

Wesley Jackson Wade

MA, LCAS, LCMHC, CCMHC, NCC

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EDUCATION

- North Carolina State University** (NCSU), Raleigh, NC Dec. 2024
Ph.D., Educational Leadership, Policy and Human Development; Counseling & Counselor Education
- North Carolina Central University** (NCCU), Durham, NC Dec. 2016
M.A., Mental Health Counseling; M.A., Career Counseling
- North Carolina State University** (NCSU), Raleigh, NC Dec. 2005
B.A., Sociology; minor, Creative Writing

CONSULTANCY & DEI MANAGEMENT EXPERIENCE

Forward Counseling & Consulting, PLLC, North Carolina Feb. 2017 – Present
Founder, Counselor, Consultant

- Developed a counseling and consulting practicing serving individuals and organizations seeking to improve well-being, create a deeper understanding of mental health, and address DEI-related concerns.
- Create anti-racist flat organizational structure prioritizing wellness of practitioners and clients.
- Conduct clinical counseling services for clients who are neurodivergent (ADHD, dyslexia, autism, etc.), depressed, experiencing anxiety, bi-polar I & II, and/or having issues with substance use.
- Partner with organizations for keynotes, workshops, presentations, and strategic plans and research focus on diversity and/or mental health-related objectives and measures.
- Provide mental health, neurodiversity, career development, and anti-racist workshops for organizations such as NC State University, University of Arizona, Capco, Ultranauts, and Credit Suisse.
- Serve clients using evidence-base practices and techniques recognizing the role of systems, identity, and community, such as (but not limited to) relational cultural therapy, Black feminist thought, neurodiversity, and the multidimensional model of racial identity; also use techniques such as motivational interviewing, the WDEP model from reality therapy, and Gestalt and family-systems techniques.
- Provide clinical consultation for mental health and medical practitioners working with neurodivergent and/or Black clients.
- Collaborate counseling associates to develop their client offerings, client volume, and reviewing client sessions for ongoing professional development.
- Analyze data on client offerings and develop internal research for organizations.

CLINICAL COUNSELING EXPERIENCE

Collegial Behavioral Health, Raleigh, NC March. 2018 – May 2019
Substance Abuse Counselor (contractor)

- Partnered with Physician's Assistant providing clinical counseling services 2 weekday evenings per week and 2 Saturday mornings per month; primarily served patients/clients with severe opioid use disorder, anxiety, major depression, and ADHD.
- Counseled 18 patients/clients in an integrated-health environment, collaborating with PA and additional counselor on treatment plans, referrals, and joint sessions.

Walter B. Jones Alcohol & Drug Abuse Treatment Center (ADATC), Greenville, NC May 2016 – Aug. 2016
Substance Abuse Counselor (intern)

- Provided crisis counseling in state-funded, in-patient, medical detox environment.

- Managed caseload of 12 patients/clients by providing individual and group counseling sessions, intake screening, safety plan development, process notes, and aftercare logistics.
- Coordinated with psychiatrists, nurse practitioners, registered nurses, counselors, and social workers to review patient/client intakes, immediate presenting issues, and treatment plans.
- Created group counseling themes and targeted sessions for men, women, and co-ed groups using aspects of DBT, RCT, and reality therapy.

CONSULTING EXPERIENCE

Catalyst, NCSU, Raleigh, NC

July 2019 – Present

Professional Development Workshop Facilitator

- Planned and coordinated with grant PI and program manager to strategize best offerings for career assessments and evidence-based development strategies for high school students with varying disabilities interested in STEM.
- Led summer workshops for 40+ Wake County, NC high school students using universal design and strength-based approaches.

Genius Within (GW), London, UK (virtual & in-person)

April 2022 – May 2023

Associate Coach & Consultant

- Strategize with GW leadership on workshops, coaching, and identifying ways to help organizations create neurodiversity-centered workplaces support staff needs.
- Work directly with corporate clients to help establish quantifiable objectives and design and implement services centered at increasing internal and external communication, internal efficiency, and staff supports.

