

## Nicole Dubus, Ph.D.

### Education

- Ph.D. 2007 Interdisciplinary Sociology and Social Work  
Boston University  
Dissertation: *A Qualitative Study of Paraprofessional Providers and Recipients in a Home-Visiting Program*
- MSW 1988 Social Work  
San Francisco State University  
Masters Thesis: *Perceptions of Clients' Repeated Abortion from Staff and Clients at a Planned Parenthood Clinic*
- B.A. 1985 Community Studies & Women Studies  
University of California, Santa Cruz  
Thesis: *Analysis of the Needs and Barriers of a Migrant Mexican Community*
- Licensure** Licensed Independent Clinical Social Worker in CA (1990 to present) and in MA (2001 to present)

### SCHOLARSHIP

#### Research Experience

2012 – ongoing Principal Investigator: Social Service needs of refugees. This study examines the needs of refugees from various communities in the New England area. Service providers, community members, and refugees are interviewed. Do the medical and social service needs of refugees vary depending on country of origin and cause of resettlement? What do refugees and the service providers deem to be culturally effective outreach and practice?

2011- Principal Investigator: Interpreter needs of health settings. This study examines the interpreter needs of health clinics and hospitals. How are the culture and language needs of patients being addressed or not being addressed in various health settings? What do the providers and patients need to provide culturally relevant and effective health and behavioral health care?

2009 - Principal Investigator: Social Network influence on those who apply for disability. This study examined the social networks of those who have applied for disability to determine if one's perception of what constitutes disability is affected by one's social network. Specifically, does knowing someone who has received disability make one question whether s/he is also too disabled to work.

2008 - Co-Principal Investigator: Professional/paraprofessional co-therapy team model development. This is an evaluation research using experimental design of a co-therapy team model that is comprised of a professional mental health provider along side a paraprofessional bilingual provider in working with non-English speaking mental health clients.

2007 - Principal Investigator: Immigrant Cambodian Khmer Rouge Survivors Seeking Disability Aid in the US. This is a mixed method study examining the impact of immigration and public assistance policies on elder refugees who suffer from post-traumatic stress disorder. I have sought the cooperation of the Lowell Community Health Center and am seeking external funding through a NIH R01 Grant.

2004. Research Assistant: Home-Visiting Social Support  
Boston University School of Social Work (PI: Ruth Paris). Conducted interviews, analyzed data.

2003. Evaluation Assistant: Jewish Family and Children Services Program Evaluation  
Boston University School of Social Work (PI: Ruth Paris). Conducted interviews, analyzed data, co-wrote article, co-presented findings at a number of conferences.

2002, 2003. Data Analyst: Analysis of MSW student surveys using SPSS.  
Boston University School of Social Work, Research Department

2002. Research Assistant: Study of Families with Shift-working Mothers  
Brandeis University (PI: Karen Gareis). Conducted interviews, administered instruments, collected qualitative and quantitative data.

2002. Research Assistant: Businesses as Civic Associations  
Boston University Department of Sociology (PI: Dan Monti). Studied the impact of businesses on a community's identity, examining the reasons large businesses reside in certain communities, the impact that decision has on the landscape of the community in terms of environment, community involvement, and the relationship between workers and the business. Performed interviews, collected historical data, analyzed and presented findings in a manuscript.

## **Publications**

Dubus, N. (in press 2016). Interpreters' subjective experiences of interpreting for refugees in-person and via telephone in health and behavioral health settings in the United States. *Journal of Health & Social Care in the Community*.

Dubus, N. (in press, 2016). A qualitative study of older adults and staff at an adult day center in a cambodian community in the United States. *Journal of Applied Gerontology*.

Dubus, N. (in press 2015). Texting, the third client in the room. *Clinical Social Work Journal*.

