

**Nickolas K. Gabriel, MSW**

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**PROFESSIONAL OBJECTIVE**

To address and correct the systemic inequities that exist by connecting research, practice and policy to impact social change. To raise awareness to and keep at the forefront of consciousness, evidence of the systemic inequities with hopes of inspiring rising social work scholars to continue with my work.

**RESEARCH INTERESTS**

Utilizing strengths, empowerment, and client centered approaches, I wish to contribute to the eradication of youth disconnection and the over representation of children of color in systems of care.

**EDUCATION**

**HOWARD UNIVERSITY – SCHOOL OF SOCIAL WORK**

*Doctor of Philosophy – Social Work (In-Progress 4th year)*

*Adviser:* Dr. Janice Berry-Edwards

GPA: 3.73

**NORFOLK STATE UNIVERSITY - SCHOOL OF SOCIAL WORK**

*Master of Social Work*

*Adviser:* Dr. Valjean Livingston

*Graduation:* May 2020

*Concentration:* Clinical

GPA: 4.0

**NORFOLK STATE UNIVERSITY - SCHOOL OF SOCIAL WORK**

*Bachelor of Social Work*

*Adviser:* Mrs. Carrie Waites

*Graduation:* December 2018

*Concentration:* Generalist

GPA: 4.0

**PROFESSIONAL EXPERIENCE**

**TEACHER ASSISTANT | HOWARD UNIVERSITY | JANUARY 2024 – PRESENT**

Responsible for course instruction and curriculum development for master's level Social Work students in a course entitled Advocating for Oppressed and Marginalized Communities.

**PROGRAM DIRECTOR | YLMI – HOWARD UNIVERSITY | FEBRUARY 2024 – PRESENT**

Responsible for program evaluation and implementation of evidence-based practices in response to emerging licensure requirements and stakeholder feedback. Responsible for supervision of all case managers and life skills coaches.

**PROGRAM DIRECTOR | SKILL BUILDERS | OCTOBER 2021 – PRESENT**

Responsible for program evaluation and implementation of evidence-based practices in response to emerging licensure requirements and stakeholder feedback. Responsible for supervision of all case managers and life skills coaches.

- Provide direct care as case manager. Duties included but not limited to:
- Perform preplacement assessment to determine if youth is appropriate for independent living.
- Work with clients and their legal guardian on the development of client's individual service plan.
- Break down individual service plan into measurable goals and objectives for life skills coaches to implement.
- Audit client charts to ensure compliance with Virginia Department of Social Services licensing standards.
- Case management reports including bio-psycho-social assessments, intake reports, social history reports, individual service plans including progress and ongoing reports, monthly reports, case management notes, and discharge summaries

**DISTRICT REPRESENTATIVE | CONGRESSMAN A. DONALD MCEACHIN | DECEMBER 2018-2021**

- Provide constituent services to members of Virginia's 4<sup>th</sup> Congressional District. Developed and implemented staff training and casework flow based on best practices from a social work perspective. Caseworker with a specialty focus on Centers for Medicare and Medicaid Services, and Social Security Administration cases. Advise on policies related to youth and youth development.

**CO-FOUNDER | HOPE U FOUNDATION | APRIL 2014-2022**

- Created 501c3 to aid emancipated foster care youth struggling with their transition to independence. In response to community need, expanded organization's population to all disconnected youth between the ages of 16 and 26. As a budding agency, I have served in all aspects from case management to administration

**LIFE SKILLS COACH | SKILL BUILDERS | JULY 2013- JULY 2015**

- Direct care position responsible for supervising foster care youth residing in an independent living arrangement. Worked with residents on meeting assigned goals in their individual service plan.
- Develop and facilitate group sessions in topics including cooking, household management, money management, health/wellness, entrepreneurialism, and access to community resources.
- Certified in medication management, first aid/CPR, Blood-borne Pathogens, Diabetes, Crohn's Disease, Hypertension, Trauma Informed Care, Therapeutic Options of Virginia (TOVA).

## **VICE PRESIDENT/CFO | SKILL BUILDERS | MAY 2013-PRESENT**

- Corporate Vice President and Chief Financial Officer of a Licensed Child Placing Agency. Duties include Human Resource, Finance, Purchasing, Vendor Liaison, Corporate/Community liaison, Marketing and Sales.
- Implemented Extended Reach, our case management software solution, to maximize efficiency and increase accuracy of reporting through elimination of redundant data entry. Developed all forms to be in compliance with local and state guidelines, including ongoing modification based on changes in regulations.
- Developed Hope U Academy training curriculum in a partnership with Smart Horizons Software Company, utilizing best practices and domains from the Daniel Memorial and Casey Life Skills assessment tools.
- Developed agency Standard Operating Procedures ensuring compliance with state licensure requirements.
- Member of Fostering Futures foster care policy development task force with Virginia Department of Social Services.
- Supervised MSW, BSW and BA students from Norfolk State University and George Mason University to satisfy their internship requirements.

## **VICE PRESIDENT/CFO | BCS VOICE AND DATA SOLUTIONS | AUGUST 1992-SEPTEMBER 2013**

- Corporate Vice President and Chief Financial Officer for a 5-million-dollar IT sales and service organization. Duties included Human Resource, Finance, Purchasing, Vendor Liaison, Corporate/Community liaison, Marketing and Sales.

## **INTERSHIPS**

### **EDMARC CHILDREN'S HOSPICE | AUGUST 2019-MAY 2020**

Micro level clinical internship working with families of children with life threatening or life limiting illness. Provided case management services, anticipatory grief support, and bereavement support. Helped clients navigate end of life decisions and advocate for self-determination. Facilitated bereavement group sessions for surviving children 5-8 years of age, as well as entire family units.

