NICHOLS & ASSOCIATES, INC.

ABOUT THE FOUNDER GLOBAL EXPERTISE CONTACT US



Edwin J. Nichols, Ph.D.



About the Founder

Edwin J. Nichols, Ph.D. is the Director of *Nichols and Associates, Inc.*, an applied behavioral science firm that helps organizations successfully compete in the global marketplace.

His commitment is to help organizations achieve **systemic congruence** through **cultural competence**; thus assuring a value-added, competitive edge that delivers increased market share.

A clinical/industrial psychologist, working in organization development, Dr. Nichols has more than twenty years of consulting experience with Fortune 500 corporations, foreign governments, national government agencies, parastatals, associations, health care systems, and not for profits.

The hallmark of his stellar career is the development of a unique paradigm: The Philosophical Aspects of Cultural Difference. This model is based on more than twenty years of professional consultation, study and research through-out the United States and abroad.

Dr. Nichols was educated at Assumption College, Windsor/Canada; Eberhardt-Karls Universität, Tübingen/Germany; Leopold-Franzens Universität, Innsbruck/Austria where he received his Doctor of Philosophy in Psychology and Psychiatry, *cum laude*.

His awards include being a Fellow of the Austrian Ministry of Education; a Visiting Scholar for the Rockefeller Foundation at the Bellagio Study Center, Italy; Harvard University Foundation, Distinguished Clinical Psychologist; Public Service Awards from the United States General Service Administration, the Department of Justice and the Social Security Administration.

Dr. Nichols has served in the Army as well as donated his time to a variety of charitable organizations. He has two adult children, Dr. Lisa Nichols psychologist New York, Edwin L Nichols, Import/Export Shanghai, China and granddaughter Maya.

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HOME

EDWIN J. NICHOLS, Ph.D.
Clinical/Industrial Psychologist
Curriculum Vitae

EMPLOYMENT:

Director, Nichols and Associates, Inc., Washington, DC 1989 – Present

Nichols and Associates, Inc.,(N&A) is an applied behavioral science firm, effecting technology transfer to organizations, based on principles of philosophy, basic and behavioral science. Dr. Nichols has developed a paradigm entitled, "*The Philosophical Aspects of Cultural Difference,*" which articulates the ***essence of ethnic difference*** from the philosophical disciplines of Axiology, Epistemology and Logic. This construct promotes understand from the intra-personal, the interpersonal, the group, the inter-group, the organization and the society. N&A creates organizations that are **systemically congruence** and **cultural competence**, for multiethnic, pluralistic and linguistically diverse workforces. This 21st Century workforce is the value added, it restores the competitive edge and increases the market share. Consultation is provided to Fortune 500 corporations, foreign governments, national government, agencies, parastatals, associations, health and mental health systems.

International Organization Development and Cultural Competence Workshops:

Consultant to the Office of Management Development for the British Commonwealth of Nations: Bahamas, Canada, Ghana, Guyana, Jamaica, Nigeria, Singapore and the United Kingdom. Other foreign consultations include Austria, Germany Switzerland; Argentina, Columbia, Mexico, Venezuela; China, Japan and Malaysia.

Executive Coaching patterns the models of Austria and Germany.

National Institute of Mental Health, (NIMH) Rockville, MD 1969 - 1989

Assistant to NIMH Director for Technology Transfer
Instituted the first national satellite training and distance mental health learning sessions.

Chief, Service Systems - Technology Transfer Branch
Produced the first Health and Human Services (HHS) teleconference from Atlanta to Rockville.

Chief, The Staff College NIMH
Convened national conference on Violence, developed violence prevention training matrix. Planned, implemented and evaluated educational programs to increase the efficacy of treatment modalities for community mental health centers and their staff. This general systems process was the forerunner for Evidence Based Best Practice.

Chief, Special Populations Section, Pharmacologic & Somatic Treatments Branch

Special Assistance, Special Mental Health Programs Division
Provided mental health consultation to HHS children and youth organizations.

