

# CURRICULUM VITAE

## Kristina Nikolova

Wayne State University ♦ School of Social Work  
5447 Woodward Ave, Detroit, MI 48202

### EDUCATION

#### Doctor of Philosophy (PhD)

*University of Toronto, Toronto*

Sept. 2012 – July. 2017

- Dissertation: *The Relationship between Policy, Gender Equality, and Intimate Partner Violence: An International Multilevel Analysis* – Supervisor: Dr. Barbara Fallon

#### Masters of Social Work (MSW)

*University of Windsor, Windsor*

Sept. 2010 – Apr. 2012

#### Honors Specialization in Psychology (BSc)

*University of Western Ontario, London*

Sept. 2006 – Apr. 2010

- Thesis: *The Effect of Foundational Knowledge on Memory Retention* - Supervisor: Dr. J.P. Minda
- Major in English Language and Literature

### RESEARCH EXPERIENCE

#### Assistant Professor

*Wayne State University*

Aug. 2019 – Present

- Child welfare and family violence subject matter expert

#### Post-Doctoral Associate

*Rutgers, The State University of New Jersey*

Jul. 2017 – Jul. 2019

- Worked under the supervision of Dr. Judy Postmus at the Center on Violence Against Women and Children in the School of Social Work
- Conducted secondary data analyses, wrote academic and non-academic manuscripts, mentored MSW and doctoral students, helped write grants and ethics protocols

#### Research Assistant

*University of Toronto, Toronto*

Mar. 2013 – Apr. 2017

- Conducted data analyses of the Canadian Incidence Study of Reported Child Abuse and Neglect data with Dr. Barbara Fallon and presented and published the findings nationally and internationally

#### Royal Bank of Canada Graduate Research Fellow

*University of Toronto, Toronto*

Sept. 2012 – Aug. 2013, Sept. 2014 – Aug. 2016

- Worked with Dr. David Hulchanski to analyze the Ontario Child Abuse and Neglect Data System (OCANDS) data in conjunction with the Neighborhood Change Research Project (NCRP) to

produce social spatial analyses of child protection services.

- Worked with Dr. Lin Fang to examine the impacts of several Canada Mental Health Agency programs working with immigrant populations using ethno-specific service provision through case file review of patient records.

### **Research Assistant**

*University of Windsor, Windsor*

Oct. 2010 – Sept. 2012

- Conducted literature reviews on early childhood development programs and interventions, child and maternal mortality risk and protective factors.
- Conducted a literature review and annotated bibliography on chronic illness amongst the baby boomer population and associated service availability.

## **TEACHING EXPERIENCE**

### **Course Instructor**

*Rutgers, The State University of New Jersey*

19:910:584 SWPS II: Violence against Women and Children

Fall 2018/Winter 2019

- Taught online section of the advanced social policy course for MSW students

### **Course Instructor**

*University of Toronto, Toronto*

SWK 6308: Designing and Implementing Quantitative Research

Winter 2016/Winter 2017

SWK 4510: Research for Evidence Based Social Work Practice

Winter 2015

- Prepared and presented lectures and/or tutorial sessions, organized class activities

### **Teaching Assistant**

Sept. 2013 – Dec. 2016

*University of Toronto, Toronto*

- Teaching assistant for the introductory statistics course for PhD and Masters students as well as the Principles of Ageing MSW course

### **Graduate Teaching Assistant**

*University of Windsor, Windsor*

Sept. 2011 – Apr. 2012

- Teaching assistant for the 47-515 Professional Writing in Social Work Class
- Helped prepare an online writing course using mixed media for BSW students

## **PROFESSIONAL EXPERIENCE**

### **Education and Research Services**

*Ontario Association of Children's Aid Societies*

Sept. 2013 – Mar. 2017

- Assisted in developing a competency framework of child welfare workers and child welfare supervisors in support of a redesign of the child welfare curriculum in Ontario
- Aided in the development of an evaluation framework for the new child welfare curriculum
- Reviewed literature on the knowledge, skills, and theories needed by child welfare workers and their supervisors
- Provided statistical support in the pilot evaluation of the new child welfare curriculum

**Policy Intern***Ontario Association of Children's Aid Societies*

Jan. 2012 – Apr. 2012

- Analyzed the effect of provincial legislature on CAS functioning and policy development
- Conducted research in policy development and implementation

**Child Protection Intern***Children's Aid Society of London & Middlesex*

Apr. 2011 – Aug. 2011

- Managed a case load on the Addictions Team, conducted home visits and assessments, wrote case reports, organized children's attendance to summer camps
- Researched and wrote a proposal to implement a Peer Mentoring Program for clients with addictions and presented the proposal to Team supervisors

**REFEREED PUBLICATIONS**

Fang, L., Sirotich, F., & **Nikolova, K.** (2018). Culturally congruent intensive case management service for three refugee communities. *Psychiatric Services, 69*(10), 1116-1116.

**Nikolova, K.**, Lwin, K., & Fluke, J. (2017). Attitudes on the responsibility for child safety: Key child protection worker characteristics. *Journal of Public Child Welfare, 11*, 318-338.