Autism Community Ventures, domestic & international (virtual & in-person)

May 2022 – May 2023

Neurodiversity Advisory Council & Neurodiversity Consultant

- Collaborate with The LEGO Foundation Neurodiversity Accelerator participants to review, educate, and advise businesses to scale services and products for neurodivergent populations.
- Advise on the intersections of mental health and neurodiversity, review marketing, educational materials, etc.

Black Male Initiative (BMI), NCSU, Raleigh, NC

Aug. 2016 – March 2022

Advisory Council Member, Family Leader

- Communicated strategies and best practices for future direction, growth, and programming for BMI, during monthly advisory board meetings, family leader meetings, and group meetings with BMI students.
- Organized 11 career development workshops and 3 mental health workshops focused on establishing authentic dialogue between Black full-time industry and mental health professionals with Black students at NCSU.
- Provided monthly small group and individual discussions in addition to mentorship for BMI family groups consisting of 4 to 6 students.

LiNC-IT & NC Higher Ed. Collaborative, Raleigh, NC

Aug. 2018 – Feb. 2022

Planning Committee Member, Program Chair

- Engaged in strategy discussions focusing on how to best reach college students and employers in addition to increase overall awareness of the LiNC-IT paid internship program throughout NC.
- Collaborated in-person and virtually on programming initiatives to engage and motivate employers and NC colleges/universities to join LiNC-IT and extend services to recruiting efforts and students.
- Led sub-committee of 10+ community college and university representatives in disseminating information about LiNC-IT, addressing misconceptions concerning autism, and collaborating on joint programming.
- Shared resources such as industry contacts, evidence-based practices, and data to help increase depth of services for students on the autism spectrum across NC.

IRB Office, NCSU, Raleigh, NC

Aug. 2018 – Feb. 2022

Autism & Neurodiversity Consultant

- Requested by IRB staff to review protocols for studies involving autistic students.
- Analyzed protocols, sampling and data collection methods, and interventions for ethical dilemmas, informed consent, and participant confidentiality.

Math 4 Manufacturing, STEMedia (virtual)

Aug. 2021

Independent/ Contracted Consultant

- Advised STEMedia team on career development best practices for college students in STEM and wrote scripts for video series discussing key job search elements, i.e. networking, interviewing, and project management.
- Performed in professional recordings explaining career development concepts for undergraduate students and community college students in addition to competition requirements.

Retention Foundations Assessment, NCSU, Raleigh, NC

April 2020 – May 2021

Assessment Implementation Team Member

- Requested by Division of Academic and Student Affairs (DASA) Assessment office to collaborate with department leads and review qualitative and quantitative data from assessment of 260 NCSU sophomores concerning long-term goal planning.
- Participated in 10 virtual team meetings to discuss interpretations of findings, relevant points, and next steps.
- Developed and implemented virtual workshops with DASA departments to share data and lead staff in strategic planning sessions identifying strengths, weaknesses, and potential solutions.

AUTISM / NEURODIVERSITY PROGRAMMING EXPERIENCE

NC Autistic Career Summit, NCSU, Raleigh, NC

Aug. 2019 – Feb. 2022

Creator & Program Lead

- Coordinated employers, state government staff, and staff/faculty representatives from 10+ NC colleges/universities to participate in a statewide career summit for all NC college students and alumni on the autism spectrum.
- Strategized a sponsorship program to create a budget for the summit totaling over \$10,000.
- Developed summit by implementing a community-based approach through organizing focus groups with students, alumni, and professionals who identify as autistic.
- Created “NC Excellence in Leadership” award for college students on the autism spectrum who displayed leadership skills through educating local communities about autism acceptance and community needs.
- Marketed summit through social media and campus networks resulting in 115+ attendees in 2019, 70+ attendees in 2020, and 250+ registered attendees in 2021 (2021 summit takes place on 9/23 & 9/24).
- Produced comprehensive program offerings addressing diverse needs of students and alumni job-seekers on the autism spectrum while highlighting diversity within autism community in career pursuits, race, ethnicity, gender, and skill sets.