- Grossman Leeman, D., & Dubus, N. (in press 2015). From the guest editors. *Social Work With Groups* 11/2015; 38(1):3-5. DOI:10.1080/01609513.2015.954091
- Dubus, N. & Greene, R. (2015). Can Epas be exported to Cuba? *Journal of Human Behavior in the Social Environment* Vol. 25(1).
- Dubus, N. & Traylor, A. (2015). Comparative view of prenatal care between the United State and Cuba:Lessons for the United States? *Journal of Human Behavior in the Social Environment* Vol. 25(1).
- Dubus, N., Wichinsky,L., Bailey, D., & Allen, J. (2015). Comparative view of Social Work's history and development in the United States and in Cuba. *Journal of Human Behavior in the Social Environment* Vol. 25(1).
- Dubus, N. (2015). Using an interpreter as co-facilitator. *Special Issue of the Journal of Social Work with Groups Out here in the field: Innovative approaches to group work field education, training and supervision.*, 38(1).
- Dubus, N. (2014). Self-Perception of When Old Age Begins for Cambodian Elders Living in the United States. *Journal of Cross-Cultural Gerontology*,29(2), 185-199, 10.1007/s10823-014-9230-0.
- Sottie, C., N. Dubus & Sossou, M. A., (2013). Enhancing student outcomes through mentoring, peer counselling and parental involvement. *Prospects* 43(3), 377-391.
- Dubus, N. (2014). Permission to be authentic: An intervention for new mothers. *Affilia: Journal of Women and Social Work*, 29(1), 43-55.
- Das,M., Dubus, N., & Silka, L.(2013). Years later: Memories of the killing fields. *Humanities and Society*, 37(4), 327-344.
- Dubus, N. (2013). Applied learning: A project for graduate social work students. *Social Work Education*. 1-17.
- Dubus, N. (2013). A day in the life of a group social worker: Working with refugees in a community health center. *Riding the Mutual Aid Bus and Other Adventures in Group Work: A Days in the Lives of Social Workers Collection*. Harrisburg PA: White Hat Communications.
- Sossou,A., & Dubus,N. (2013). International Social Work Field Placement or Volunteer Tourism? *Journal of Learning Design* 6(1).
- Dubus, N. (2010). "I feel like her daughter not her mother": Ethnographic trans-cultural perspective of the experiences of aging for a group of Southeast Asian Women, *Journal of Aging Studies*, doi:10.1016 /j.jaging.2010.02.002

Dubus, N. (2010). Who cares for the caregivers? Why Medical Social Workers belong on end-of-life teams. Submitted to *Social Work in Health Care*. Vol. 49 (7), pp. 603-17

Dubus, N. (2009). Creating a bridge to healing: A professional/paraprofessional team approach. *Journal of Social Work Practice* 23(3), 327-336.

Dubus, N. (2009). Professional/paraprofessional team approach in groupwork with Cambodian refugee women. *Groupwork* 19(2), 46-62.

Paris, R. & Dubus, N. (2005). The challenge of new motherhood: Staying connected while nurturing an infant. *Family Relations Journal*, 54, 72-83.

## **Presentations**

**Dubus, N.**, & Scobie-Carroll, A. (2014). Developing an Interprofessional Integrated Healthcare Delivery Model. Society for Social Work Leadership in Health Care. Salt Lake City.

**Dubus, N.**, Bailey, D., Wichinsky, L., & Allen, J. (2014). Crossing Waters to Connect Our Professional "Divide": Lessons From Cuba's Health-Care System. Council of Social Work Education. Tampa, FL.

Heyman, J., **Dubus, N.**, Stanhope, V., & Schiefer, R. (2014). Integrated Care and the Future of Social Work Practice: Challenges and Opportunities. Council of Social Work Education. Tampa, FL.

Deepak, A., Minnick, D., McPherson, J., & **Dubus, N.** (2014). Globalization and International Partnerships: Service, Education, and Research in the Context of Power. Council of Social Work Education. Tampa, FL.

Dubus, N. Interprofessional Integrated Health Care: Putting Social Work on the Forefront of Integrated Care. Council of Social Work Education. Tampa, FL.

