

# Nicole “Nicki” Lynn Lee, Ph.D.

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## SUMMARY OF QUALIFICATIONS

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*Overview of Skills:* An experienced social work administrator, educator, and human service professional with over fifteen years of experience supervising staff and volunteers, providing direct services, researching, developing, and using quantitative analysis to evaluate human service programs. Additional skills include developing training curricula, presenting technical information to diverse audiences, collaborative programming with community stakeholders, and developing agency policies and procedures. Research interests include domestic/intimate partner violence and the impact of health on the psychosocial functioning of individuals.

*Overview of Teaching Skills:* Over a decade and a half of teaching, mentoring, and advising undergraduate and graduate social work students. Involved in using creative and innovative approaches (technology) to delivering course content. Developed three MSW online courses.

*Overview of Research Skills:* A human service researcher with experience (a) designing research tools for a variety of programs and audiences, (b) conducting face-to-face interviews with subjects, (c) facilitating focus groups, (d) teaching research skills to graduate and undergraduate students, and (e) presenting research results to diverse stakeholders.

*Overview of Direct Practice Social Work Skills:* Over six years of work with children with Serious Emotional Disorders (SED) who attended a day treatment program. Provided individual and group work to clients. Developed a set of training modules based on cognitive-behavioral theory with an empowerment approach. Also, over seven years of work with adults and children experiencing domestic violence and/or sexual assault. Developed training for staff and implemented outcome-based assessment processes and procedures.

*Overview of Computer Skills:* Proficient in Google Suites, Microsoft Word, Excel, Access, PowerPoint Publisher, SPSS statistical analysis software, and internet search engines.

## EDUCATION

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| 2004 | Doctor of Philosophy, Virginia Commonwealth University, Social Work<br><i>Dissertation: Evaluating a Day Treatment Program for Children with Serious Emotional Disorders</i><br>-Available: <a href="http://etd.vcu.edu/theses/submitted/etd-05182004-31333/unrestricted/leenl_phd.pdf">http://etd.vcu.edu/theses/submitted/etd-05182004-31333/unrestricted/leenl_phd.pdf</a> |
| 2000 | Master of Social Work, Virginia Commonwealth University<br>Concentration: Planning and Administration   |
| 1994 | Bachelor of Science, Concentration: Geology, Sequence: Psychology, College of William and Mary  |

## PROFESSIONAL EXPERIENCE

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- 2021- present *Faculty Appointment Director of the Masters of Social Work Program, Virginia Commonwealth University* Work with the School of Social Work team to ensure the

following: Strategic planning is consistent with stakeholder objectives (e.g., Quest 2025, CSWE requirements) and strategic planning ensures the future health of the program; That the curriculum is consistent with the current CSWE EPAS requirements and that we are able to demonstrate this through an assessment process; Ensure a seamless recruitment and application/evaluation process for prospective students; Ensure a seamless recruitment, training, and evaluation process for high-quality adjuncts; Oversee the hiring, training, and evaluation of MSW program staff; Connecting with relevant University and community programs/services to promote the MSW program; MSW-related administrative tasks are completed in an efficient and timely manner

