

Eric S. Nicely, Psy.D.

Clinical and Consulting Psychologist

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Education

Doctor of Psychology, Clinical Psychology, California School of Professional Psychology, Alameda, CA. June 2001.

Master of Arts, Psychology, California School of Professional Psychology, San Diego, CA. May 1993.

Bachelor of Arts, magna cum laude, Psychology and Sociology, The American University, Washington, DC. May 1989.

Present Occupation

Clinical and Consulting Psychologist
Independent Practice, San Francisco, CA.

02-2003 to Present

Position Description

Full-time, independent clinical psychology practice. Consultant and contractor of EAP services to small businesses. Consultant to organizations in health and wellness training, organizational development, and change management. Personal and executive coaching.

Populations and Modalities

Adults with a wide range of psychological functioning. Brief, solution-focused individual, couples, and group therapy. Produce and present workshops and seminars on psycho-educational topics.

Issues / Disorders Treated

- | | | |
|--|--------------------------------------|------------------------|
| ▪ Depression | ▪ Life-work balance | ▪ Grief and loss |
| ▪ Traumatic events | ▪ Health and wellness education | ▪ HIV / AIDS |
| ▪ Anxiety | ▪ Job performance problems | ▪ Transgender identity |
| ▪ Crisis situations | ▪ Management consultations | ▪ Psychiatric symptoms |
| ▪ CISM (critical incident stress debriefing) | ▪ Change management | ▪ Marital concerns |
| ▪ Substance abuse / dependence | ▪ Stress management | ▪ Elder care |
| | ▪ Layoff / termination / transitions | ▪ Gay / Lesbian issues |

Teaching and Training Experience

Adjunct Faculty, Alliant International University August 2004 to Present

Currently teaching PSY 8562, Management: Psychotherapy Practice, a course that covers the basic principles of starting and managing a private practice. Issues include economics, office basics, therapist self-care, marketing, and ethical issues.

Therapist Self-Care February 2004, March 2004

An overview of the hazards of the therapist profession, evaluation of the research on impairment, presentation of a self-care model, review of the research on therapist self-care, and creation of individual self-care plans. Continuing education course presented to clinical staff at Kaiser Permanente Adult Psychiatry Department, Oakland, CA.

Gratitude and Health

November 2003

A health and wellness presentation examining the impact of gratitude on psychological and physical health. Methods for developing and practicing gratitude in daily life were presented. Presented to UCSF faculty and staff.

TechnoStress

August 2002

A health and wellness presentation examining the impact of technology on creating stress in our lives. Also presented tools and techniques for coping effectively with the demands of technology. Presented to UCSF faculty and staff.

Time Management

May 2002

Presented the principles of time management to call center employees, including designing daily activity guides, call handling, and work productivity plans. Presented to managers and staff at Everdream Corporation.

Organizational Development:

March 1998

What's Possible for People and Organizations

A presentation on bringing goals into reality through a step-by-step action planning process. Presentation included envisioning goals through developing concrete action plans. Presented to psychology clinicians in a retreat setting.

Managed Care and the Future of Psychology

February 1998

An overview of managed care, including its historical roots, was presented. The implications and impact on clinical psychology was presented. Presented to staff at Sunset Mental Health, a community mental health clinic.

Effective Communication Training

March 1998

Assertive communication and customer service skills were emphasized in a team environment. Presented to a staff of college administrators.

Employee Development

**December 1997,
July 1998**

Effective personnel management and employee development were presented in a context of leadership development and team effectiveness. Presented at state, regional, and national association of student financial aid administrators.

Professional Work Experience

EAP Counselor

01-2002 to 01-2003

Faculty and Staff Assistance Program, University of California – San Francisco, San Francisco, CA.

Position Description

Full-Time Counselor and post-doctoral fellow in the employee assistance program (EAP) at a medical center and health sciences research institution with over 18,000 employees. Assessment, brief counseling, referral and case management for employees with personal or work-related problems. Group interventions and organizational projects as assigned.

