**Nicole L. Arkadie, Ed. D, LCSW, PPSC**

CURRICULUM VITAE

**Academicappointments**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2024 – Present ***Director of Bachelor of Social Work Program***, California University of San Bernardino, CA, School of Social Work

2022 – Present ***Assistant Professor***, California State University of San Bernardino, CA, School of Social Work, Micro Social Work Practice Faculty

2022 – 2024 ***Mental Wellness Fellow***, California State University of San Bernardino, CA, Faculty Affairs & Development

**EDUCATION\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

2018 **Doctorate of Education, Organizational Leadership with Emphasis in Behavioral Health**, Grand Canyon University, College of Doctoral Studies **-**Dissertation “*Self-Compassion and Compassion Fatigue among Licensed Mental Health Clinicians Who Work with Trauma Clients*”

2007 Master of Social Work, California State University of Long Beach,

Concentration in Children Youth & Families

Thesis “A Comparison of the Psychological Well-Being in both Working and Non-Working Mothers”

1999 Bachelor of Sociology,California State University of Long Beach,

**PROFESSIONAL LICENSURE, CERTIFICATIONS, & CREDENTIALS**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Licensed Clinical Social Worker**

California Board of Behavioral Sciences – Licensure Number: 26415

Sacramento California, 95834

**Pupil Personnel Services Social Work Credential**

Commission on Teacher Credentialing 07/2007 – current, State of California

**Pupil Personnel Services in Child Welfare & Attendance Credential**

Commission on Teacher Credentialing 07/2007 – current, State of California

**Diversity Equity & Inclusion Certification**

Cornell University – 07/2023

**GRANTS & AWARDS\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Dec. 2024 –** Mini GrantAwarded of$4,000 by California State University, San Bernadino College of Social and Behavioral Sciences. Principal Investigator: Stephen D. Ramos, PhD. Co-Investigators: **Nicole L. Arkadie, EdD**., Manijeh Badiiee, PhD. Project Title: Understanding Factors Influencing HIV and STI Testing among Latinx Students through Group Concept Mapping (GCM)

**Jan. 2024** - Mini Grant Awarded of $3,159 from California State University of San Bernardino

the Office of Community Engagement for the Community-Based Participatory Research (CBPR). Project Title: 6-week Mindfulness Self-Compassion Intervention

**Sept. 2023** - Grant Awarded of $3500 from California State University of San Bernardino

DEI Board, for Community Based Event I hosted on CSUSB Campus- Moms Empowerment Summit

**AREAS OF RESEARCH\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Mental Health/Wellness Community Action & Engagement Research of positive and negative emotional responses among clinical practitioners with focus on preventative interventions and improved well-being; Factors that impact the mental wellness of working mothers with focus on preventative measures and outcomes.