Dubus, N. (2013). Community Conversation for Connection: Social Work in Cuba. Bryn Mawr College: PA.

Dubus, N. (2013). Creating Community-Base Health Connections with Refugees. 48<sup>th</sup> Annual Meeting and Conference for the Society for Social Work Leadership in Health Care. Philadelphia, PA.

Dubus, N. (2013). Bridging the Cultural and Language Divides: Community health centers response to the needs of refugees. Refugee Conference. Paxton, MA.

Dubus, N. (2012). Developing an International Field Placement. Council of Social Work Education. Washington D.C.

Dubus, N. (2012). Building a Bridge from School to Community: A mentorship project. Fifth Annual International School Social Work Conference. Accra, Ghana.

Dubus, N. (2012). Transcultural Aging for Cambodian Refugee Women in the United States. Third Annual World Association of Cultural Psychiatry. London, England.

Dubus, N. (2012). Experiences of New Mothers Who's Own Mothers are unavailable. Eastern Sociological Society. New York Center, New York.

Dubus, N. (2011). Developing a Team Model Approach in Working with Refugees in a Community Health Setting. Canadian Refugee Health Conference 2011. Toronto, Canada.

Dubus, N. (2008). Creating a Bridge to Healing: A Professional/Bicultural-Paraprofessional Co-Therapy Team Approach. CSWE Conference. Philadelphia, PA.

Dubus, N. (2007). Burdened by love and abandoned by professionals. Carework Conference. New York, NY.

Dubus, N. (2006). Permission to be authentic: What new mothers perceive to be helpful. Presentation to Jewish Family and Children Services, Waltham, MA.

Dubus, N. (2005). Policy of emotions: How emotions determine public policies. Eastern Sociological Society Annual Conference. Washington DC.

Paris, R., & Dubus, N. (2004). Home-visiting support for at-risk mother: The relationship makes it work. Society for Social Work and Research Annual Conference. New Orleans, LA.

Dubus, N. (2003). Care work, paid work and the changing structure of the family. American Sociological Society Annual Conference. Atlanta, GA.

Dubus, N. (2003). The impact of controlling images of mothering on women. Eastern Sociological Society Annual Conference. Philadelphia, PA.

Paris, R., & Dubus, N. (2003). Evaluation of a home-visiting program. Boston University School of Social Work Doctoral Colloquium. Boston, MA.

Paris, R., & Dubus, N. (2003). A challenge of new motherhood: Staying connected while nurturing an infant. Society for Social Work and Research Annual Conference. Washington, DC.

Paris, R., & Dubus, N. (2002). Program evaluation of a relationship based home intervention program for at-risk mothers. Zero to Three's National Training Institute. Washington, DC.

Paris, R., & Dubus, N. (2002). Program evaluation: What the volunteers do that helps. Presentation to Jewish Family and Children Services, Newton, MA.

Paris, R., & Dubus, N. (2002). The challenge of new motherhood. Jean Baker Miller Research Forum. Wellesley, MA.

## Grants

### Internal Grants:

Research and Development grant:\$3000, 2010, 2011, 2012, 2013

### External Grant (in collaboration with partners):

CSWE & SAMHSA Integrated Behavioral Grant: \$10,000

Blue Cross Blue Shield of MA Foundation Grant: \$50,000

Health Resources and Services Administration (HRSA) Grant: Two years at \$250,000 each year

## PROFESSIONAL ACTIVITY

- Co-founder of Globalization and International Partnerships.  
<http://globalizationandinternationalpartnerships.org/>
  - The informal network Globalization and International Partnerships is composed of more than 30 social work educators, social development practitioners, and community organizers from 17 countries with a common interest in building and examining global North-South and South-South service, education, and research partnerships that focus on gender and women's empowerment.
- National Association of Social Workers, License Test Trainer (10/2011-present)
- National Association of Social Workers, Workplace Safety Trainer (2/2015 – present)
- Board Member International Association of Social Work Groups (2012-2014)
- Society for Social Work Leadership in Health Care. Marketing and Membership Committee (2013- present).
- Peer Review Board Member of *Addiction, Recovery and Aftercare*
- Reviewer for *Family Relations Journal*; *Journal of Learning Design*
- Co-editor of special issue on *Innovated Group Work, in Social Work with Groups*
- Board member. Family Services Association of Santa Cruz County (1995-1997).