Populations and Modalities

Adult employees, ages 18-62 with a wide range of psychological functioning. Individual and group counseling.

Issues / Disorders Treated

- | | | |
|--|--------------------------------------|----------------------------|
| ▪ Depression | ▪ Substance abuse / dependence | ▪ Anxiety disorders |
| ▪ Traumatic events | ▪ Marital concerns | ▪ Grief and loss |
| ▪ Domestic violence | ▪ Life-work balance | ▪ HIV / AIDS |
| ▪ Crisis situations | ▪ Elder care | ▪ Transgender identity |
| ▪ Management consultations | ▪ Stress management | ▪ Job performance problems |
| ▪ CISD (critical incident stress debriefing) | ▪ Layoff / termination / transitions | ▪ Psychiatric symptoms |
| ▪ Health and wellness education | ▪ Gay / Lesbian issues | ▪ Change management |

Other Activities

- EAP return on investment (ROI) project – prepared and presented findings on a ‘total value’ approach to evaluating the financial performance of the EAP program.
- EAP electronic records database - vendor evaluation, project management, implementation oversight.
- Certificate – Critical Incident Stress Management (Mitchell Model): Basic, 14 hours
- Certificate – Diversity training program (institutional workplace diversity initiative)
- Organizational projects - including strategic planning, customer survey analysis and reporting, creation of an electronic post-doctoral fellow training manual, public relations workshops, development and analysis of EAP business processes, service brochure redesign, development of supportive work environment initiatives through a committee, and supervisor training (stress management).
- Health and wellness training – wrote articles and delivered workshops related to stress management and other EAP topics.

Psychology Intern

08-1998 to 08-1999

OMI Family Center, San Francisco Department of Public Health, Division of Mental Health Services, San Francisco, CA.

Position Description

Full-time (60%) psychology intern in an outpatient community mental health setting, responsible for intake evaluation and diagnosis, psychological assessment, treatment (individual and group psychotherapy), and case management of patients. Officer of the day and crisis intervention duties. Relevant administrative duties (charting, billing, etc.).

Populations and Modalities

Children, adolescents and adults (ages 8-55) with a wide range of psychopathology and varying levels of psychological functioning. Brief and longer-term psychodynamic psychotherapy. Cognitive-behavioral treatment for anxiety and depression disorders.

Issues / Disorders Treated

- | | | |
|-----------------------------------|--------------------------------|-------------------------|
| ▪ Depression | ▪ Substance abuse / dependence | ▪ Grief and loss |
| ▪ Anxiety disorders | ▪ Art / expression group | ▪ HIV / AIDS |
| ▪ Bipolar disorders | ▪ ADD/ADHD | ▪ Psychotic disorders |
| ▪ Borderline personality disorder | ▪ Long-term mental illness | ▪ Medication management |
| ▪ Sexual assault / Rape | | ▪ Gay / Lesbian issues |

Other Activities

- Off-site treatment visits
- Play therapy with children

Psychology Intern

08-1997 to 08-1998

Sunset Mental Health Services, San Francisco Department of Public Health, Division of Mental Health Services, San Francisco, CA.

Position Description

Full-time (60%) psychology intern in an outpatient community mental health setting, responsible for intake evaluation and diagnosis, psychological assessment, treatment (individual, couples, and group psychotherapy), and case management of patients. Officer of the day and crisis intervention duties. Relevant administrative duties (charting, billing, etc.).

Populations and Modalities

Children, adolescents and adults (ages 5-70) with a wide range of psychopathology and varying levels of psychological functioning. Brief and longer-term psychodynamic psychotherapy, in addition to play therapy and cognitive-behavioral treatments.

