** & Flicker, S. M. (October 2020). *Personality Predictors of Attitudes towards Polyamory.* Poster presented at Western Psychological Association, virtual.

**Sapiandante, M., Rosengarth, E. J., Harris, D. L., Morgan-Wesley, S.,** & Flicker, S. M. (October 2020). *Personality Predictors of Willingness to Engage in Consensual Non-Monogamy.* Poster presented at Western Psychological Association, virtual.

Flicker, S. M., Vaughan, M. D., & Meyers, L. S. (August 2020). *A Mixed-Methods Approach to Developing a Scale of Compersion.* Poster presented at American Psychological Association, virtual.

Flicker, S. M., Sancier-Barbosa, F., **Browne, L., Fernandez, J.**, McTernan, M. (August 2019). *Relationship Quality in Polyamorous Individuals Who Endorse and Reject Partner Hierarchy.* Poster presented at American Psychological Association, Chicago, IL.

Flicker, S. M., Sancier-Barbosa, F., Afroz, F., **Saif, S. N., & Mohsin, F.** (April 2019). *Relationship Quality in Arranged and Love Marriages: The Role of Perceived Influence over Partner Selection.* Paper presented at Western Psychological Association, Pasadena, CA.

Flicker, S. M. (April 2019). *Community-Based Social Marketing as an Applied Psychology Project-Based Course.* Poster presented at Western Psychological Association, Pasadena, CA.

Flicker, S. M., Afroz, F., **Mohsin, F., & Saif, S. N.** (June 2017). *Intimacy, passion, commitment, and reported marital quality in love and arranged marriage*. Paper presented at the International Association for Relationship Research, Rochester, NY.

Flicker, S. M., Afroz, F., **Mohsin, F., & Saif, S. N.** (July 2016). Romantic attachment in love versus arranged marriages in Bangladesh: Women's experiences in the first three years of marriage. Paper presented at the International Association for Cross-Cultural Psychology, Nagoya, Japan.

Flicker, S. M. & **Bui, L. T. T.** (July 2016).Cross-cultural differences in the understanding of forgiveness in an Asian and North American sample. Paper presented at the International Association for Cross-Cultural Psychology, Nagoya, Japan.

**Ayoub, H. J. S.,** & Flicker, S. M. (July 2015). *Emotional display rules in Palestine: Culture, interaction partner and gender*. Poster presented at the regional conference for the International Association for Cross-Cultural Psychology, San Cristobal de la Casas, Mexico.

Flicker, S.M. (July 2015). *Passion, intimacy, commitment, and relationship quality: Comparisons of arranged and love marriages in a Bangladeshi sample.* Paper presented at the regional conference for the International Association for Cross-Cultural Psychology, San Cristobal de la Casas, Mexico.

Flicker, S. M. & **Bui, L. T. T.** (July 2014). *Predictors of emotional and decisional forgiveness.* Poster presented at the 7th European Conference on Positive Psychology, Amsterdam, The Netherlands.

**Bui, L. T. T.** & Flicker, S. M. (March 2013). *The relationship between analytic and holistic styles of thinking and forgiveness.* Poster presented at Asian Conference on Psychology and the Behavioral Sciences, Osaka, Japan.

Flicker, S. M., Cort, N., & Cerulli, C. (July 2011). *Responses to abuse disclosure by the support networks of Caucasian, African American, and Latina women.* Poster presented at the International conference of the Stress & Anxiety Research Society, Muenster, Germany.

Flicker, S. M., Cerulli, C., Swogger, M. T., & Talbot, N. L. (March 2010). *Depressive and posttraumatic symptoms among women seeking protection orders against intimate partners: Relations to coping strategies and perceived responses to abuse disclosure.* Paper presented at the Annual Meeting of the Eastern Psychological Association.

Morse, D. S., Cort, N. A., & Flicker, S. M. (March 2009). *Outcomes of a pilot intervention using Motivational Enhancement and Self-Determination Theory to address intimate partner violence.* Poster presented at the Annual Collier Mental Health Research Poster Session, Rochester, NY.