- Volunteer Supervisor. Santa Cruz AIDS Project. (1990-1995). Received Award of Excellence for Volunteer Work.
- Cambodian Speakers Panel, Lowell MA.

## Memberships

American Sociology Association National;

American Sociology Association Eastern;

National Association of Social Workers National;

National Association of Social Workers MA chapter;

National Association of Social Workers CA chapter;

World Association of Cultural Psychiatry.

## TEACHING AND PROFESSIONAL EMPLOYMENT

|               |  |
|---------------|--|
| 2015- Present | <b>Assistant Professor, San Jose State University, Social Work, San Jose CA</b><br>Teaching MSW social work courses including: Transcultural Generalist Practice, Transcultural Multi-Systems Practice   |
| 2010- 2015    | <b>Assistant Professor, Wheelock College, Department of Social Work, Boston MA</b><br>Teaching BSW and MSW social work courses including: Human Behavior and Social Environment, Field Seminar, Practice Methods.<br><br><b>Coordinator of the Graduate Certificate: Social Work in Integrated Healthcare</b> Developed and coordinate the graduate certificate<br><br><b>Lead Behavioral Health Integration Coordinator, Mattapan-Wheelock Partnership</b> Developed partnership with community partners and the department to provide community-based integrated behavioral health services to at-risk neighborhood. |

Tel: 978-317-3088

Nicole Dubus

Email: [ndubus@wheelock.edu](mailto:ndubus@wheelock.edu)

1990- Present

**Private Practice in CA (1990- 2001), Private Practice in MA**

### **Other Teaching Experience**

- 2009 **Graduate Department; Psychology, Cambridge College, Lawrence MA**  
Research Methods
- 2003- 2006 **Sociology Department; Women Studies Department, University of Massachusetts, Boston, MA**  
Courses taught: Women and Society; Women and Aging; Social Psychology
- 2004-2005 **Sociology Department. University of Massachusetts, Lowell, MA**  
Courses taught: Sociology of Gender
- 2003 **Social Work Department. University of New Hampshire, Durham, NH**  
Courses taught: Racism and Oppression; Human Behavior and Social Environment
- 1990-2001 **Women's Studies Department. Cabrillo College, Aptos, CA**  
Courses taught: Introduction to Women Studies; Gender Relations; International Women Studies; Gender and Work; Gender and Health; Gender and the Family; Women of Color; Gender and Communication; Psychology of Women; Women and the Courts, Gender and Law; Oppression
- 1993-1999 **JFK University, Graduate School of Professional Psychology, Campbell, CA**  
Courses taught: Clinical Skills, Family, Group Work; Child Disorders; Diversity; Developmental Disorders; Special Needs Families; DSM Diagnosing; Person in Environment, life span, addictions, eating disorders, psychological theories, social change theory
- 1998-1999 **Psychology Department. San Jose State University, San Jose, CA**  
Courses taught: Child and Adolescent Psychological Disorders
- 1992-1993 **Women's Studies Department. University of California, Santa Cruz**  
Courses taught: Politics of Women's Health Care

### **Other professional Experience**

- Present **Consultant, Department of Defense, MHN Military, Family and Life Program**  
Provide on-base short-term problem resolution for active duty, reserve, and national guard personnel, family, and children in domestic and international settings.