Issues / Disorders Treated

- | | | |
|----------------------------|---------------------------------|-------------------------|
| ▪ Depression | ▪ Substance abuse / dependence | ▪ Grief and loss |
| ▪ Anxiety disorders | ▪ Art / expression group | ▪ HIV / AIDS |
| ▪ Bipolar disorders | ▪ ADD/ADHD | ▪ Psychotic disorders |
| ▪ Schizoaffective disorder | ▪ PDD / Autism | ▪ Medication management |
| ▪ Chronic schizophrenia | ▪ Schizophrenic couples therapy | ▪ Gay / Lesbian issues |
| ▪ Cultural assimilation | | ▪ Family conflict |
| ▪ Learning disabilities | | |

Other Activities

- Off-site treatment visits
- Psychological assessment
- Psychotherapy via translation (Russian)
- Created a computerized card catalog for the literature library
- Utilized computers in adolescent therapy

Psychology Intern

08-1996 to 08-1997

New Leaf Counseling Center, San Francisco Department of Public Health, Division of Mental Health Services, San Francisco, CA.

Position Description

Half-time psychology intern in an outpatient mental health center for the gay, lesbian, bisexual, and transgender community. Responsible for intake evaluation and diagnosis, psychological assessment, treatment (individual, couples, and group psychotherapy), and case management of patients. Officer of the day and crisis intervention duties. Relevant administrative duties (charting, billing, etc.).

Populations and Modalities

Gay men and transgender clients (age 16-65) with a wide range of psychopathology and varying levels of psychological functioning. Brief cognitive therapy and longer term psychodynamic psychotherapy, in addition to couples and group therapy.

Issues / Disorders Treated

- | | | |
|-----------------------------|--------------------------------|-------------------------------------|
| ▪ Gay / Lesbian issues | ▪ Substance abuse / dependence | ▪ Psychotic disorders |
| ▪ Depression | ▪ Grief and loss | ▪ Medication management |
| ▪ Anxiety disorders | ▪ HIV / AIDS | ▪ Physical and sexual abuse, incest |
| ▪ Bipolar disorders | ▪ Intimacy and communication | ▪ Children of alcoholics |
| ▪ Transgender identity | ▪ Couples coping with HIV | ▪ Internalized homophobia |
| ▪ Brief psychotic disorders | | |
| ▪ Men's issues | | |

Other Activities

- Community outreach (HIV prevention)
- Dissertation research

Psychology Intern

08-1992 to 08-1993

AIDS Response Program, The Gay and Lesbian Center, San Diego, CA.

Position Description

Half-time psychology intern in an outpatient mental health center for the gay, lesbian, bisexual, and transgender community. Responsible for intake evaluation and diagnosis, psychological assessment, treatment (individual, couples, and group psychotherapy), and case management of patients. Officer of the day and crisis intervention duties. Relevant administrative duties (charting, billing, etc.). Organizational projects as assigned.

Populations and Modalities

Gay men and transgender clients (age 16-65) with a wide range of psychopathology and varying levels of psychological functioning. Brief cognitive therapy for HIV issues, longer-term psychodynamic psychotherapy for gay / lesbian issues, and couples and group therapy.

Issues / Disorders Treated

- | | | |
|---------------------------------|--------------------------------|--|
| ▪ HIV / AIDS | ▪ Substance abuse / dependence | ▪ Physical and sexual abuse, incest |
| ▪ Gay / Lesbian issues | ▪ Grief and loss | ▪ Children of alcoholics |
| ▪ Depression | ▪ Intimacy and communication | ▪ Internalized homophobia |
| ▪ Anxiety disorders | ▪ Couples coping with HIV | ▪ Sero-opposite couples |
| ▪ Bipolar disorder | ▪ Substance-induced psychoses | ▪ Crisis intervention |
| ▪ Transgender identity disorder | ▪ Men's issues | ▪ Employee support groups (county HIV testing employees) |
| ▪ Brief psychotic disorders | | |
| ▪ Death, dying, and bereavement | | |

Other Activities

- Designed and implemented a database program to automate statistical reporting on clients and service levels (required for three separate funding sources, including county, state, and special legislative act funds).
- Liaison, support and debriefing services for county employees conducting anonymous HIV testing.
- Psycho-educational groups (new in recovery, recently diagnosed HIV+, etc.).
- Home visits to AIDS patients and supportive family therapy.
- Liaison with local HIV resources and centers.