Flicker, S. M., Cerulli, C., Zhao, X., Tang, W., Watts, A., Xia, Y., & Talbot, N. L. (January 2009). *Concomitant forms of violence & help-seeking behavior among White, Black, & Hispanic abused women.* Poster presented at the National Multicultural Conference and Summit, New Orleans, LA.

Flicker, S. M., Talbot, N. L., Cerulli, C., Zhao, X., & Tang, W. (November 2007). *Differences in help-seeking behaviors among women in “Intimate Terrorism” and “Situational Couple Violence” relationships.* Poster presented at the annual conference of the International Society for Traumatic Stress Studies, Baltimore, MD.

Flicker, S. M., Talbot, N., Cerulli, C. & Zhou, X. (July 2007). *Ethnic differences in the mental health correlates and help-seeking behaviors of women who report intimate partner violence.* Paper presented at the International Family Violence and Child Victimization Research Conference, Durham, NH.

Flicker, S. M., Waldron, H. B., & Gangestad, S. W. (November 2000). *Pathways between marital adjustment, parental behaviors, & adolescent adjustment.*Poster presented at the annual conference of the Association for the Advancement of Behavior Therapy, New Orleans, LA.

Flicker, S. M., Kern-Jones, S., Peterson, T., & Waldron, H. B. (November 2000). *The relationship between ethnicity and acculturation and adolescent perceptions of the parent-child relationship.* Poster presented at the annual conference of the Association for the Advancement of Behavior Therapy, New Orleans, LA.

Kern-Jones, S., Flicker, S. M., & Waldron, H. B. (November 2000). *Ethnicity and agreement between family members’ perceptions of the family environment.* Poster presented at the annual conference of the Association for the Advancement of Behavior Therapy, New Orleans, LA.

Hops, H., Waldron, H. B., Aragon, A., & Flicker, S. M. (June 2000). *The applicability of the LIFE coding system with Anglo and Hispanic families.* Poster presented at the annual conference of the College on Problems of Drug Dependence, San Juan, Puerto Rico.

Flicker, S. M., Waldron, H. B., & Gangestad, S. W. (April 2000). *Pathways between marital adjustment, parental behaviors, & adolescent externalizing behavior.* Poster presented at the annual conference of the Rocky Mountain Psychological Association, Tucson, AZ.

Conforti, K., Castillo, D. T., Fore, C., & Flicker, S. M. (August 1998). *Hostility scores for Veterans receiving anger management treatment: Differential effects for gender, ethnicity, and psychiatric diagnosis.* Poster presented at the annual conference of the American Psychological Association, San Francisco, CA.

**Financial support for course development**

Exceptional Assigned Time: (3-unit course release). Fall 2023

US Department of Education Developing Hispanic–Serving Institutions (DHSI) Career Project: Degree with a Purpose: Integration of Career Development and Financial Wellness into the College Experience’ mini-grant ($1475). Fall 2024

**Teaching experience:**

Associate Professor Fall 2023-present

Assistant Professor Fall 2018-Spring 2023

California State University – Sacramento

* Teach undergraduate courses: Abnormal Psychology, Cross-Cultural Psychology, and Navigating Psychology: The Major and Careers.
* Teach graduate seminar in Advanced Psychopathology
* Lead a research lab with graduate and undergraduate research assistants.
* Service
  + Coordinator of CCE program (Summer 2022-present; Assistant Coordinator Spring 2021-Spring 2022)
  + Psychology Department Diversity, Equity, and Inclusiveness Committee (Fall 2020-present).
    - Chair Spring 2022-Spring 2023
  + SSIS Outstanding Faculty Awards Committee (Fall 2019-Spring 2021);
    - Chair 2020-2021
  + Exceptional Assigned Time Faculty Senate Subcommittee (Fall 2019-present)
    - Chair 2021-present
  + University Institutional Review Board (Spring 2019-present)
  + General Psychology Program Committee (Spring 2022-present)
  + General Committee liaison to Graduate Committee (Spring 2022)
  + CFA representative (Fall 2022-Spring 2023)
  + Psychology Development and Scholarship Committee (Fall 2019)
  + Search committees
    - Assistant Professor of Clinical Psychology (Fall 2023)
    - Associate Dean for Academic and Professional Programs in the College of Continuing Education (CCE; Spring 2022)
    - Associate Dean of the College of Social Sciences and Interdisciplinary Studies (Spring 2019)
    - Endowed Professor of Happiness (Fall 2019)
  + Search committee of the whole: Psychology of Gender (Fall 2019), Cultural Psychology (Fall 2021), Industrial/Organizational (Fall 2022)
  + Mentor to two McNair scholars (2019-2020; 2022-2023)
  + Advisor to Psychological Society (Fall 2018-Spring 2022) and Israeli-Jewish Association (Fall 2021-Spring 2022)