- 2019-present Faculty Appointment-Assistant Director of the Masters of Social Work Program, Virginia Commonwealth University*  
Assist the MSW program director with the day-to-day functioning of the MSW program with particular emphasis on managing the adjuncts and implementing the program's evaluation protocol.
- 2016-present Associate Professor in Teaching, Virginia Commonwealth University School of Social Work*
- 2010-2016 Assistant Professor in Teaching, Virginia Commonwealth University School of Social Work*  
Administer social work education courses at the Master's level that are consistent with CSWE-established core competencies and accreditation requirements. Serve on the MSW Program Committee. Serve as field instructor for two - four students per year.
- From 2011 - 2014, coordinated CATCH Healthy Habits, an intergenerational nutrition and fitness program. Duties included networking with the community to recruit and train volunteers to deliver the program content. Additional duties included marketing, and evaluating the program.
- 2002-2010 Assistant Professor (Adjunct), Virginia Commonwealth University School of Social Work*  
Administered social work education courses (at the Bachelor and Master's levels) that are consistent with course goals and accreditation requirements. (A list of courses taught is listed under 'teaching experience.')
- 2008-2011 Family and Intimate Partner Violence Homicide Surveillance Coordinator, Virginia Department of Health, Office of the Chief Medical Examiner*  
Researched, collected, and analyzed (using SPSS) data on all family and intimate partner-related homicides in the Commonwealth. Maintained state-wide statistics regarding family and intimate partner homicides and made data available for public dissemination. Used data to prepare reports for various consumers and stakeholders in the Commonwealth including, an annual report published by the Virginia Health Department and articles documenting at-risk groups and trends. Developed and implemented trainings to teach stakeholders about risk factors for family and intimate partner homicide. Developed and modified state-wide assessment tool(s). Served on local and state-wide committees regarding violence prevention and intervention.
- 2004-2007 Executive Vice President Research and Evaluation/Chief Research and Evaluation Officer/Deputy Director, YWCA of Richmond*  
Researched, developed, implemented, and evaluated domestic violence, sexual assault, and early childhood education programs for the largest sexual and domestic violence center in central Virginia. Developed agency screening and assessment tools. Developed, researched, and wrote government grants that provided over \$400,000 yearly for the agency. Collected, evaluated, analyzed (using SPSS), and published agency statistics for all programs (statistics used in YWCA Annual Report). Supervised a team of up to 4 program coordinators (Domestic Violence, Sexual Assault, Child Development, and the Volunteer Program). Participated in agency-wide strategic planning processes. Supervised and trained a team of 5-7 student interns from the Master's in Social Work Program at Virginia Commonwealth University. Created curricula for YWCA programs. Provided training to community partners on domestic violence and sexual assault. Served on multi-agency community teams. Developed and revised agency policies and procedures.

- 1998-2004 *Children's Group Facilitator/Counselor, Youth Day Treatment Program*  
 Research, create, implement, and evaluate therapeutic models to increase the mental, behavioral, and social functioning of children aged 7-13 and their families. Conduct educational seminars/workshops for program staff, clients, and parents. Develop and conduct quantitative analyses to evaluate the effectiveness of the day treatment program.
- 2000-2001 *Consultant, Richmond YWCA*  
 Used statistical program (SPSS) to conduct an analysis of YWCA sexual assault outcome data. Reported sexual assault program outcomes to funders. Provided technical assistance to the YWCA grant writing staff. Managed the YWCA sexual assault database.
- 2000-2001 *Graduate Research Assistant, Virginia Commonwealth University*  
 Entered and used SPSS to analyze pre and post test data analyzing student social justice beliefs. Conducted literature reviews on: computer use by persons with disabilities, relational models of teaching, use of methadone in addiction treatment, and the use of volunteers in social work. Worked with faculty members to administer a research study that evaluated learning styles of students and field instructors involved with the VCU School of Social Work field practicum.
- 1999-2000 *MSW Planning and Administrative Field Practicum, YWCA*  
 Developed, administered, and analyzed data from organizational communication and client satisfaction surveys. Researched and developed a collaborative model to administer domestic violence services to Latina women in Richmond, VA.
- 1996-1998 *State Director of Programs, National Kidney Foundation of Virginia*  
 Researched, developed, implemented, and evaluated statewide health education and patient services programs for kidney patients throughout Virginia and West Virginia. Supervised a staff of 35 nurses and social workers. Developed and monitored patient service computer records for approximately 300 clients. Organized and maintained a state-wide library of kidney resources for patients, doctors, social workers, nurses, and students. Wrote and managed patient services/health education grants.
- 1996 *Campaign Associate, United Way Services*  
 Managed the United Way health and health care professional's campaign which included all Richmond hospitals, physicians, veterinarians, nursing homes, and health service production facilities. Coordinated phone mail solicitation campaigns.
- 1994-1996 *Area Director, American Cancer Society*  
 Implemented educational programs for seven territories throughout central Virginia. Supervised and managed seven boards of directors (approximately 100 volunteers). Networked with health and social service agencies to conduct needs assessments, monitor patient outcomes, and support patient advocacy.