- 2007- Present      **Licensed Clinical Social Worker, Lowell Community Health Center, Lowell MA**  
Provide psychotherapy, trauma therapy, case management, group therapy, inter-disciplinary team coordination to Cambodian immigrants suffering PTSD, chronic pain, addictions, and other mental health problems.
- 2001- 2004      **Licensed Clinical Social Worker, Amesbury Psychiatric Center, Amesbury MA**  
Provide psychotherapy to individuals, children, youth, families. Coordinate with schools. Provide intensive outpatient substance abuse therapy in groups and individually.
- 1999-2000      **Senior Mental Health Specialist, Santa Cruz County, CA**  
Oversee, coordinate, and authorize mental health services for Medi-caid recipients. Assess clients for system wide services. Case manage chronically mentally ill clients. Assess and treat children for mental health services. Coordinate with schools and other service providers.
- 1993-1997      **Video Producer, Envision Video Productions, Santa Cruz, CA**  
Produce educational, psycho-educational videos, and training videos.
- 1993- 2000      **Methadone Clinical Supervisor; Mental Health Therapist; Probation Therapist; Addiction Counselor, Triad Community Services, Scotts Valley, CA**  
Supervise addictions and methadone counselors; Provide individual, child, youth, adult psychotherapy, and group work; Counsel and provide post-release treatment to clients on state and federal probation; provide intensive outpatient substance abuse treatment
- 1991-1993      **Medical Social Worker, Visiting Nurses Association, Santa Cruz, CA**  
Perform home visits, coordination of care, inter-disciplinary geriatric approach in the assessment and treatment of home-bound clients.
- 1990-1991      **Psychiatric Social Worker, Santa Clara County Perinatal Substance Abuse Treatment Program, San Jose CA**  
Assist in the design and implement the County's first Perinatal day treatment program for pregnant addicts on methadone. Coordinate with County wide agencies, government offices, and

Tel: 978-317-3088

Nicole Dubus

Email: [ndubus@wheelock.edu](mailto:ndubus@wheelock.edu)

policy agents in developing an inter-disciplinary team to identify, outreach, assess, and treat pregnant addicts from low-income, immigrant communities. Supervise paraprofessional counselors; provide intensive substance abuse day treatment services.

1989-1990

**Medical Social Worker, Santa Clara Valley Medical Center, San Jose CA**

Provide medical social work to the emergency department, maternity department, and Neo-natal Intensive Care Unit.

1988-1989

**Family Reunification Worker, Santa Clara Department of Social Services, San Jose CA**

Case manage extensive case load of families and children; assess for child abuse; coordinate with service providers and law enforcement; create reports; present in courts.

1987-1988

**Psychiatric Social Worker, Santa Clara Community Mental Health Center, San Jose CA**

Assess and treat severely chronically mentally ill children and adults. Provide geriatric death and dying group treatment.

1986-1987

**Addictions Counselor, Haight-Ashbury Detox Clinic, San Francisco, CA**

Provide addictions counseling to wide range of adults and adolescents in a drug-free detox program.

1985-1988

**Family Planning Specialist, Planned Parenthood, Santa Cruz, CA**

Member of the first abortion services from Planned Parenthood in this county. Provide pregnancy and contraception counseling; STD counseling; AIDS counseling; patient advocacy.

1983-1985

**Community Liaison, Familia Center, Santa Cruz, CA**

Community outreach, medical assistance, immigration counseling for community-based center for migrant farmers.

1982-1987

**Health Counselor/Clinical Coordinator, Women's Health Center, Santa Cruz, CA**

Coordinate health and community services; provide reproductive health counseling.

1981-1986

**Crisis Intervention Specialist/Shelter Advocate, Women's Crisis Support, Santa Cruz, CA**

*Tel: 978-317-3088*

*Nicole Dubus*

*Email: ndubus@wheelock.edu*

Provide crisis intervention; hotline support; court advocacy;  
crisis triage.

**LICENSURE**

Licensed Clinical Social Worker: Licensed in CA (LCSW); and MA (LICSW)