Associate Professor January 2015 – July 2018

Antioch College

* Taught small, discussion-based psychology courses, including Social Psychology, Psychology of Gender, Careers in Psychology, Cross-Cultural Psychology, Basic Therapeutic Skills, General Psychology, Community Mental Health, Personality Theories, Political and Ethical Issues in Psychology, Abnormal Psychology, Psychology of Relationships and Social Marketing for Sustainability.
* Taught ‘Global Seminar: Diversity and Social Justice’ in General Education curriculum
* Co-facilitator Anti-Racist Reading Group for White-identified faculty, staff, students, and administration (Fall 2017-Spring 2018)
* Organizer of Teaching and Learning Collaborative (Fall 2017-Spring 2018)
* Antioch College Faculty Representative to Great Lakes College Association’s Consortium for Teaching and Learning (Fall 2017-Spring 2018)
* Antioch College Representative to Great Lakes College Association’s Women’s Studies Committee (Fall 2017-Spring 2018)
* Faculty Meeting Agenda Committee (Spring, Summer, Fall 2015)
* Faculty Executive Committee (Fall 2016)
* Faculty Representative on Senior Leadership Team (Summer 2015-Fall 2016)
* Chair of Senior Reflection Paper committee (Spring 2015)
* Faculty Personnel Review Committee (Fall 2015)
* Budget and Course Schedule Coordinator for Social Sciences Division (Winter 2015)
* Faculty Personnel Policy Committee (Spring 2016-Winter 2017)
* Curriculum Committee (Spring 2017)
* ComCil (Campus Government) Election Committee (Summer 2016-Spring 2018)
* Community Standards Board Chair (Summer 2017)
* Academic Policies Review Committee (Summer 2017-Fall 2018)
* Served on six faculty/administration search committees (Winter, Spring 2015, Spring 2016, Summer 2016, Spring 2018)

Associate Professor and Department Chair August 2012 – December 2014

Asian University for Women Chittagong, Bangladesh

* Taught classes, including Mind and Behavior, Cultural Psychology, Psychology of Gender, Psychology of Human Sexuality, Introduction to Counseling, and Research Methods, to students from 15 different countries in South, Southeast, and Central Asia and the Middle East.
* Mentored student research, including 3 senior theses, and involved students as research assistants in my research.
* Advised student groups for summer service projects in their home countries.
* Chair of the Politics, Philosophy, and Economics Department (10 full-time faculty; 3 adjunct faculty), during which time we redesigned the major and created an assessment of the effectiveness of the major in achieving its stated learning objectives and mission.
* Helped design the curriculum for the Gender Studies minor.
* Helped design the curriculum and served as the administrative point person for the Psychology Minor.
* Chaired the Academic Policies Committee
* Served on the Faculty Handbook Committee, helped create the faculty by-laws for the university.
* Served on several faculty search committees.

Assistant Professor August 2004 - July 2005

University of Maryland University College August 2010 – August 2012

* Taught undergraduate and graduate classes for U.S. military personnel and military dependents stationed overseas (Okinawa & Germany) as well as local students, including Introduction to Psychology, Research Methods, Abnormal Psychology, Social Psychology, Introduction to Counseling, Developmental Psychology, Human Sexuality, and Family Counseling. Class size ranged from six to thirty students. Students were highly diverse in terms of ethnicity, age, and academic preparation.
* Served as Psi Chi (Psychology Honor Society) adviser.