### **CONGRESSMAN A. DONALD MCEACHIN | JANUARY 2018-DECEMBER 2018**

Macro level internship in the Suffolk District Office. Assessed constituent concerns and made appropriate referral to state or federal agency. Observed the legislative process, including policy introduction, co-sponsorship, and letters of support. Special research project involved creation of a process flow manual to guide casework from a social work perspective.

## **RESEARCH EXPERIENCE**

### **Howard University School of Business – You Lead Male Initiative**

## **Research Assistant (Spring 2022 – Present)**

Howard University, Washington, DC

- YLMI is a pilot program designed to increase the number of African-American males entering the HUSOB and matriculating successfully through the HUSOB and entering the work force successfully.
- Research assistant duties include development of: the first YLMI annual report, study data collection tools, and YLMI SPSS database. Developed and implemented standardized YLMI assessments, ongoing literature review, IRB application, deployment of signed consent forms and focus groups.

## **PEER REVIEWED PUBLICATIONS**

**Gabriel, N., Williams-Adeniji, Y.** (2023). Is managed care a hindrance of mental health access for marginalized populations. *National Association of Social Workers Specialty Practice Sections, Private Practice, Spring/Summer.*

James, D., Worthy, J.R., Holland, W., **Gabriel, N., Williams, Y., Taylor, B.** (2022). The Rise of “Puppy Mills” in Clinical Settings and the Risk Associated with Ineffective Counseling. *National Association of Social Workers Specialty Practice Sections, Private Practice, Fall/Winter.*

Livingston, V., Davis-Wagner, D., Chung, I., Jackson-Nevels, B., **Gabriel, N.** (2020). Trapped in poverty: a conceptual framework to evaluate the culture of poverty vs the culture of inequality theses for black female-headed families. *International Journal of Social Policy and Education, 2(5), 1-13.*

## **TEACHING EXPERIENCE**

### **Howard University School of Social Work**

Advocating for Marginalized and Oppressed Communities

Spring 2024

Fall 2024

Spring 2025

Guest Lecturer – Choice Theory

Spring 2023

### **Norfolk State University**

Guest Lecturer – Careers in social welfare

Spring 2024

Guest Lecturer – Entrepreneurialism and private practice

Fall 2023

## **INTERNATIONAL AND NATIONAL JURIED PRESENTATIONS**

Edwards, J., Worthy, J.R., **Gabriel, N.** (2022). The rise of “Puppy Mills” in clinical settings and the risk associated with ineffective counseling. A presentation at the National Association of Social Work Annual Conference in Washington, D.C.

Sawyer, J., **Gabriel, N., Williams, A., Ericksen, K., Williamson-Ashe, S.** (2018).

*Student/Faculty Research Partnerships: Teaching Research Through Student*

*Engagement in Local Community Issues.* A workshop session facilitated at the annual meeting of the Society for Social Work and Research, Washington, D.C.

### **GRANTS AND FUND DEVELOPMENT (over \$10,000)**

2020	\$103,000	Agena Foundation (Private) \$50,000 in support of youth apprenticeship \$53,000 in support of at-risk youth
2019	\$101,000	Agena Foundation (Private) \$50,000 in support of youth apprenticeship \$51,000 in support of at-risk youth
2019	\$25,000	Hampton Roads Community Partners Grant Apprenticeship model for at risk youth
2018	\$100,000	Agena Foundation (Private) \$50,000 in support of youth apprenticeship \$50,000 in support of at-risk youth
2017	\$. 45,000	Hampton Roads Community Foundation Seed Grant – multi year Support of youth workforce development
2017	\$50,000	Agena Foundation (Private) Support of at-risk youth

### **VOLUNTEER COMMUNITY SERVICE**

#### **VOLUNTEER | EDMARC CHILDRENS HOSPICE | AUGUST 2019-PRESENT**

- Peace by Piece Groups - Facilitated bereavement groups for children and adolescents who have lost a loved one.
- Camp Magic – Facilitated bereavement groups and holistic group activities for families who have lost a child to terminal illness.

#### **VOLUNTEER | CONNECT WITH A WISH | AUGUST 2014-PRESENT**

- Facilitated Independent Living Trainings for Virginia Beach Department of Human Services foster youth; Major event volunteer; Transported youth to monthly group activities.

#### **VOLUNTEER | FAITH DELIVERANCE CHRISTIAN CENTER | APRIL 2011-PRESENT**

- DORCAS Ministries- Challenge- Part time volunteer. This ministry works with people infected and affected by HIV/AIDS providing a listening ear, a helping hand, companionship, or a financial blessing. Conduct education treatment groups for congregation and community at large to raise awareness and remove stigma from HIV/AIDS in the black community. Provide weekly meals to infected or affected persons and families.
- Political Action Group – Part time volunteer. Created a task group to engage our congregation and community at large in civic issues. Created education treatment groups to inform members of their constitutional rights, to explore the civic process, to engage in local government, and to

access community resources. Assisted hundreds of people to register to vote. Assisted prior felons get their voting rights restored.

### **HONORS AND AWARDS**

2016-2020     Norfolk State University - *Presidents List (each semester)*  
2020-2021     Howard University Graduate School Assistantship (half remission/stipend)  
2022-2024     Howard School of Business Research Assistantship (full remission/stipend)

### **PROFESSIONAL AFFILIATIONS**

National Association of Social Workers, *Member*

### **REFERENCES AVAILABLE ON REQUEST**