Students Moving Forward (SMF), NCSU, Raleigh, NC

Aug. 2017 – Feb. 2022

Co-Creator & Program Lead

- Identified notable obstacles in attainment of degree-related internship experience and post-graduation employment rate for NCSU students on the autism spectrum—developed SMF to address this disparity.
- Organized and collected data from Disability Resource Office (DRO) and Counseling Center on prevalent concerns for NCSU students on the autism spectrum; incorporated representatives from each office into SMF.
- Designed a career-focused program for fall and spring semesters based on evidence-based practices using strengths-based approaches, the neurodiversity framework, and local industry professionals who identify as autistic.
- Initiated connections with employer partners, state government, and UNC TEACCH, to help develop employment opportunities and clarity on access to resources for students.

UNIVERSITY TEACHING EXPERIENCE

Career Transitions – COS 295, NCSU, Raleigh, NC

Aug. 2020 – Nov. 2021

Instructor of Record

- Developed curriculum focused on career readiness for transfer students to the College of Sciences using National Association of Colleges & Employers (NACE) career competencies.
- Facilitated synchronous virtual and in-person classes during fall 2020 and fall 2021 semesters while leveraging technology such as Moodle, Symplicity, LinkedIn, PollEverywhere, and PlayPosit.
- Crafted in-class panels including recruiters representing students' career interests, former transfer students, and campus departments such as tutorial center, counseling center, advisors, and the office of undergraduate research.
- Processed career assessments through small and large group discussions using anonymous polls, open-ended critical questions, and personal reflection.

Multicultural & Gender Issues in Counseling – CON 5360, NCCU, Durham, NC

Aug. 2021 – Nov. 2021

Co-Instructor (Ph.D. Intern)

- Created lesson plans for a synchronous virtual class of 17 master's level counseling students focused on establishing multicultural competencies for new counselors per CACREP standards.
- Incorporated technology such as PollEverywhere, Loom, Kahoot, and YouTube to create interactive activities to stimulate engagement and discussion on counseling topics.
- Expanded focus of class by developing a two-part lesson plan on neurodiversity with emphasis on terminology; differences between "spikey" vs. "flat" profiles; and conditions such as autism, ADHD, and dyslexia.
- Taught sessions on topics such as race, gender, age, and sexuality providing historical context, recent scholarly literature, and dynamic class engagement to build counseling competence in these areas and challenge students.

Practicum in Counseling – ECD 642, NCSU, Raleigh, NC

Jan. 2021 – April 2021

Instructor & Clinical Supervisor (Ph.D. Intern)

- Led three master's level counseling students in a practicum class including one student in mental health counseling and two in college counseling.
- Held weekly one-on-one meetings with each student in addition to weekly group meetings to discuss micro-skills, putting theory into practice, and navigating client conversations.
- Incorporated professional development processing activities allowing students to connect future goals to skill development through SWOT analysis, Johari Window exercise, and open dialogue.

NEURODIVERSITY & MENTAL HEALTH RESEARCH EXPERIENCE

Examining Racism, Neurodivergence, & Workplace Wellbeing,

Oct. 2022 – Present

Ph.D. Candidate, dissertation

- Designed quantitative correlation study using intersectionality and neurodiversity as frameworks to examine how racism, ADHD, autism, and other conditions affect workplace wellbeing and career aspirations for Black professional adults.
- Collected, analyzed, interpreted, and discussed findings to help design and implement new approaches for creating inclusive work environments.

Mental Health & Black College Students, (*in progress*), Virtual

Sept. 2021 – May 2022

- Formulated research questions observing the association between specific mental health concerns, racism, racial identity, and academic success for Black undergraduate students at PWIs.
- Collaborated with Dr. Enrique Neblett, professor of clinical psychology at University of Michigan School of Public Health.