Assistant Professor August 2008 - August 2010

Arcadia University

* Taught in the Masters of Counseling and undergraduate psychology programs, including Advanced Child and Adolescent Therapy, and Couples and Family Therapy at the graduate level and Introduction to Psychology and Adult Psychopathology at the undergraduate level.
* Developed two new courses: Trauma and Social Justice, and Women of Tanzania: Preventing Trauma through Advocacy and Empowerment, a class which incorporated travel to Arusha, Tanzania.
* Supervised graduate-level internship students.
* Advised graduate and undergraduate students.
* Served as Psi Chi Advisor, for which I designed and ran a three-part seminar series about preparing for psychology graduate programs.
* Faculty Advisor of community service project that provided psychoeducational group sessions about sexual harassment in the workplace to patrons of the Mexican consulate, while they awaited the processing of their documents.
* Co-organizer of Delaware Valley Association of Black Psychologists’ Psychology Career Day.
* Served on Diversity Taskforce and Internationalization Committee.

Adjunct Professor Introduction to Psychology

Rochester Institute of Technology Fall 2007

St. John Fisher College Spring 2008

Taught 20-40 undergraduate students. Responsible for all aspects of the courses: designing the syllabus, lectures, class activities, test preparation, and grading.

Small Group Leader September 2007

University of Rochester Medical School Suicide Assessment

Co-taught a small group of medical students about suicide risk assessment and management. Guided discussion of students’ interview with a standardized patient.

Instructor Spring 2001

University of New Mexico Family Psychology

Designed lecture format class for over 100 students, mostly juniors and seniors of diverse age and ethnic backgrounds. Prepared and implemented lectures. Selected reading materials. Designed tests and assignments. Held office hours. Assisted students with class projects. Assigned class grades.

Instructor Spring 2001

UNM Continuing Education Changing Alcohol & Drug Use

Designed and provided lectures regarding Community Reinforcement and Family Training and Relapse Prevention to substance abuse counselors seeking to obtain substance abuse certification. Led discussion and role-plays. Administered and graded exams and papers.

# Undergraduate Student Thesis Supervision with Empirical Data Collection

Tang, A. (2023). *Asian-American generational status and type and severity of depressive symptoms.* (McNair scholar)

Guerrero, M. (2021). *Attachment and commitment in casual sexual relationships.* (McNair scholar)

Browne, L. (2018). *Attachment and satisfaction in consensually non-monogamous relationships.* (senior thesis)

Ayoub, J. S. H. (2014). *Emotional display rules in Palestine: Culture, interaction partner, and gender.* (senior thesis)

Bui, L. (2014). *Predictors of forgiveness in Asian female university students.* (senior thesis)

Yaddehige, A. (2013). *Psychological well-being of child labourers in Bangladesh.* (senior thesis)

# Supervision of Student Community Service Projects

Bhangle, P., Dessai, A. S., Devi, A. L., Kumari, K., Kumari, M., & Lalrinawmi. (2013)**.** *Let’s light the spark: Teaching critical thinking to the students of grade eight and nine.* Rajkiya Inter College, Malsi, Dehradun, Uttarakhand, India.

Bui, T. T. T., Ma, N. T. T., Nguyen, C. T. K., , Nguyen, H. T. L., Nguyen, T. T. T., To., S. P., & Tran, D. H. M. (2014). *Promoting well-being of Vietnamese orphans: Raising awareness toward domestic adoption and initiating mentorship program in Vietnam.* Ho Chi Minh City, Vietnam.

# Selected Participation in Workshops and Trainings

Great Lakes Colleges Association (GLCA) Women's/Gender/Sexuality/Queer Studies Institute: Teaching Transnational Feminisms. May 22-24, 2017 (20 hours).

Teaching Cultural Psychology: Course Design and Learning Activities. Beth Morling & Benjamin Cheung. July 30, 2016 (4.5 hours)

Great Lakes Colleges Association (GLCA) Women's/Gender/Sexuality/Queer Studies Institute. May 23-25, 2016 (20 hours).