Staff Counselor

08-1992 to 12-1993

Stepping Stone, Inc., San Diego, CA.

Position Description

Part-time paid staff in a social model recovery program with both inpatient and outpatient chemical dependency treatment. Client intake and evaluation, individual and group counseling, 12-step program support and counseling, crisis intervention, and case management. Relevant administrative duties (charting, billing, etc.). Organizational projects as assigned.

Populations and Modalities

Gay, lesbian, bisexual and transgender clients (age 16-60) with a wide range of psychopathology (primarily chemical dependency) and varying levels of psychological functioning. Individual and group counseling within a 12-step, social model recovery program.

Issues / Disorders Treated

- | | | |
|---------------------------------|---------------------------------|-------------------------------------|
| ▪ Substance abuse / dependence | ▪ Brief psychotic disorders | ▪ Physical and sexual abuse, incest |
| ▪ HIV / AIDS | ▪ Death, dying, and bereavement | ▪ Children of alcoholics |
| ▪ Gay / Lesbian issues | ▪ Substance-induced psychoses | ▪ Internalized homophobia |
| ▪ Depression | ▪ Long-term recovery | ▪ Crisis intervention |
| ▪ Anxiety disorders | ▪ Detoxification | ▪ Neglect and grave disability |
| ▪ Bipolar disorder | ▪ Criminal and legal issues | ▪ Involuntary commitment |
| ▪ Transgender identity disorder | | |

Other Activities

- Prepared monthly service statistics to maintain county funding.
- Provided ongoing, individual psychotherapy for dual-diagnosis clients.
- Maintained service statistics database and funding records.

Peer Counselor

01-1988 to 06-1989

Gay Men's Counseling Collective, Washington, DC.

Position Description

Member of a volunteer, peer-counseling organization that provided services to the gay and lesbian community.

Populations and Modalities

University students and adults in the local community (age 17-65). Face-to-face peer counseling.

Issues / Disorders Treated

- HIV / AIDS
- Gay / Lesbian issues
- Depression
- Peer conflict
- Grief and loss
- Suicidal ideation, attempts
- Student issues
- HIV worried well
- Anxiety disorders
- Stress management
- Traumatization / victimization

Other Activities

- HIV-prevention outreach services.
- Participated in facilitated, therapy-retreats.
- Assistance with advertising and recruitment of members and clients.

Supervisor

09-1987 to 08-1988

Crisis Intervention Hotline, Student Counseling Center, The American University, Washington, DC.

Position Description

Full-time staff of a crisis intervention hotline that served both university students and the local community. This position required 1-year of experience as a Counselor and specific psychology curricula. Responsibilities included training counselors, leading a research committee, and conducting group supervision of hotline counselors.

Populations and Modalities

University students and adults in the local community (age 17-65). Crisis intervention phone counseling and suicide prevention.

Issues / Disorders Treated

- Depression
- Peer conflict
- Suicidal ideation, attempts
- Student issues
- Anxiety disorders
- Stress management

Other Activities

- Supervised, evaluated, and graded counselors.
- Participated in group therapy for supervisors.
- Presented research committee reports.

Counselor

09-1986 to 08-1987

Crisis Intervention Hotline, Student Counseling Center, The American University, Washington, DC.

Position Description

Part-time staff of a crisis intervention hotline that served both university students and the local community. This position required crisis intervention training and specific psychology curricula.

Populations and Modalities

University students and adults in the local community (age 17-65). Crisis intervention phone counseling and suicide prevention.

Issues / Disorders Treated

- Depression
- Grief and loss
- Loneliness
- Suicidal ideation, attempts
- Student issues
- Anxiety disorders
- Stress management
- Chronic callers

Other Work Experience

Director of Training and Development 01-2001 to 07-2001
Everdream Corporation, Fremont, CA.