UNIVERSITY CAREER COUNSELING EXPERIENCE

Career Development Center, NCSU, Raleigh, NC

July 2014 – March 2022

Career Counselor, College of Sciences (COS)

- Managed career services and employer relations for 4,100+ undergraduate, graduate, and recent alumni for the College of Sciences.
- Researched market and industry hiring trends in addition to expressed areas of interests from students to develop programming, targeted career fairs, and employer partnerships for each academic year.
- Restructured graduate assistant roles and built a career counseling internship program to leverage a budget-friendly solution addressing department disparities in counselor-to-student ratio.
- Created and implemented professional development workshops for graduate assistants, staff, and faculty, on topics such as disability and access to career opportunities, student engagement, and programming creation.
- Conducted 1,445 one-on-one student career counseling appointments between August 2017 – April 2021 for bachelor's, master's, and doctoral students in addition to recent graduates.
- Supported and mentored underrepresented student populations in COS through formal and informal group programming and individual meetings.
- Planned, coordinated, marketed, and provided 145 workshops for 3,146 students between August 2017 – April 2021; topics included resumes/cover letters, job/internship search strategy, non-linear career paths, networking, navigating career fairs, and connecting interests/personality traits with career paths and majors.
- Created signature events such as *Pi Day Career Night*, *Bench-to-Business*, *Law School for Sciences*, *How to Grad School*, and *Talking About Science: Communications Roles in STEM*; partnered with advancement in College of Sciences to incorporate donors and alumni into events.
- Collaborated with and developed tailored programming for Black Students Board, Society of Multicultural Scientists, Chinese Student and Scholar Friendship Association, Society of Black Engineers, and Native American Student Association addressing obstacles in the job search process featuring employers with hiring opportunities.
- Coordinated annual career fair in collaboration with College of Agriculture & Life Sciences, both in-person and virtual, including 50 to 118 employers, and 400 to 800+ students.
- Initiated 5 focus groups over a 2-year period consisting of 52 undergraduates representing diversity in majors, gender, age, race, and ethnicity, to gather data for campus career guide revisions.

Employer Relations Coordinator

- Communicated with approximately 10 employers per day about recruiting strategies, partnership program, and registering with career services system (CSM).
- Networked with existing employer partners and potential partners to cultivate depth in partnerships and campus engagement.

Career Ambassador Coordinator

- Managed and supervised 25+ undergraduate Career Ambassadors (CAs) to provide peer-to-peer professional development and career development services.
- Coordinated weekly CA class to help create group solidarity, enhance resume/cover letter creation skills, and increase knowledge about job searching, connecting with employers, and branding.
- Created a series of on-campus and virtual training sessions for CAs on 8 professional development topics during fall 2014 and spring 2015 in preparation for peer-led LAUNCH career series.
- Increased LAUNCH attendance and number of students earning Professional Development Certificate by more than 300% in fall 2014, and more than 200% in spring 2015.