## PRESENTATIONS

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- Lee, N. (2016, August). *Our sisters' keepers: The impact of intimate partner violence and homicide in the African American community, 1999 – 2014*. Alliance of Sexual Assault and Domestic Violence Services State-wide Women of Color Conference. Richmond, VA.
- Lee, N. (2010, September). *Our sisters' keepers: Intimate partner homicide in the African American community, 1999 – 2008*. Alliance of Sexual Assault and Domestic Violence Services State-wide Women of Color Conference. Richmond, VA.
- Lee, N. (2010, May). *Intimate partner homicide in Southwest Virginia: An analysis of risk*. RADAR Domestic Violence Training. Radford, VA.

Lee, N. & Powell, V. (2009, October). *Research and practice: Ten years of domestic violence research*. Virginia Sexual and Domestic Violence Policy and Practice Conference. Richmond, VA.

Lee, N. (2007, January). *Navigating the intersection: Domestic violence, substance abuse, and mental illness*. Research Presented at the Virginia Poverty Law Center Annual Symposium. Richmond, VA.

Lee, N. (2003, January). *Evaluating a day treatment program for children with serious emotional disorders*. Paper presented at the Society for Social Work Research Annual Conference, Washington, DC.

Lee, N. (2002, June). *Anxiety disorders throughout the life span*. Richmond Behavioral Health Authority staff continuing education training. Organizational training in Richmond, VA.

Lee, N. (2001, September). *The Survivor 2 Thriver Therapeutic Model: A Model to Assist African American Girls With, or at-risk for Serious Emotional Disorders*. Paper presented at the Diversity Conference, SC.

Lee, N. (2001, April). *Using postmodern feminist theory as a framework to evaluate African American women's body image*. Paper presented at the Feminist Works in Progress Conference, University of Virginia, Richmond, VA.

Ivery, J. & Lee, N. (2001, March). *Engaging the faith community: A conceptual framework to assist children in foster care*. Paper presented at the National Black Family Summit, SC.

Lee, N. (2000, May). *Coping skills for the dialysis patient: Understanding the impact of stress on illness*. Paper presented at the Mid-Atlantic Renal Coalition's State Meeting, Virginia Beach, VA.

\*This is an abbreviated list of presentations.

## PUBLICATIONS

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Lee, N. (2012). *Geographic location and type of family and intimate partner homicide in Virginia 1999- 2008*. Virginia Department of Health Office of the Chief Medical Examiner, VA.. Available: <http://www.vdh.virginia.gov/medExam/documents/2012/pdf/Geographic%20Location%20and%20Type%20of%20Family%20IPV%20final%20to%20web%202012.pdf>

Lee, N. (2010). *Family and intimate partner homicide in Virginia: A ten-year analysis*. Virginia Department of Health, Office of the Chief Medical Examiner, VA. Available: <http://www.vdh.virginia.gov/medExam/familyandintimatepartnerviolence.htm>

Lee, N. (2010). *Intimate partner homicide: An analysis of deaths in those 50 and over*. Virginia Department of Health, Office of the Chief Medical Examiner, VA. <http://www.vdh.virginia.gov/medExam/familyandintimatepartnerviolence.htm>

Lee, N. (2009). *Family and intimate partner homicide: A descriptive Analysis of the characteristics and circumstances surrounding family and intimate partner homicide in Virginia, 2008*. Virginia Department of Health, Office of the Chief Medical Examiner, VA. Available: <http://www.vdh.virginia.gov/medExam/familyandintimatepartnerviolence.htm>

Lee, N. (2009). *Family and intimate partner homicide: A descriptive Analysis of the characteristics and circumstances surrounding family and intimate partner homicide in Virginia, 2007*. Virginia Department of Health, Office of the Chief Medical Examiner, VA. Available: <http://www.vdh.virginia.gov/medExam/familyandintimatepartnerviolence.htm>

Lee, N. (2006). "Eyes on the Prize:" Incorporating Cultural Knowledge into Goal Development for the African American family with a Child with Serious Emotional Disturbance. In K. Hertlein & D. Viers, *The couple and family therapist's notebook*. New York: Hawthorne Press.

Beckett, J. & Lee, N. (2004). Informing the future of child welfare practices with African American families. In J.

Everett, S. Chipungu & B. Leashore (eds.), *Child welfare revisited: An Africentric perspective*. New Brunswick: Rutgers University Press.

Ivery, J. & Lee, N. (2001). *Engaging the faith community: A conceptual framework to assist children in foster care*. In A.Rogers (ed.) *Adoption and foster care: Engaging the faith community* (pp. 47-65). SC: University of South Carolina.