Cragg, S., **Nikolova, K.**, & Carter, I. (2015). Sustaining Learning Initiatives through a Student-Led Accessibility Planning Committee. *Professional Development: International Journal of Continuing Social Work Education, 18*(2), 24-31.

**Nikolova, K.**, Baird, S., Tarshis, S., Black, T., & Fallon, B. (2015). Examining the Response to Different Types of Exposure to Intimate Partner Violence. *International Journal of Child and Adolescent Resilience, 3*, 72-87.

**Nikolova, K.**, Fallon, B., Black, T., & Allan, K. (2014). Responding to intimate partner violence: Child welfare policies and practices. *International Journal of Child and Adolescent Resilience, 2*, 16-28.

Fallon, B., Black, T., **Nikolova, K.**, Tarshis, S., & Baird, S. (2014). Child welfare investigations involving exposure to intimate partner violence: Case and worker characteristics. *International Journal of Child and Adolescent Resilience, 2*, 71-76.

**Nikolova, K.**, Wright, R., & Illango, P. (2013). Early childhood development programs: Considerations for India. *International Journal of Social Work and Human Services Practice, 1*(2), 91-100.

Cragg, S., **Nikolova, K.**, & Carter, I. (2013). Transforming barriers into bridges: The benefits of a student-driven accessibility planning committee. *Journal of Postsecondary Education and Disability, 26*, 273-277.

**Revise and Resubmit**

Lwin, K., & **Nikolova, K.** Child welfare worker retention: A systematic review. *Child Abuse and Neglect*.

### ***Manuscripts Under Review***

**Nikolova, K.** The impact of intimate partner violence and gender inequality on women's health and child immunization. *PLoS ONE*.

**Nikolova K.** Gender role transgressions and intimate partner violence: A multilevel analysis. *Journal of Interpersonal Violence*.

**Nikolova, K.** Policy processes and intimate partner violence: A multilevel analysis. *Human Rights Quarterly*.

### ***Manuscripts in Preparation***

**Nikolova, K.,** Buttner, C., Cardenas, I., Khetarpal, R., Simmel, C., & Postmus, J. Caseworker's attitudes about domestic violence: Does personal experience with DV matter? *Human Service Organizations: Management, Leadership & Governance*.

**Nikolova, K.,** Postmus, J., Buttner, C., & Bosk, E. Working together to protect women and children from IPV: Factors influencing willingness to collaborate between organizations. *Journal of Public Child Welfare*.

**Nikolova, K.,** Steiner, J., Postmus, J., Hetling, A., & Johnson, L. Securing waivers under the Family Violence Option: Does stigma of residing with the abuser impact waiver recommendations among a sample of domestic violence advocates? *Health & Social Care in the Community*.

### **NON-REFEREED PUBLICATIONS**

**Nikolova, K.** (2018). *Adolescent parenthood in the context of child welfare services*. Toronto, ON: Practice and Research Together.

**Nikolova, K.** (2018). *High conflict separation in the context of child welfare services*. Toronto, ON: Practice and Research Together.

**Nikolova, K.** (2017). *Developmental Assets of children and youth ages 10+: Internal Assets*. Toronto, ON: Practice and Research Together.

**Nikolova, K.** (2017). *Developmental Assets of children and youth ages 10+: External Assets*. Toronto, ON: Practice and Research Together.

**Nikolova, K.** (2017). *Developmental Assets of children under 10: Internal Assets*. Toronto, ON: Practice and Research Together.

**Nikolova, K.** (2017). *Developmental Assets of children under 10: External Assets*. Toronto, ON: Practice and Research Together.

**Nikolova, K.** (2016). *Worker continuity in child protection services: Impacts and recommendations*.

Toronto, ON: Practice and Research Together.

Lwin, K., Wedeles, J., Head, S., & **Nikolova, K.** (2015). *Understanding Exposure to Intimate Partner Violence in Child Welfare: Breaking Barriers*. PART Guidebook. Toronto, ON: Practice and Research Together.

**Nikolova, K.** (2015). *Recommendations for Clinical Supervision Training*. Toronto, ON: OACAS.

**Nikolova, K.** (2015). *Training Clinical Supervision: An Environmental Scan*. Toronto, ON: OACAS.

**Nikolova, K.** (2015). *Clinical supervision in child welfare: A review of the literature*. Toronto, ON: OACAS.

**Nikolova, K.** (2011). Peer Mentoring Program for Clients with Addictions. Program proposal presented at the Children's Aid Society of London and Middlesex.

School of Social Work and Disability Studies Accessibility Committee. (2011). *Accessibility Plan for the School of Social Work*. Windsor ON: University of Windsor.

## PRESENTATIONS

**Nikolova, K.** (January 2018). National and International Policy Processes: The Impact on Intimate Partner Violence Rates. Paper presentation at the Annual SSWR Conference, Washington, DC.

**Nikolova, K.** (January 2018). Gender Equality and Intimate Partner Violence: A Multilevel Analysis. Poster presentation at the Annual SSWR Conference, Washington, DC.