CONFERENCE PRESENTATIONS, INVITED TALKS, MEDIA APPEARANCES, & WEBINARS

Conference Presentations

- Wade, W.** (2022, June 7–9). *Creating authentic and equitable career programs for autistic college students* [Conference session]. NACE Annual Conference, Portland, OR. <https://www.naceweb.org/conferenceexpo/sessiondetails.aspx?ID=785>
- Wade, W.** (2021, November 7–9). *College Panel 2: Navigating chaos: Strategies to support belonging for neurodivergent students in higher education* [Summit session]. Stanford Neurodiversity Summit, virtual. https://youtu.be/pyy_IX5Q8pM?t=30198
- Wade, W.**, Pavliv, D., Hedemark, M., & Madsen, P. (2021, May 4–6). *Creating authentic and equitable career programs for autistic college students* [Conference session]. NACE Annual Conference, virtual. <https://www.nace.org/index.php/annual-conference/>
- Sullivan, C., Crawford, M., Chapman, M., Farrar, A., & **Wade, W.** (2020, September 23). *Resources, Next Steps, TNAC growth opportunities* [Summit panel]. Triangle Neurodiversity Advisory Council Mini Summit, virtual. <https://www.autismsociety-nc.org/conferences/triangle-neurodiversity-advisory-council-virtual-summit/>
- Wade, W.**, & Pavliv, D. (2020, September 16–18) *It takes a village: creating and implementing an autism to work program for students* [Conference workshop]. CMD-IT/ACM Richard Tapia Celebration of Diversity in Computing Conference, virtual. <https://tapiaconference.cmd-it.org/wp-content/uploads/2021/02/TAPIA-2020-program-v11.pdf>
- Wade, W.**, Chandrasekhar, T., Pavliv, D., Dusch, B., Smith, C., Nelson, C., & Zucker, E. (2020, February 5) *The value of creating neurodiverse spaces* [Symposium session]. Diversity in STEM Symposium, Raleigh, NC, United States.
- Wade, W.**, & Moses, H. B. (2020) *Parenting & independence: Preparing for college* [Session talk]. The 2020 Virtual Autism Summit, virtual. <https://www.hollyblancmoses.com/autism-summit>
- Wade, W.**, & Pavliv, D. (2019, March 31–April 2). *It takes a village: creating and implementing an autism to work program for students* [Conference session]. Annual CEIA Conference, Chicago, IL, United States.
- Wade, W.** (2018, October 16) *Students moving forward: A career readiness group for students with autism spectrum disorder* [Conference workshop]. NCCDA Annual Conference, Burlington, NC, United States.
- Wade, W.**, & Johnson, M. (2018, February 5). *Creating your personal brand* [Symposium session]. Diversity in STEAM Symposium, Raleigh, NC, United States.

Invited Talks

- Wade, W.**, (2020, July 30). *“This ain’t a dress rehearsal!”: Creating careers for change*. Social Justice Internship Program, Summer Keynote. City Mission, Boston, MA. Virtual.

Media Appearances

- Wagner, E., (Host), Cunningham, T. (Guest), Herrema, D. (Guest), & **Wade, W.** (Guest). (2022, March 24). Neurodiversity and Accessibility in the Hiring Process [Web series episode]. In, *The Conversation Room*. YouTube. <https://www.youtube.com/watch?v=XK3kDw38SV8&t=5s>
- Johnson, T. (Host) & **Wade, W.** (Guest). (2021, December). Neurodiversity and (much much more) with Wes Wade, LCMHC, LCAS, NCC (Episode 6) [Podcast series]. In, *Business of Human Flourishing*. <https://www.advaitaventures.com/podcast>
- Wilkerson, B., (Host) & **Wade, W.** (Guest). (2020, July 15). So You Want to be a Career Counselor (Episode 11) [Web series episode]. In, *College Conversations*. YouTube. <https://www.youtube.com/watch?v=h6B-VWKpBIs&t=575s>
- Slade, K. (Host), Branch, J. (Guest), Hargett, B. (Guest), **Wade, W.** (Guest). (2020, June 22). Trauma Live! (Episode 1) [Web series episode]. In, *The Way Forward*. Triangle Counseling, PLLC. Facebook. <https://www.facebook.com/ResearchTriangleCounseling/videos/272782360814426>
- Hedemark, M. (Host), **Wade, W.** (Guest). (2020, June 10). Wesley Jackson Wade and the Black ADHD Experience

(Season 1, Episode 3) [Podcast series]. In, *Neuroverse by Grotkopus*. <https://neuroverse.transistor.fm/episodes/wesley-jackson-wade-and-the-black-adhd-experience>

Catanzarite, G. (Producer), Banks, A. (Associate Producer), Washington, L. (Host), Brock, R. (Guest), **Wade, W.** (Guest), Donato, E. (Guest), & Abel-Palmieri, L. (Guest). (2020, March 15). The crisis with soft skills (Season 7, Episode 5) [TV series episode]. In, *iQ: Smartparent*. American Public Television; WQED. <https://www.wqed.org/iqsp/episodes/705>

Webinars

Wade, W., & Pearson, J. (2019) *Neurodiversity in career development: Best practices for serving individuals with autism* [Webinar]. North Carolina Career Development Association.