Visiting Professor, University of Ibadan, Nigeria, Director Child's Clinic 1974 - 1977

Established the nation's first Child's Clinic for psychological assessment and evaluation. The clinic was in response to the Nigerian Military Government's edit for free primary education, without regard to individual limitations and/or degree of handicap. The mission of the clinic was to establish national psychological norms for pupil entry into the elementary school system, encompassing the three major ethnic groups in Nigeria; i.e., Yoruba, Igbo and Hausa.

Consulted with the Nigerian Centre for Management Development under the UN International Labour Organization. Formulated research designs by introducing *process* models and operations research. Conducted seminars on the adaptation of western business models to the West African cultural milieu. Later, the **Economic Community of West African States (ECOWAS) implemented this model.**

Chief, Studies in Child and Family Mental Health Center

Coordinated NIMH activities in mental health for children, adolescences and families. Formulated the objectives and scope of NIMH's nation wide program for child and family mental health. Synthesized the basic research information into potential applied research projects, which combined training and praxis under the same umbrella.

Spearheaded new research design models, away from deficit and pathological models, toward strengths, preventive and ecological models; i.e., the development of research models that unify the meaning of behavior phenomena, rather than models, which rely on phenotypic differences. General Systems and Lewin Field Theory models were used to present the comprehensive data pool of information to policy makers before decision-making and thereby provide multiple sets of options together with their long-range consequences (cost effectiveness verses cost benefit ration) upon the society. This type of study was targeted: An NIMH center did a national five year depression study to establish diagnostic norms. It was conducted with only middle aged white males, no women and no minorities were in the sample because they would 'pollute the sample; however, the diagnostic norms for depression were to apply to everyone.

National Recognition: Life, July 14, 1972; TV 60 Minutes 1972; US Congressional Record 1972.
First International Conference on the Mental Health Aspects of Sickle Cell Anemia 1973
Presenters: Professor Hendrickse South Africa; Professor Isaacs - Sodeye Nigeria

Part-time: Professor – University of the District of Columbia, Graduate School

Assisted in course development for accreditation of the Graduate School - Department of Human Ecological Systems and Services (HESS). Taught Human Communications; Human Sexuality; Families in Stress. Supervised thesis writing and practium placements.

Private practice in clinical/industrial psychology

Cleveland Job Corps Center for Woman, Cleveland, OH 1968 - 1970

Assistant Director/Coordinator of Special Services. Operationalized a behavioral science systems model for the entire Center. Staff participated in training workshops, new management techniques, and a total organization development change, which created a therapeutic milieu for the Corp Women. Used closed circuit TV and Video tapes as feedback to reenforce positive behavior; e.g., How do I look when I set down or get up from a sofa? How do I look talking with food in my mouth? How do I look, dress and behave on a job interview?

Conducted Job Corp's first two day workshop on Human Sexuality and obtained first legal abortion for "date rape" victim.

Supervised Case-Western University child psychiatric resident and graduate students.

Part-time: Associate Professor for Psychology – Cleveland State University
Private practice in Clinical/Industrial Psychology

Meharry Medical College, Nashville, TN 1963 - 1968
Chief Clinical Psychologist, Assistant Professor for Psychiatry
Taught psychiatry to all levels of medical students. Supervised first, second and third year psychiatric residents in individual and group psychotherapy, also community psychiatry.
Treated all children in the psychiatric unit and any children with psychological problems referred by other hospital units.
Developed the nation's first adolescent day hospital where emotional disturbed students were mainstreamed into the public junior high school system. Educational material was presented in programmed learning techniques with special individualized performance contracts for academic achievement. Supported by Meharry Medical College psychiatric resident, Vanderbilt University PhD clinical psychology candidate, Peabody College special education practice teachers for core courses in the "homeroom."