Restorative Justice Workshop. Chris Ehrhart. January 24, 2015 (7.5 hours)

Medical Family Therapy Intensive. Susan H. McDaniel, Ph.D. & Pieter le Roux, D.Litt. et Phil. June 9-13, 2008. (40 hours)

Acceptance and Commitment Therapy (ACT) for the Treatment of PTSD. Robyn Walser, Ph.D. & Darrah Westrup, Ph.D. November 4, 2007. (7 hours).

Workshop on Cognitive Processing Therapy for PTSD. Patricia A. Resick, Ph.D. February 27th - March 1st, 2002 (12 ½ hours).

Motivational Interviewing Workshop. William R. Miller, Ph.D. & Carolina E. Yahne, Ph.D. October 22 - 23, 1999 (15 hours).

**Clinical and Assessment Experience:**

Evaluator September 2009 – May 2010

Resources for Human Development Philadelphia, PA

Interviewed children/ adolescents and their families to identify and document needed services in school and in the home. Services were provided based on recommendations from my written reports.

Therapist July 2006 – July 2008

URMC Adult Ambulatory Clinic Rochester, NY

Provided Interpersonal Psychotherapy (IPT) to adult clients with histories of sexual abuse and/or intimate partner violence.

Predoctoral clinical internship July 2003 – June 2004

Louisiana State University Health Sciences Center New Orleans, LA

Provided psychological assessment and individual, couples, family, and group therapy to adults and children on an inpatient and outpatient basis. On-call for patient emergencies. Participated in didactics relevant to the field of psychology.

Child assessment practicum September 2002 – June 2003

## Children’s Psychiatric Hospital Albuquerque, NM

Conducted psychological and neuropsychological evaluations of children. Designed assessment batteries to answer referral questions. Administered and scored tests. Integrated data into reports.

ADHD evaluation specialist August 2002 – June 2003

## UNM Psychology Clinic ADHD Program Albuquerque, NM

Assessed individuals for ADHD and differential diagnoses. Batteries included psychological, neuropsychological, and achievement testing. Wrote integrated reports. Documented need for testing accommodations.

Therapist-in-training September 2001 – June 2003

## Albuquerque Family and Child Guidance Center Albuquerque, NM

Provided play therapy, parent training, and family therapy to children and their parents.

Therapist September 1999 – June 2003

Center for Family and Adolescent Research Albuquerque, NM

Provided manual-based therapy, including Cognitive-Behavioral Therapy, Community Reinforcement Approach, psychoeducational group therapy, Community Reinforcement and Family Training, and Functional Family Therapy, on several NIH-funded clinical trials comparing the effectiveness of various therapies in the treatment of adolescent alcohol and substance abuse. Conducted intake appointments with adolescents and parents.

Child assessment practicum August - December 1999

UNM Center for Development and Disability - Albuquerque, NM

Southwest Autism Network

Conducted behavioral observations and neuropsychological and psychoeducational assessments of children aged 3 to 16.

Therapist-in-training February 1999 - August 2001

UNM Psychology Clinic Albuquerque, NM

Provided individual outpatient psychotherapy to 2-3 adult patients per week. Treatment modalities included Cognitive-Behavioral, Psychodynamic, Existential and Rogerian. Conducted intelligence tests and neuropsychological evaluations with patients.

Extern June - September 1998

## NM Veterans Affairs Health Care System Albuquerque, NM

Provided outpatient individual and couples therapy to veterans and their families. Presenting problems included marital difficulties, PTSD and other anxiety disorders. Observed and co-facilitated group therapy for depression, anger, smoking cessation, and partial hospitalization day treatment. Assisted faculty with research and program evaluation data collection. Designed 8-week psychoeducation group for family members of individuals with schizophrenia.

**Service to the Profession**

Member, International Association for Relationship Research, Teaching Committee; October 2024 – ongoing.