**SCHOLARLY PUBLICATIONS\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. **Arkadie, N**. & Williams, M. (2024). Empowering African American Mothers Utilizing a Community-Based Mindfulness Art Intervention to Create Safety & Belongingness. *The Canadian Journal of Art Therapy.*
2. Lim, C., Um. M.Y., Schott, E., **Arkadie, N**., Hernandez, M., & Barrio, C. (2024). Treatment outcomes for Asian Americans Diagnosed with Schizophrenia Spectrum Disorder. *Community Mental Health Journal.*
3. Peer Reviewed Book Chapter. **Arkadie, N**. (2024). “Intersectionality of Faith & Intimate Partner Violence” in *Infusing Social Justice into Practice* (pp. 195 - 206), edited by Jaqueline Dryer, Los Angeles, CA: Kendall-Hunt Publishing.
4. Wilkerson, S. & **Arkadie, N**. (2024). Religious coping and maternal work-conflict: Uncovering the pathways to well-being. *Journal Religion & Spirituality in Social Work: Social Thought*. http://dx.doi.org/10.1080/15426432.2024.2418313 [dx.doi.org]
5. **Arkadie, N**., Ghant, C., Moore-Obe, R., & Mitchell, K. (Under Review). Breaking Barriers: Addressing Mental Health Services Utilization in Christian Communities. *The Journal of Social Work & Christianity.*
6. Lim.C., Hernandez, M., Schneider, S., **Arkadie, N**., Goana, L., Schott, E., & Barrio, C. (Under Review). Effects of chronic strains on symptomatology severity among Asian Americans diagnosed with schizophrenia spectrum disorder. *The Journal of Social Psychiatry and Psychiatric Epidemiology*
7. **Arkadie, N**., Williams, M., & Ghant, C. (Under Review). Health Disparities Among African American Mothers: Addressing Cultural Sensitivity and Representation.
8. **Arkadie, N**. & Henley, N. (In Preparation). Poverty spent simulation: Exploring Social Work Graduate Students’ Attitudes & Perceptions. *The Journal of Social Work in Higher Education.*
9. **Arkadie, N**. & Schott, E. (In Preparation). Enhancing students’ cultural humility practices. *The Journal of Management Teaching Review*.
10. **Arkadie, N**., Schneider, S., & Lanesskog, D. (In Preparation). 6-week mindfulness self-compassion intervention classes with child welfare staff.
11. **Arkadie, N**. (In Preparation). Moms Empowerment Summit: Pilot study, impact of self-care intervention on mental health.
12. **Arkadie, N**. & Lim, C. (In Preparation). Post Covid-19: Analysis of mental health therapists’ levels of compassion fatigue & self-compassion.
13. Mshigeni, S., Moore, C., & **Arkadie, N**. (2021). The prevalence rate of smoking among Veteran: A forgotten epidemic. *The Journal of Military Veteran & Family Health 7*(2), 16-25.
14. Peer Reviewed Book Chapter. **Arkadie, N**. & Macon-Richard. “Mental health therapy: Examining cultural humility’s impact on social work engagement” in *Medical Social Work Practice: A Christian Approach* (pp. 61-69), edited by Kendra Flores-Carter, 420-425. Los Angeles, CA: Kendall-Hunt Publishing, 2020.
15. Lipscomb, A.E. **& Arkadie, N**. (2019). It takes a community: Preventing child maltreatment of toddler-aged children from an ecological systems perspective. *The Journal of Social Work Education and Practice, 4*(4) 34-42
16. **Arkadie, N.** & Lipscomb, A.E. (2018). Post Graduate Training and Professional Development: Exploring the Nexus Between Self Compassion and Compassion Fatigue Among Mental Health Clinicians Working with Trauma. *Journal of International Research in Higher Education 3*(4), 41-54.

**SCHOLARLY PEER-REVIEWED PRESENTATIONS\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. April 2024. Proposal accepted to present at National Association of Social Workers (NASW) Arizona chapter, Pheonix Arizona.
2. Feb. 2024. Competitively Selective proposal accepted to present at Society for Personality and Social Psychology 2024 Annual Convention, San Diego, CA. Teaching Graduate Students Cultural Responsiveness Through a DEI Lens.
3. Feb. 2024, San Bernardino, CA. Proposal selected and presented at the 2024 CSU Symposium on Teaching & “Enhanced Student Engagement: Fostering Psychological Safety in Both Asynchronous and in Class Learning.
4. Jan. 2024. Competitively Selective Poster Accepted to Present at Lily Conference, Evidenced Based-Teaching & Learning, San Diego, CA. Teaching Cultural Responsiveness & Affirming Care Skills to Graduate Students.
5. Competitively Selected out of 850 Proposals, proposal accepted, presented research findings at National Alliance on Mental Illness (NAMI) Conference, Minneapolis, MN. Arkadie, N. (May 2023). Utilizing Community Based Interventions to Address Barriers of Maternal Wellness Among African American Women. 92 people registered to attend the workshop
6. Proposal selected to present at the 2023 Lily- Evidenced Based-Teaching & Learning Conference. Enhanced Student Engagement During Synchronous Learning: Unsing Breakout Rooms.
7. Invited to speak October 2022 at Diversity Equity & Inclusion Research at CSUSB. 2nd Annual DEI Faculty Conversation Seminar. Two Overlooked Populations: Mental Wellness.