PUBLICATIONS

Wade, W. (under review) A Labor of Support and Discovery. In Smith, A. (Ed.) & Peterssen, K. (Ed.), *An Innovative Approach to Career Counseling*. Springer.

Wade, W. (under review) “Will this happen to me?”: Implications of media and violence on black children. In Brown, L. (Ed.), *Handbook of Research on Trauma with High Poverty Children*. Cognella.

Wade, W. (2020) Students moving forward begins fourth year. *Office for Institutional Equity and Diversity: Diversity Digest*. NC State University, Raleigh, NC. <https://diversity.ncsu.edu/news/2020/07/16/students-moving-forward-begins-fourth-year/>

Wade, W. (2020). Creating collaborative career interventions for autistic college students [Special issue]. *Carolina Counselor: Official Newsletter of the North Carolina Counseling Association*, Spring, 29–36. <https://nccounselingassociation.files.wordpress.com/2020/04/2020-spring-carolina-counselor-1.pdf>

Royal, C., **Wade, W.**, & Nickel, H. (2015). Career development and vocational behavior of adults with attention-deficit hyperactivity disorder [ADHD]. *Career Planning and Adult Development Journal*, 31(4), 54-63.

HONORS & AWARDS

Who’s Who in Black Mental Health, (2022), Black Mental Health Today Magazine

Outstanding Practitioner Award, (2022), Nu Sigma Chi (NCSU Chapter), Chi Sigma Iota Counseling Academic and Professional Honor Society

New Professional of the Year, (2020), NC Career Development Association

Chancellor’s Award for Outstanding Staff in Creating Community, (2020), NCSU

Pride of the Pack, (2018), NCSU

Minority Addictions Counseling Fellow, (2015), National Board of Certified Counselors (NBCC), & Substance Abuse and Mental Health Services Administration (SAMHSA)

Chi Sigma Iota, (2014 – Present), Counseling Academic & Professional Honor Society International

Mr. School of Education, (2015 – 2016 academic year), NCCU

CORPORATE CAREER HIGHLIGHTS

- Conducted presentations for C-Suite Level executives of small to mid-sized businesses for 9+ years; presentations consisted of in-depth analysis of business needs and recommended solutions.
- Earned the following awards: “Outstanding Growth Award” 2007 with Vanguard, “\$1 Million Club Award” 2007 with Vanguard, “Highest Customer Satisfaction Award” 2009 with Vanguard, “Exceptional Achievement Award” 2011 with Enterprise Fleet Management, Two “Gold Man” awards for exceeding 2012 Q4 quota and 2013 Q1 quota with Vocus / iContact.

EARLIER EMPLOYMENT HISTORY

Oak Ferry Consulting – Research Triangle Park, NC
Digital Marketing Consultant / Owner

April 2013 – Sept. 2014

Pet Kept Secrets – Raleigh, NC <i>VP of Marketing & Business Development</i>	April 2013 – Sept. 2013
Vocus / iContact – Morrisville, NC <i>SMB Sales Consultant</i>	Oct. 2012 – Sept. 2013
Robert Half Technology – Raleigh, NC <i>Recruiting Manager</i>	March 2012 – July 2012
Enterprise Fleet Management – Morrisville, NC <i>Account Executive</i>	Sept. 2010 – Feb. 2012
Vanguard Cleaning Systems – Chesapeake, VA <i>Account Manager</i>	Sept. 2006 – Aug. 2010
Legal Wheels, Inc. – Raleigh, NC <i>Sales Manager</i>	June 2005 – Aug. 2006