Co-lead on the Inclusive Education Campaign for the APA Division 44 (Society for the Psychology of Sexual Orientation and Gender Diversity) Consensual Non-monogamy Committee. February 2022 – ongoing

Co-lead on the Special Call Campaign for the APA Division 44 (Society for the Psychology of Sexual Orientation and Gender Diversity) Consensual Non-monogamy Committee. November 2018 – February 2022

APA Division 44 (Society for the Psychology of Sexual Orientation and Gender Diversity) CNM Selection committee 2022

Contributor to the Communications Team of the APA Division 44 (Society for the Psychology of Sexual Orientation and Gender Diversity) Consensual Non-monogamy Committee. June 2019-February 2022

APA Division 44 (Society for the Psychology of Sexual Orientation and Gender Diversity) Awards Committee 2021

Mentor for Community-Academic Consortium for Research on Alternative Sexualities (CARAS) Fall 2021-Spring 2022

Member of dissertation committee for Psychology PhD student at University of Texas at San Antonio (Fall 2021-present)

**Editorial Board Member**

Archives of Sexual Behavior

Psychology & Sexuality

**Published Peer Reviews**

Flicker, S. M. (2024). Peer Review Report For: Reframing the role of communication in

consensual and/or ethical (non)monogamies: A proposal for a change in academic terminology [version 1; peer review: 2 approved]. Open Res Europe, **4**:167. <https://doi.org/10.21956/openreseurope.18916.r44086>

**Selected Ad Hoc Reviewer**

American Journal of Orthopsychiatry

Canadian Medical Association Journal

International Journal of Psychology

Journal of Consulting and Clinical Psychology

Journal of Cross-Cultural Psychology

Journal of Social and Personal Relationships

Journal of Sexual Orientation and Gender Diversity

Open Research Europe

Psychology of Addictive Behaviors

Violence against Women

Violence and Victims

Women’s Health Issues

Women and Health

**Professional Organizations**

American Psychological Association

International Association for Relationship Research

Society for the Scientific Study of Sexuality

Western Psychological Association

**Licensure**

New York State License to Practice Psychology

Pennsylvania State License to Practice Psychology

**Selected Honors and Awards:**

Pennsylvania Psychological Association of Graduate Students Community Service Project Award: Faculty Advisor, 2010.

National Research Service Award Postdoctoral Research Fellowship, 2006-2008.

UNM Barbara Goldman Garland Memorial Scholarship Award for excellence in clinical work and research with adolescents and families, 2001

Psi Chi’s Rocky Mountain Psychological Association Region Research Award, 2000

Presidential Scholarship Award, Cornell University, 1997

Suffolk County AME Union Scholarship, 1993-1997

**Selected Volunteer Work and Consulting**

Mentorship Program for Disadvantaged Children 2014-2017

Ho Chi Minh City, Vietnam

Began as faculty supervisor for a group of seven students’ summer service project. Now serve as formal advisor. Proposed initial idea of creating a Big Brother/ Big Sister-type program for children in orphanages. Provided guidance as students researched the idea and set up the logistics of the program, which included partnering with an orphanage, identifying motivated mentors, screening and selecting mentors, training, and continued support throughout the year. Visited on-site in October 2014. Two of the students continued coordinating the program over a period of three years.

The Ark Foundation, Inc. September 2005 – January 2006

Accra, Ghana

Worked at a non-governmental organization specializing in women’s rights and development. Assisted with counseling and rehabilitation of clients. Conducted staff trainings. Wrote a counseling skills manual, including training exercises to be used by trainers within the organization. Participated in grassroots activism, including increasing public awareness of domestic violence, campaigning for the passage of Ghana’s first domestic violence bill, working in Ghana’s only domestic violence shelter, and distributing school supplies to girls to facilitate their educations.

Incawasi Streetkids January 2006 – July 2006

Cajamarca, Peru

Volunteered at a school dropout prevention center. Created and provided therapeutic, educational and recreational activities for the children. Built links between the organization and community resources. Taught English to local Peruvian adults to fund the center. All activities conducted in Spanish.

**Languages Spoken**

Native English speaker; Proficient in Spanish