

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

Education

September 2018, Grand Canyon University

Doctor of Education: Organizational Leadership with Emphasis in Behavioral Health

Dissertation: “*Self-Compassion and Compassion Fatigue Among Licensed Mental Health Clinicians Who Work with Trauma Clients*”

June 2007, California State University of Long Beach

Master’s in Social Work Degree, Magna Cum Laude

Thesis: “*A Comparison of the Psychological Well-being in Both Working and Non-Working Mothers*”

Renewed July 2017, California State University of Long Beach

Pupil Personnel Services and Child Welfare & Attendance Credentials

December 1999, California State University of Long Beach

Bachelor of Art Degree in Sociology.

Scholarly Publications & Books

- Mshigeni, S., Moore, C., Becerra, M. & **Arkadie, N.** (2021). The prevalence rate of smoking among Veteran: A forgotten epidemic. *The Journal of Military Veteran & Family Health* 7(2), 16-25.
- **Arkadie, N.** (In Preparation). Helping the helper: Preventing Compassion Fatigue in Mental Health Clinicians from the Self-Compassion Model.
- **Arkadie, N.** & Macon-Richard. (2020). Mental health therapy: Examining cultural humility’s impact on social work engagement. In *Medical Social Work Practice: A Christian Approach*. Los Angeles, CA: Kendall-Hunt Publishing.
- 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
- **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. *International Research in Higher Education* 3(4), 41-54.
- **Arkadie, N.** (2020). *Caged no more: You have the keys to unlock joy and happiness*. Lavergne, TN: Ingram Spark.

- **Arkadie, N.** (2019). *Self-Affirming inspirational quotes: Develop a can-do attitude*. Lavergne, TN: Ingram Spark.

Grants & Awards

- 2021 – 2022 Awarded Quality Online Teaching Program (QOTP) Stipend amount of \$1500
- 2019 – 2020 Diversity, Equity, and Inclusive Faculty Community Learning Grant from California State University of San Bernardino Teaching Resource Center for \$1500
- 2018 - 2019 Awarded a Faculty Learning Community (FLC) -Q2S Enhancing Pedagogy (EP) Stipend in the amount of \$1500

Community Presentations & Trainings

- **Arkadie, N.** (2021). *Peace During Grief*. Presented virtually for The Live Well Program Organization, Orlando, FL.
- **Arkadie, N.** (2021). *Mental Health Empowerment & The Church*. Presented at Mt. Calvary Holy Church, Palm Desert, CA.
- **Arkadie, N.** (2021). *Grief & Loss: How to Overcome*. Presented at Greater Bethel Apostolic Church, Moreno Valley.
- **Arkadie, N.** (2020). *3-Tier Approach to Educator Engagement*. Presented to Teachers and Administrators at Kucera Middle School, Rialto, CA.
- **Arkadie, N.** (2020). *Positive & Emotional Responses: Compassion Fatigue, Burnout, Self-Compassion, and Self-Care*. Presented to mental health professionals at Mental Health Systems Agency, Rancho Cucamonga, CA.
- **Arkadie, N.** (2020). *Anxiety & Depression in Teens*. Presented at Star Academy to teenage foster youth, San Bernardino, CA.
- **Arkadie, N.** (2020). *A Candid Conversation: Addressing Your Spiritual & Mental Health Needs*. Presented at Dunamis Power Christian Fellowship Church, San Bernardino, CA.
- **Arkadie, N.** (2019). *Mental Wellness and Women*. Presented at Promises of God Christian Cathedral Church Women Event, San Bernardino, CA.
- Allison, R., **Arkadie, N.**, Gordon, Z., & Toro-Hernandez, N. (2019). *Stress, compassion fatigue, and self-compassion*. International presentation at Centro De Atencion Integral Flinchipa, Panama City, Panama.
- **Arkadie, N.** (2019). *Compassion fatigue and mental health clinicians*. Presented at Val Verde School District, Moreno Valley, CA.

- **Arkadie, N.** (2019). *Having a can-do attitude with a healthy mindset*. Invited to present to human resources diversity department at Kaiser Permanente, Pasadena, CA.
- **Arkadie, N.** (2019). *Mental Wellness Monday's* [Weekly Digital Anchor Podcast], San Bernardino, CA.
- **Arkadie, N.** (2018) *Compassion Fatigue & Clinical Supervision*. Invited to present at California State University of San Bernardino Annual Field Instructor Training. San Bernardino, CA. June 2018.
- **Arkadie, N.** (2017) *Compassion Fatigue and Self-Compassion Among Social Workers*. Invited to present at Veterans Affairs Medical Social Workers. Loma Linda, CA. October 2017.
- **Arkadie, N.** (2017) *Self-Care and Mental Health Clinicians*. Invited to present to clinical staff at Veterans Affairs Community Based Outpatient Clinic, Rancho Cucamonga, CA. November 2017.
- **Arkadie, N.** (2017) *Self-Care and Mental Health Clinicians*. Invited to train clinical staff at Veterans Affairs Community Based Outpatient Clinic, Corona, CA. December 2017.
- **Arkadie, N.** (2011) *Letting Go of the Control*. Presented at Community Faith Based Event for Women's Ministry at Greater Bethel Church, Rubidoux, CA. April 2011
- **Arkadie, N.** (2014) *Mental Health & Psychological Well-Being in Women*. Invited to present at 2014 Kingdom Church Annual Women's Conference. San Bernardino, CA. Oct 2014