## TEACHING

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### Courses Taught

*SLWK 201 Introduction to Social Work and Social Welfare*

*SLWK 230 Communications in the Helping Process*

*SLWK 332: Social Work Practice Fundamental*

*SLWK 380 Research Methods I*

*SLWK 381 Research Methods II*

*SLWK 441: Social Work Practice I*

*SLWK 442: Social Work Practice II*

*SLWK 431 Person in Society III: Organizations*

*SLWK 601 Human Behavior in the Social Environment I*

*SLWK 603 Social Work and Social Justice*

*SLWK 609 Foundations of Social Research*

*SLWK 610 Human Behavior in the Social Environment II*

*SLWK 706 Research for Clinical Social Work Practice I*

*SLWK 707 Research for Clinical Social Practice II*

## PROFESSIONAL SERVICE

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*2021-present VCU Domicile Appeals Board*

*2020-present University Graduate Council*

*2016 VCU Student Conduct Board (Honor Council, Student Conduct, Sanctions)*

*2016-2020 VCU Title IX Review Board*

*2015-2022 VCU Tier II Substitution Review Committee*

*2015 Ad Hoc Task group to Examine SSW Culture*

*2013/2014 Academic Standards Committee (Readmission Requests, Grade and Termination Review)*

2013/2014	<i>School of Social Work Scholarship Grant Reviewer</i>
2012-2014	<i>Stanford University Certified Chronic Disease Self-Management Program Facilitator</i>
2012	<i>Department of Criminal Justice Services Grant Review Committee, Grant Reviewer</i>
2010/2011	<i>Virginia Commonwealth University Hans Falk Scholarship Selection Committee</i>
2011/2012	<i>MSW Admissions Ad Hoc Committee</i>
2011 – 2019	<i>SSW Academic Programs Committee</i>
2010	<i>Sexual and Domestic Violence Action Alliance Prevention Workgroup</i>
2009/10	<i>FACT Family Violence Social Indicators Work Group</i>
2009	<i>Virginia Sexual Assault Protocol Development Committee</i>
2007	<i>I-CAN Accessibility Project Curriculum Development Committee and Project Advisory Board (this committee created a curriculum to train independent living staff about domestic violence And how to help those with disabilities access protective orders)</i>
2007	<i>Co-Chairperson- Richmond Sexual and Domestic Violence Coordinating Committee</i>
2007	<i>City of Richmond Fatality Review Committee</i>
2007	<i>Sexual and Domestic Violence Statewide Accreditation Panel</i>
Fall, 2007	<i>Department of Criminal Justice Services Grant Review Committee, Grant Reviewer</i>
2005-2007	<i>Virginia Commonwealth University Institute for Women's Health Steering Committee</i>
2005-2006	<i>Homeward Case Management Research Task Group, Chairperson</i>
2003-2004	<i>Doctoral Student Association, President</i>
2003-2004	<i>Doctoral Student Association, Vice President</i>
Sum., 2002	<i>Volunteer Dance Instructor, Friends Association for Children</i>
Spring, 2001	<i>Ryan White Grant Review Committee, Grant Reviewer</i>
Spring, 2000	<i>Virginia Commonwealth University School of Social Work Social Justice Day, Committee Member</i>
1999-2000	<i>Master of Social Work Student Association, Co-President</i>
Fall, 1999	<i>Virginia Commonwealth University Promotions and Tenure Committee, Student Representative</i>

## **PROFESSIONAL MEMBERSHIPS**

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2007- present	<i>Aerobics and Fitness Association of America Member</i>
2001- 2003	<i>Agoraphobics Building Independent Lives (ABIL) Board of Directors</i>

2000- present	Phi Kappa Phi Interdisciplinary Honor Society
1998-2002	National Association of Social Workers
<b>1997-2000</b>	Council of Nephrology Social Workers

## **HONORS AND AWARDS**

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2014	Creative Minds Award (Phi Kappa Phi)
2004	Virginia Commonwealth University Leadership Award
2001-2003	Stephen J. Wright Fellowship (full tuition, fees, and stipend)
2001	Phi Kappa Phi Educational Scholarship
2000	Elaine Rothenberg Academic, Leadership, and Service Award
2000	Virginia Commonwealth University School of Social Work Leadership and Service Award