

NICOLE DINGWELL FRENDT, DHA, LMSW

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PROFESSIONAL PROFILE

University-level social work educator, licensed clinical social worker, and Doctor of Health Administration with graduate teaching experience in a CSWE-accredited online MSW program, 14 years of field education supervision, and doctoral scholarship focused on social capital, population behavioral health, and health equity. Experienced in online course delivery, Canvas-based course shell enhancement, assignment and rubric refinement, competency-based assessment, backward design principles, Universal Design for Learning, and CSWE-aligned course mapping. Brings practice-informed expertise in trauma-informed clinical social work, behavioral health systems, addiction treatment, clinical supervision, interprofessional collaboration, and executive leadership. Prepared to contribute to university teaching, student mentorship and advising, field education, applied research, curriculum innovation, accreditation-aligned assessment, and service to social work, public health, and health administration programs.

EDUCATION

Doctor of Health Administration (DHA) | Central Michigan University | 2025

- **Dissertation:** *Deconstructing Social Capital: A Methodological and Comparative Analysis of U.S. County-Level Indices for Population Health*
- **Committee:** Dr. James Johnson (Chair), Dr. Nailya DeLellis, Dr. Dimitrios Zikos
- **Focus:** Population behavioral health, social capital measurement, and health equity

Graduate Certificate, International Health Systems | Central Michigan University | 2024

Master of Social Work (MSW) | University of Michigan | 2010

- CSWE-accredited. Concentration: Interpersonal Practice, Families and Youth. Minor: Human Services Management.

Bachelor of Social Work (BSW) | Michigan State University | 2009

- Academic Certificate in Diversity and Inclusion. Provost's Undergraduate Research Initiative Scholar.

LICENSES AND CERTIFICATIONS

Clinical Social Work Licenses: LMSW (Michigan) | LICSW (Minnesota) | LCSW (Wisconsin, Florida, Indiana, New York) | LISW (Ohio)

Clinical Supervision: Certified Clinical Supervisor (CCS), Michigan Certification Board of Addiction Professionals (MCBAP), IC/RC approved

Specialized Certifications: CAADC | CSAT-S, IITAP | CMAT, IITAP | Certified Sex Offender Therapist, NAFC | Certified Nonprofit Professional

Clinical Modalities: EMDRIA-trained EMDR | TF-CBT Certified | Somatic Experiencing, Level 3

Teaching Credential: AUPHA Certificate for Teaching in Healthcare Management

TEACHING AREAS AND COURSES PREPARED TO TEACH

Human Development; Generalist Social Work Practice; Advanced Clinical Social Work Practice with Individuals and Groups; Trauma-Informed Practice; Addiction and Behavioral Health

TEACHING EXPERIENCE

Adjunct Faculty and Field Supervisor | Touro University, MSW Online Global Program | August 2025 - Present

- Teach graduate social work courses in a CSWE-accredited online MSW program using synchronous and asynchronous instruction, Canvas-based course delivery, structured discussion facilitation, and applied clinical case analysis.
- Translate developmental theory, human behavior frameworks, and clinical social work concepts into practice-focused learning activities, applied assignments, and competency-based discussions.
- Strengthen existing Canvas course shells by refining assignment instructions, grading rubrics, accessibility features, engagement strategies, and objective-to-assessment alignment using backward design and Universal Design for Learning principles.
- Provide clinical and administrative field supervision to MSW students, including reflective supervision, performance feedback, professional identity development, and CSWE competency-aligned evaluation.
- Advise and mentor students across a global cohort, supporting educational planning, professional goals, clinical reasoning, ethical decision-making, and persistence in disrupted or complex learning environments.
- Taught 44 MSW students across three graduate course sections in two semesters, with strong student evaluation results in respect, feedback, engagement, consultation availability, and overall instruction.

Courses Taught

- SSWO 660, Human Behavior and the Social Environment I, Section 3 (Fall 2025)
- SSWO 661, Human Behavior and the Social Environment II, Sections 0 and 1 (Spring 2026)
- SSWO 750, Advanced Clinical Social Work Practice with Individuals (Fall 2026)

Student Evaluation Summary, Touro University MSW Online Global Program (3 sections, 38 respondents of 44 enrolled, 86% response rate)

- Respectful to students: 4.79 / 5.00
- Feedback guiding student progress: 4.68 / 5.00
- Encouraged questions and expression of ideas: 4.61 / 5.00
- Available for consultation outside of class: 4.58 / 5.00
- Overall instructor rating: 4.39 / 5.00

FIELD INSTRUCTION, STUDENT SUPERVISION, AND MENTORSHIP

Clinical, Policy and Management Field Supervisor | University of Michigan School of Social Work | 2011 - 2025

- Supervised MSW students across 14 years in clinical, policy, management, and community field placements, providing reflective supervision, professional mentorship, competency-based evaluation, and practice-to-theory integration.

- Facilitated reflective practice sessions that strengthened students' clinical reasoning, use of supervision, ethical awareness, cultural humility, documentation, and integration of classroom learning into field practice.
- Developed learning agreements and individualized professional development plans with students.
- Supported students through clinical challenges including trauma-informed care, case management, and cross-cultural communication.
- Served as field education representative on the School of Social Work student-faculty committee, contributing to student support, field education quality, and academic-practice collaboration.

ACADEMIC AND PROFESSIONAL SERVICE

- Member, Mental Health and Psychosocial Support Technical Working Group, Ukraine.
- Volunteer medical mission participant, Heart to Heart Belize, San Ignacio, Belize.
- Disaster response volunteer, Michigan Crisis Response Registry.