**INVITED LECTURES, KEYNOTE SPEAKER & WORKSHOP/TRAININGS\_\_\_\_\_\_**

1. April 2024. Requested and invited to be the speaker/workshop facilitator at for the First Year Faculty Community Faculty Learning Center at California State University of San Bernardino. Work/Life Balance.
2. March 2024. Requested & Invited as the Keynote Speaker for California State University of San Bernardino School of Social Work Title IV-E Annual Career Day. Social Workers: We Don’t Work, We Inspire.
3. Requested & invited to provide lecture workshop for the Equity Minded Teaching Program at California State University of San Bernardino. Engaging Students with Mental Health/Disability Issues in the Classroom.
4. Dec. 2023. Requested & Invited as the Keynote Speaker for Riverside University Health System- Maternal, Child Adolescent health and Public Health Nursing Services Annual Staff Holiday Event. Mindfully Aware: Utilization of Self-Compassion Techniques.
5. Oct. 2023. Requested & Invited as the Keynote Speaker at the California Association of Infant Mental Health (CalAIMH), Ontario, CA. Getting Back Your Joy: Mental Wellness.
6. April 2023. Invited talk as a speaker at Black Girl Magic Summit at Cal State San Bernardino. I’m Not Crazy: Just Practicing Self-Rescuing & Mental Wellness.
7. April 2022. Invited as Keynote speaker at Historical Black College University, Edward Waters University, Jacksonsville, FL. Mental Wellness & Forgiveness. Spoke at their annual Denim Day event.
8. May 2021. Invited as Keynote speaker to provide training on: Mental Health Empowerment & The Church. Presented at Mt. Calvary Holy Church, Palm Desert, CA.
9. Jan. 2020. Invited to provide training on Positive & Emotional Responses: Compassion Fatigue, Burnout, Self-Compassion, and Self-Care. To mental health professionals at Mental Health Systems Agency, a non-profit outpatient mental health agency, Rancho Cucamonga, CA.
10. Feb. 2020. Invited to provide training on the 3-Tier Approach to Educator Engagement. In attendance were principals, vice principals, teachers, and administrators of Rialto Unified School District, Kucera Middle School in Rialto, CA.
11. Oct. 2020. Invited as Keynote speaker at Dunamis Power Christian Fellowship Church, San Bernardino, CA. A Candid Conversation: Addressing Your Spiritual & Mental Health Needs.
12. July 2021. Invited to provide training to mental health therapists and supervisors on: Compassion fatigue and mental health clinicians. Val Verde School District, Moreno Valley, CA.
13. June 2019. Allison, R., **Arkadie, N.,** Gordon, Z., & Toro-Hernandez, N. Invited to present at international non-profit agency. Stress, compassion fatigue, and self-compassion. International presentation at Centro De Atencion Integral Flinchipa, Panama City, Panama.
14. Oct. 2019. Invited as Keynote Speaker by Kaiser Permanent Medical Hospital. Spoke to accounting department staff on: Having a can-do attitude with a healthy mindset, Pasadena, CA.

**PROFESSIONAL ACADEMIC TEACHING EXPERIENCE**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

California State University of San Bernardino, San Bernardino, CA **Aug 2022- current**

***Assistant Professor – School of Social Work***

*Courses Taught – SW 6023, SW 6024, SW 6013l SW 6014, SW 5054, SW 6021, SW6022*

* 2024 – current, BASW Program Director- responsible for overseeing the BASW program and providing oversight, curriculum development, chair of admissions review, train and update BASW staff as needed, provide outreach services, collaborate with internal university staff and community partners.
* 2022 -2024 Micro Practice Committee Chair, organized and developed online shell courses for SW 6023 and SW 6024 lectures and faculty
* Reviewed and revised course syllabuses for micro practice courses to incorporate more effective teaching strategies for students
* Research Supervisor for 16 graduate students conducting master thesis projects- qualitative, quantitative, and case studies designs, met with students throughout the year aided on their projects
* Served on the search committee for faculty recruit, interviewed candidates and met frequently to discuss, assisted in campus visits of candidates
* 2022-2024 Mental Wellness Faculty Fellow for Academic Affairs
* Served as a committee member for 9 different committees at the School of Social Work
* Served as student advisor for graduate students in the School of Social Work

California State University of San Bernardino, San Bernardino, CA **Aug 2016- May 2022**

***Part-time Lecturer – School of Social Work***

*Courses Taught – SW 401ABC, SW 645, SW 646. SW647*

* Provide classroom lectures to MSW students teaching advanced micro practice courses
* Developed students understanding of social workers as change agents
* Advanced students understanding of empowerment models that implemented change within individuals and the family system
* Field Liaison for community partners within the San Bernardino area
* Teach social work field seminar course to bachelor level students. Assist BSW students in being able to apply theoretical concepts in their practical field placement settings
* Bridged the students understanding and knowledge of the field of social work to make them more effective advocates and social work practitioners
* Assist the students in being able to understand the social work core values and ethical considerations
* Conducted field supervision at students’ internships, collaborated with their field site placements, and provided additional support to student field supervisors
* Attended quarterly collaborative meetings with the Director of Field Placement and provide feedback to enhance the field placement experience for students and field placement sites

California Baptist University **Aug 2018 – May 2019**

***Part-time Faculty – Social Work Department***

* Field Practicum Liaison for MSW students and community partners located in Riverside county, provide weekly instruction to students to enhance their clinical social work skills
* Teach students core social work principles and principles, and effective application of theoretical concepts at their practicum sites
* Facilitate classroom discussions surrounding social work core values, ethical dilemmas and consideration
* Conduct field practicum site visits at each student’s practicum placement