Position Description

Senior management position responsible for the development, evaluation and implementation of all corporate training in a high technology company.

Key Result Areas

Responsible for the design and implementation of the corporate university with learning in the subjects of sales, customer service, online learning, management skills, and technical knowledge. Responsible for all technical training for two call centers (help desks).

Director of Training and Development 03-2000 to 10-2000
TechPlanet, Menlo Park, CA.

Position Description

Executive level position responsible for the development, evaluation, and implementation of all corporate training in a high technology service company.

Key Result Areas

Responsible for management of the training department (staff of 25) and all corporate training initiatives in the areas of sales, customer service, management skills, and technical knowledge.

Chief Information Officer 07-1999 to 03-2000
Career Choices, Inc., Fremont, CA.

Position Description

Executive level position responsible for the integration of data systems across three colleges with nine locations.

Key Result Areas

Responsible for all accreditation, state, and federal compliance matters. Project manager for new curricula, programs and courses in automotive service and allied health careers. Implemented a distance learning Associate Degree program.

President 02-1998 to 12-2001
Essential Solutions Network, San Francisco, CA.

Position Description

President and owner of a human resource development consulting organization.

Key Result Areas

Provided training and compliance consultation to higher education institutions. Developed and delivered workshops on student service (customer service), multicultural diversity, employee development, and software skills.

Director of Student Financial Aid 04-1994 to 07-1999
Sequoia Institute (subsidiary of Career Choices, Inc.), Fremont, CA.

Position Description

Senior management position responsible for the awarding, disbursing, and management of over \$12 million in student aid funds at a proprietary institution of higher education.

Key Result Areas

Management of Federal Student Aid programs, employee performance management (team of eight), and continuous quality improvement of the organization. Project management, designed and developed training and effectiveness workshops and collaborative strategic goal building.

Senior Financial Aid Officer

06-1993 to 04-1994

ElDorado Colleges, Oceanside, CA.

Trained and supervised financial aid staff, financed new students, reconciled and oversaw disbursement of Federal Student Aid funds.

Student Loan Advisor

09-1991 to 05-1993

ConCorde Career Colleges, San Diego, CA.

Designed and implemented a student loan default reduction database program, conducted student educational workshops, developed working relationships with students, parents, and agencies, and performed collection and student service activities.

Senior Assistant Director

06-1990 to 09-1991

Office of Admissions and Financial Aid, The American University,
Washington, DC.

Responsible for performance management of five staff, developed training materials, directed quality assurance program, administered Federal Student aid programs in excess of \$2 million, performed all student employee review and job matching, and implemented continuous policy improvement.

Research Experience

Dissertation

2001

Internalized homophobia, stages and processes of change and alcohol use among gay men. This study evaluated the role of internalized homophobia in the self-change efforts of gay men attempting to control or eliminate alcohol use. It is hypothesized that attempts at sobriety are more successful for gay men that also make efforts to address the psychological effects of internalized homophobia. The Stages of Change model is employed (Prochaska, 1992)

Experimental Psychology project

1988

Conducted a study on food deprivation and the acquisition and maintenance of discriminative learning in rats. Results indicated that schedules of reinforcement caused more significant changes in learning than the level of deprivation. Completed a full research report as a Senior Thesis.

Research Assistant

1987-1988

Assisted with a Master's thesis on Self-Presentation and Phobia. Acted as an experimenter, administered questionnaires, completed behavioral observation checklists, maintained statistics, and debriefed subjects.

Publications

The How and Why of Therapist Self-Care, San Francisco Psychologist, Fall 2004 Issue.

Therapist Self-Care, Gay and Lesbian Therapist Referral Association Newsletter, Fall 2004 Issue.

Professional Affiliations

American Psychological Association
California Psychological Association
San Francisco Psychological Association
American Society for Training and Development
National Association of Cognitive Behavioral Therapists
Gay and Lesbian Therapist Association
New Leaf Therapist's Circle