**Teaching
Experience**

Aug 2016 – Current California State University of San Bernardino, San Bernardino CA

Part-Time Faculty – Social Work Department

** Course taught online*

- Current courses taught- *6902 – Diversity, Equity, & Inclusion in Social Work Practice, 645/6023 Advanced Clinical Micro Practice I, 646/6024 – Advanced Clinical Micro Practice II, 647 – Advanced Clinical Micro Practice III, *650A – Advanced Foundation Macro Practice I & *650B – Advanced Foundation Macro Practice II, *6902 – Diversity, Equity & Inclusion in Social Practice. 401/4011 ABC – Field Work Seminar
- Faculty lecturer to master's level social work students teaching subjects of advanced micro practice and foundation of macro practice. Developed Diversity, Equity, and Inclusion of Social Work elective course, developed the course materials, syllabus, and designed it on the Canvas online platform.
- Field Liaison for community partners within the San Bernardino and Riverside counties
- Teach social work field seminar generalist courses 401A, 401B, 401C. Assist BSW students in being able to apply theoretical concepts in their

- practical field placement settings
- Conduct BSW seminar class for students to assist them in their understanding of community engagement and impact systems have on client's involvement and practical application of the generalist's model
- 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

Aug 2018 – May 2019 California Baptist University, Riverside CA

Part-time Faculty – Social Work Department Course: 515

- Field Practicum Liaison for MSW students and community partners located in Riverside county
- Taught students core social work principles and their application within a practicum setting
- Facilitated classroom discussions surrounding social work core values, ethical dilemmas and consideration
- Conducted field practicum site visits at each student's placement

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

Part-time Faculty – Social Work Department

- Provided clinical supervision to foundation year students at the Center for Healthy Neighborhoods.
- Developed training materials, clinical documentation forms for school-based therapy, and trained the students in social work practice.
- Collaborated with Fullerton School District Director of Pupil Services, principles and school personnel.
- Created fiscal tracking measure for grant funding to ensure adherence to contract.
- Taught SW-550, Diversity course to teach students top examine diversity issues related to disadvantaged client groups.
- Taught Sw-514, Advanced Social Work Practice: Community Mental Health that focused on social practice in mental health settings.
- Taught SW-540 & 541 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
- 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

Aug 2010 – May 2012 Azusa Pacific University, Azusa, CA.
Adjunct Master of Social Work Professor

- 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

Aug. 2007-May 2011 Chaffey Community College, Rancho Cucamonga, CA.
Adjunct Sociology Professor

- 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

**Professional
Experience**

July 2020 – Current Arkadie Counseling & Wellness Center, Upland
Founder/CEO

- Founder of group therapy outpatient practice that addresses the mental health needs of individuals and couples
- Provide psychotherapy services to individuals and couples
- Provide clinical supervision of associate clinicians and oversee their training
- Program management to clerical staff and ensure company is fiscally responsible. Program administration and duties of coordinating services
- Obtained contracts and grants with collaboration of different community

partners.

- Developed company core values, mission statement, and employee handbook and trained staff to company expectations and standards

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

Clinical Director & Founder

- Co-founded and began small outpatient group mental health practice with ten employees and oversaw the clinical operations of the business.
- Provided 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

Mar 2014 – October 2015 Department of Veterans Affairs, Loma Linda, CA

April 2017 – March 2018

Clinical Social Worker

- Intimate Partner Violence Coordinator. Coordinated 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

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

Clinical Supervisor

- 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

Feb. 2008- July 2009 San Bernardino County Depart of Behavioral Health, Rialto C

Clinical Therapist I

- *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 schools 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.

Jan. 2001-April 2006 Department of Children and Family Services, Glendora, CA.

Children Social Worker III

- Responsible for supervision, case management, and placement of children in need of protective services due to abuse, neglect, 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.

PROFESSIONAL AFFILIATIONS

Licensed Clinical Social Worker with the California Board of Behavioral Science, LCS #26415

Member of The National Council of Negro Women

Elected Board Member at Bonview Elementary School Site Council 2008-2010; 2012-2014

Certification of Anger Management Facilitation in both Youth and Adults, 2006.

Certified Facilitator in Effective Black Parenting 2011

Certified Mental Health First Aider (MHFA) Facilitator 2014

Certified Cognitive Behavioral Therapy for Insomnia 2015