California State University of Fullerton, Fullerton, CA **Aug 2016 – May 2018**

***Part-time Faculty & Lecturer – Social Work Department***

*Courses Taught – SW 540, SW 541, SW 542, SW550*

* Oversaw and assisted in the development of a school-based social work program for MSW student interns at the Center for Healthy Neighborhoods Community Center
* Collaborated with Fullerton School District management team, principles, and school personnel.
* Lectured master level (MSW) students in core practice class and Field Seminar courses to assist them in understanding core competencies of social work practice.
* Taught a cultural diversity course to enhance students understanding of systemic factors that impact individuals and families
* Taught advanced mental health course to students to assist in developing their knowledge of mental health models, theories, and treatments
* Conduct field supervision at students’ internships, collaborated with their field site placements, and provided additional support to student field supervisors

Azusa Pacific University, Azusa, CA **Aug 2011 – May 2012**

***Adjunct Master of Social Work Professor***

*Courses taught – SW 525 1, 52511*

* Taught social work field seminar course. Assisted MSW students in being able to apply theoretical concepts in their practical field placement settings
* Bridged the students understanding and knowledge of the field of social work to make them more effective advocates and social work practitioners
* Assisted the students in being able to understand the social work core values and ethical considerations
* Conducted field supervision at students’ internships, collaborated with their field site placements, and provided additional support to student field supervisors
* Attended bi-monthly collaborative meetings with the Director of MSW Field Placement and provided feedback to enhance the field placement experience for students and field placement sites

Chaffey Community College, Rancho Cucamonga, CA **Aug 2010 – May 2011**

***Adjunct Sociology Professor***

*Course Taught- Soc15*

* Instructed and taught the basic concept of Sociology as it related in marriage, family and relationships in a classroom size of 40 college students
* Researched information pertaining to society’s current trends, ideals, norms and functions. Maintained knowledge of current statistics, research and findings as they related to relationships, families, marriages, and how individuals functioned within a society
* Developed and implemented curriculum, syllabus and assignments to test the students’ knowledge and to assist the students in developing/grasping the basic theoretical frameworks within Sociology. Planned and organized the course materials
* Provided students with the necessary tools to succeed within an academic environment

**OTHER CLINICAL EXPERIENCE**

Cucamonga Counseling, Rancho Cucamonga, CA **July 2010 – 2020**

***Clinical Director***

* Co-found and began outpatient group mental health practice with ten employees and oversee the clinical operations of the business.
* Provide psychotherapy services to individuals and couples in an outpatient mental health therapy setting.
* Obtained county contract, insurance contracts, and oversee budgetary fiduciary responsibilities of the company to ensure its viability and sustainability.
* Developed Networking relationships with local psychiatrists and other mental health agencies for collaborative purposes.
* Responsible for providing BBS clinical supervision to registered interns, trained staff, ensured that clinicians provided quality mental health services
* Developed clinical forms, review all clinical assessments, notes, and treatment plans of therapists and assisted them in developing their clinical skills
* Developed company core values, mission statement, and employee handbook and trained staff to company expectations and standards

Veterans Affairs, Redlands, CA **Mar 2014 – Oct 2015**

***Clinical Social Worker*  April 2017–April 2018**

* Intimate Partner Violence Coordinator. Coordinated a new nationwide IPV program for the entire hospital, trained the staff about the program, risk factors to look for in both patients and their spouses.
* Attended community engagement meetings, developed community resource list and worked towards reducing the negative stigma of those experiencing violence.
* Attended monthly meetings with upper leadership and developed systems to implement services across the hospital to all staff
* Provided brief 1:1 psychotherapy and group therapy services to Veterans in primary care setting, experiencing depressive related symptoms, trauma, PTSD, anxiety, vocational problems, relational problems, family conflict.
* Provide same day access to mental health treatment to veterans to provide quality treatment.
* Provide brief mental health screenings, crisis management, and triaged patients and to assess their level of care needed and assisted in coordinating their access to care through appropriate referrals, provided in-service education training re: Veterans mental health needs and issues related to staff turnover.
* Work within multidisciplinary team. Coordinated with physicians, nurses, readjustment counselors, psychologists, psychiatrists, and case managers to address the mental health needs of the patients.
* Educated the medical staff about mental health and taught psycho-educational classes. Trained new staff on PC-MHI process and provided ongoing support
* Provided clinical supervision to unlicensed staff and MSW student interns as a field instructor