Part-time: Assistant Professor for Psychology – Fisk University Private clinical practice

Kansas Neurological Institute, Menninger Foundation Affiliate, Topeka, KS 1961 – 1963
Clinical Psychologist, differential diagnosis of the mentally retarded, the brain injured and those with neurological injury or deficits. Supervised psychiatric residents on their neurological rotation. Demonstrated dance therapy as an intervention model for severely retarded and the extremely physically challenged. Worked with the Rehabilitation Unit, a three month training program for mildly retarded adolescents. The youth were to acquire social skills, educational skills, vocational skills and a sense of personal worth. The goal was to place them in supervised residential living and for them to work on a study job.

Part-time: Lecturer for Psychology – Washburn College

EDUCATION:

Assumption College, Windsor/Canada, 1952 – 1955

Eberhardt-Karls Universität, Tübingen/Germany 1955 – 1957
Clinical and Industrial Internship under Prof. Dr. med. et phil. E. Kretschmer

Leopold-Franzens Universität, Innsbruck/Austria 1959 – 1961
Doctor of Philosophy - Psychology and Psychiatry, *cum laude*
Dissertation: **„Kontrolluntersuchungen mit der General-Aptitude-Test-Batterie (GATB) an gewerblichen und kaufmännischen Berufsschulen Tirols"**

Dr. Nichols, a clinical/industrial psychologist, has many years of experience in applied behavioral science research, with a major focus on knowledge utilization and technology transfer. He has expertise in management technology for multiethnic, pluralistic and linguistically diverse workforces. Over the decades, he has developed training and evaluation projects for a wide variety of concerns: the selection of apprentices for vocational training in private firms; management-training in human relations across socio-economic, ethnic, racial, cultural, class and caste lines; seminars on institutional racism and other issues of minority concern; seminars on workplace issues confronting the gay, lesbian, bisexual, transsexual community; developed

workshops for community outreach workers serving different ethnic populations with HIV/AIDS; workshops to address sexual harassment and disparate treatment of women in the workplace.

AWARDS

"Merits", Assumption College – 1954; "Ten From All The World" – Fellow of the Austrian Ministry of Education, Vienna, 1959; Distinguished "William Pyle Phillips Visitor", Haverford College, 1973; Distinguished Scholar National Association, 1973; Appreciation Ward, Government of Guyana, 1974; Fellow of the Nigerian Centre for Management Development, 1975; Distinguished Black Psychologist, University of Cincinnati, 1980; Visiting Scholar Bellagio Study Center, Rockefeller Foundation, Italy, 1981; Social Security Administration: Associate Commissioner's Citation and Cash Award, 1985; Public Service Award, U.S. Department of Justice, 1986; John W. Unsteady Distinguished Lecturer, 1987; Distinguished Clinical Psychologist, Harvard University Foundation, 2000; Distinguished Psychologist and Elder, Association of Black Psychologists.

PROFESSIONAL ORGANIZATIONS

American Psychological Association: Conducted Post Doctoral Training Institute 1971
Institutional White Racism and its effects upon Black Populations in the U.S.

Child Mental Health in the 70's Hawaii

Association of Black Psychologists, founding member, diplomate and elder.
Stop and Frisk by the New York Police: Effects on Black Males 2012

Groves Conference:
The Deficit Model in Research and its effects on Government Policy Formation 1973

PROFESSIONAL CERTIFICATION

Licensed Psychologist for the District of Columbia, #679; Diplomate, Association of Black Psychologists 2009; Board of Examiner for Psychology: District of Columbia, 1986, Certified Sex Education and Counselor, 1978 inactive;. State of Ohio, #653 inactive; National Register of Health Services Providers in Psychology, #17669 resigned

MOST RECENT PUBLICATION

Jones, B. A., & Nichols, E. J., (2013) *Cultural Competence in American's Schools: Leadership, Engagement and Understanding.* Charlotte, NC: Information Age Publishing, Inc.,

This is the second book in a series: Jones, B. A., (2010) *Education Policy in the 21st Century: Opportunities, Challenges & Solutions.* Charlotte, NC: Information Age Publishing, Inc.,

Dr. Nichols served in the Army during the Korean War. He has two adult children, Dr. Lisa H. Nichols psychologist, New York; Edwin L. Nichols Import/Export Shanghai, China and a granddaughter Maya.