Continuing Education Program Developer | GPS Guide to Personal Solutions | June 2013 - March 2020

- Designed and managed continuing education programming approved through the National Association of Social Workers, Michigan Chapter, and the Michigan Certification Board of Addiction Professionals, carrying the full approval process independently.

RESEARCH INTERESTS

Population behavioral health equity; social capital measurement and construct validity; social determinants of mental health; county-level health outcomes; trauma-informed behavioral health systems; cross-cultural clinical practice with refugees and immigrant communities.

PUBLICATIONS

Journal Articles

- Dingwell, N. C., & Timm, T. M. (2008). Childhood sexuality: What professionals need to know. *The Michigan Child Welfare Journal*, 21–27.

Book Chapters

- Dingwell Frendt, N. (2023). New Zealand: He Waka Eke Noa, we are all in this together. In J. Johnson & N. DeShore (Eds.), *COVID-19 global pandemic: The world responds*. Sentia Publishing.

Curriculum and Textbooks in Development

- Dingwell Frendt, N. (in preparation). *Statistics, research design, and program evaluation concepts for application in everyday social work*.
 - Comprehensive instructional suite in development: textbook, statistics workbook, program evaluation manual, faculty implementation guide, and interactive LMS module series designed to make quantitative reasoning, research design, and program evaluation accessible to clinical social work practitioners.

Manuscripts Submitted for Publication

- Dingwell Frendt, N. (2026). *What are social capital indices really measuring? A construct analysis* [In Review].
- Dingwell Frendt, N. (2026). *A comparative analysis of U.S. county-level social capital indices and mental health outcomes* [In Review].

Manuscripts in Preparation

- Zikos, D., & Dingwell Frendt, N. (in preparation). *Diabetes as a comorbidity in hospitalized Medicare patients with pressure ulcers: Prevalence, mortality, and length of stay*.

PRESENTATIONS

- Dingwell Frendt, N., & Cline, R. R. (2026, November 1–4). *Applying the LESCANT framework to therapeutic alliance development with Afghan refugees: A cross-cultural communication analysis* [Poster presentation]. APHA Annual Meeting and Expo, San Antonio, TX, United States. Accepted.
- Zikos, D., & Dingwell Frendt, N. (2026, June 9–11). *AI in doctor of health administration education: Restoring active learning* [Conference session]. AUPHA Annual Meeting, San Diego, CA, United States.
- Dingwell, N., Bizri-Baryak, R., & Johnson, J. (2023, July 19–21). *Alliance through words: Interpreters bridging language and culture in therapy sessions with refugees* [Poster presentation]. International Social Sciences Conference, Krakow, Poland.

CLINICAL SOCIAL WORK PRACTICE

Private Practice Therapist and Consultant | Anahata Consulting, PLLC (formerly Elements Behavioral Health, PLLC) | 2012 - June 2026

- Provided trauma- and addiction-focused therapy to individuals, couples, and families using evidence-based interventions, including EMDR, TF-CBT, and Somatic Experiencing.
- Conducted forensic risk assessments as a Certified Sex Offender Therapist for parolee and probationer clients and for referrals from state and federal court systems, using the Static-99, the Abel Assessment for Sexual Interest, the STABLE-2007, and the ACUTE-2007.
- Consulted with community therapists and agencies on peer supervision, complex cases, and ethical dilemmas.
- Consulted with community agencies on protocols, accreditation, federal and state policy changes, and compliance processes.
- Consulted with startup private practice owners on billing, credentialing, and policies and procedures.
- Supervised and mentored junior clinicians and interns.

Practice populations: corrections and parole, family court, child protective services, refugee and immigrant communities.

ADMINISTRATIVE AND EXECUTIVE EXPERIENCE

Founder, Clinical and Executive Director | GPS Guide to Personal Solutions | 2013 - June 2026

- Founded, scaled, and directed a state-licensed substance abuse treatment facility from inception to approximately \$1 million in annual revenue, leading a clinical team of 12 to 18 therapists and overseeing clinical care delivery, regulatory compliance, payer credentialing, billing operations, quality assurance, workforce development, community partnerships, budgeting, and nonprofit administration.

- Built and led clinical supervision infrastructure for licensed, limited licensed, and student intern therapists, supporting workforce development, ethical practice, clinical quality, risk management, and consistent service delivery across the organization.
- Developed and maintained organizational policies, protocols, and quality assurance measures to ensure compliance with state and federal regulations for in-person and telehealth psychotherapy practice.
- Recruited, trained, supervised, and evaluated clinical and administrative staff, providing professional development, performance feedback, and workforce planning support.
- Managed nonprofit financial operations, including budgeting, revenue sustainability planning, and resource allocation to support program continuity and organizational growth.
- Directed insurance contracting and credentialing oversight, billing compliance, and audit preparation for private funders, aligning payer requirements with clinical documentation, revenue cycle processes, and organizational compliance standards.
- Credentialed and/or supervised credentialing of providers with national and regional health insurers, employee assistance programs, CMS, and state Medicaid programs.
- Maintained accessible and audit-ready health records to support insurance reviews, billing compliance, and regulatory documentation requirements.
- Managed policies and procedures to support CMS compliance, payer requirements, and consistent clinical documentation standards.
- Established and maintained partnerships with community healthcare providers, nonprofit organizations, and social service agencies to strengthen referral pathways, care coordination, and community-based service access.

PROFESSIONAL ASSOCIATIONS

- Council on Social Work Education (CSWE) / International Association of Schools of Social Work, 2022 - Present
- National Association of Social Workers (NASW), 2006 - Present
- Association for the Treatment and Prevention of Sexual Abuse (ATSA), 2013 - Present
- Association of University Programs in Health Administration (AUPHA), 2022 - Present
- American Public Health Association (APHA), 2019 - Present
- American College of Healthcare Executives (ACHE), 2023 - Present