Victor Community Support Services, Victorville, CA **Oct 2011 – Mar 2014**

***Clinical Supervisor/Program Manager***

* Program Manager of two MHSA funded (PEI) programs and two Medi-Cal programs, Therapeutic Behavioral Services (TBS) and Wrapmental Health
* Supervised multidisciplinary staff who provided mental health services and outreach services to children and adult populations within the High Desert area
* Provided consultation and monitoring to clinical staff, assisted them in developing their individual professional & personal goals
* Fiscally responsible to ensure that the County funded, and State funded programs operated within their monthly budget while maximizing the contract dollars. Oversaw contracts totaling over 2.5million dollars and was responsible for ensuring that the annual contracts were fulfilled
* Developed different policy and procedural outlines for mental health programs and wrote the standard and operating procedure (SOP) guidelines.
* Provided clinical supervision to staff, responsible for staff development, and completed staff annual performance measures and evaluations
* Provided monthly reporting of outcome measures, quality assurance, ensured cultural competence of staff, and provided staff educational in-service trainings
* Reviewed all DMH Medi-cal clinical documentation to ensure staff were adhering to and following State and County guidelines
* Coordinated with county of San Bernardino affiliates and other community-based organizations on mental health resource services available and provided site wide trainings
* Successfully developed and implemented the first MSW student internship program at the site
* Agency Field Instructor for MSW student interns

**DaVita Dialysis, Fontana, CA Oct 2009 – June 2011**

***Nephrology Social Worker***

* Worked independently within an outpatient clinic setting with patients who were receiving inpatient hemodialysis
* Provided Field Supervision for MSW intern and supervision to ACSW staff
* Coordinated with multidisciplinary team to address all the psychosocial mental health needs of patients, referred patients for transplant evaluation to local hospitals, provided information about transplant, maintained both liver and kidney transplant book
* Completed initial, annual and quarterly psychosocial assessments of patients. Assisted patients in adjusting to their current illness and assisted with the coordination and facilitation of necessary assistance resource programs within the community and federal government agencies
* Anticipated the psychosocial needs/barriers of patients
* Provided counseling services to address patients’ depression, anxiety, substance use, addictions, and other DSM-IV diagnosis

**San Bernardino County Department of Behavioral Health, Rialto, CA Feb 2008- July 2009**

***Clinical Therapist 1***

* *AB2726 case manager*, conducted interviews and wrote clinical assessments of children diagnosed as emotionally disturbed who were participating in an individualized educational program (IEP), determined eligibility.
* Interpreted and analyzed the California State Educational regulations for students receiving AB2726 services. Coordinated and collaborated with school districts and all SELPA directors located in San Bernardino County.
* Developed training materials for in-service trainings to assist colleagues in understanding the California State Regulations and guidelines for AB2726 services. Worked as lead therapist and provided management to other staff.
* Provided therapy services to emotionally disturbed children and those who had substance abuse problems
* *Children Crisis Response Unit* (CCRT)
* Provided community based mobile crisis response services to children who were experiencing mental health crisis.
* Provided crisis and risk assessments for children to determine if they meet the criteria for a 5585-hospital hold.
* Provided resources to families and assist with diversion services when able to avoid a hospitalization.
* Provided onsite crisis intervention, relapse prevention, intensive follow-up services, and hospital aftercare.

**Department of Children & Family Services, Glendora, CA Jan 2001 – April 2006**

***Children Social Worker III***

* Provided supervision, case management, and placement to children within the Child Welfare system who were in need of protective services due to abuse, neglect, and or exploitation
* Prepared detailed social studies on children and their families which include recommendations to the Juvenile Dependency and Proficient in CWS/CMS
* Provided as needed crisis intervention counseling, coordinated with outside mental health providers/facilities. Counseled children and their families to understand and assume responsibility for their behaviors, linked them to resources and encouraged them utilize their community resources
* Assisted pre-adoptive caregivers in preparing for an adoptive child, ensured that their home was risk free and prepared court reports for .26 hearings, termination of parental rights
* Worked in the emergency response unit and conducted school/home visits to assess endangering situations and evaluated the degree of risk to the child whom referrals were made, and immediate risk assessment were needed
* Coordinated staff materials, coordinated projects, conducted oral staff conferences and presentations to social workers, supervisors and administrators regarding family preservation requirements
* Worked in administration as a referral analyst in the role of Acting Community Development Coordinator for Alternative Services division servicing all of Los Angeles County coordinated all services needed for family preservation services
* Provided supervision and technical direction to lower level Children Social Workers