**Nikolova, K.**, Tarshis, S., & Baird, S. (October 2017). Impacts of policy processes on intimate partner violence (IPV): Implications for education. Interactive workshop presented at the Annual CSWE Conference, Dallas, TX.

Lwin, K., **Nikolova, K.**, Tarshis, S., Baird, S., Fallon, B., & Black, T. (November 2016). Twenty Years of Child Maltreatment Investigations: Changing Maltreatment Types and Worker Characteristics. Paper presentation at the Annual CSWE Conference, Atlanta, GA.

Fallon, B., **Nikolova, K.**, Tarshis, S., Black, T., Baird, S., Saini, M., & Deljavan, S. (July 2016). Twenty years of data: Exposure to intimate partner violence (IPV) and custody dispute cases in child protection services. Symposium presented at the 2016 International Family Violence and Child Victimization Research Conference, Portsmouth, NH.

Fallon, B., **Nikolova, K.**, Tarshis, S., Black, T., Baird, S., Saini, M., & Deljavan, S. (January 2016). A 20 Year Review: Understanding Exponential Increases in Child Protection Investigations for Exposure to IPV. Symposium presented at the 2016 Society for Social Work and Research Conference, Washington, DC.

Baird, S., **Nikolova, K.**, Tarshis, S., Black, T., & Fallon, B. (October 2015). The Impact of Education on

Child Welfare Investigations of Intimate Partner Violence. Abstract accepted for presentation at the Council on Social Work Education 2015 Annual Program Meeting (APM). Sheraton Denver Downtown and Crowne Plaza, Denver, CO.

- Tarshis, S., Baird, S., **Nikolova, K.**, Fallon, B., & Black, T. (June 2015). Examining the child welfare response to different forms of exposure to intimate partner violence. Paper presented at the 2015 CASWE-ACFTS Conference. University of Ottawa/l'Université d'Ottawa, Ottawa, Ontario.
- Nikolova, K.**, & Lwin, K. (June 2015). Responsibility for Child Safety: Examination of Child Welfare Worker Attitudes in the Colorado and Illinois Child Welfare Systems. Paper presented at the 2015 CASWE-ACFTS Conference. University of Ottawa/l'Université d'Ottawa, Ottawa, Ontario.
- Nikolova, K.** (April 2015). How do worker characteristics influence their attitude towards responsibility for child safety? Webinar presented to the membership of Practice and Research Together (PART). Toronto, Ontario.
- Black, T., & **Nikolova, K.** (March 2015). Exposure to Intimate Partner Violence: Child maltreatment investigations in Ontario, Canada in 2008. Webinar presented to the membership of Practice and Research Together (PART). Toronto, ON.
- Nikolova, K.**, Baird, S., Tarshis, S., Fallon, B., & Black, T. (January 2015). Children's exposure to intimate partner violence: The response from child protective services. Paper presented at the 19th annual conference of the Society for Social Work and Research, New Orleans, Louisiana.
- Fang, L., **Nikolova, K.**, Kwong, C., & Sirotych, F. (May 2014). It's just good case management: Findings from an intensive program for Tamil, Somali and Afghan communities in Toronto, Ontario. Paper presentation at the annual Society for Social Psychiatry and Culture conference, San Diego, CA.
- Fang, L., **Nikolova, K.**, & Sirotych, F. (January 2014). *Service Delivery and Outcomes of a Culturally Responsive Mental Health Intensive Case Management Program for Three Refugee Communities*. Paper presentation at the annual Society for Social Work and Research conference, San Antonio, TX.
- Fang, L., **Nikolova, K.**, & Sirotych, F. (November 2013). *An intensive case management service for three refugee communities*. Paper presentation at the annual Council of Social Work Education conference, Dallas, TX.
- Cragg, S., **Nikolova, K.**, & Carter, I. (May 2013). *The benefits and challenges of fostering applied student learning through a student-driven accessibility committee*. Poster presentation at the seventh annual Conference on Teaching and Learning, Windsor, ON.
- Nikolova, K.**, Carter, I., & Cragg, S. (June 2013). *Transforming Barriers into Bridges: A Social Work Student Initiative in Accessibility Planning*. Paper presentation at the annual Canadian Association for Social Work Education Conference, Victoria, B.C.
- Carter, I., **Nikolova, K.**, & Cragg, S. (June 2013). *The Sustainability of Collaborative Learning through a Student-Driven Accessibility Planning Committee*. Paper presentation at the annual Society for

Teaching and Learning in Higher Education Conference, Cape Breton, N.S.

## GRANTS AND AWARDS

**National Institute of Justice** (201-VA-CX0032) Jan. 2018 – Dec. 2019  
 Testing and Validating Financial Measures with IPV Survivors  
 Principle Investigator: Dr. Judy Postmus Co-PI: **Kristina Nikolova**  
 Award: \$422,571

**Social Sciences and Humanities Research Council Doctoral Award** Sept. 2015 – Aug. 2017  
 Award: \$20,000 per year

**Ontario Graduate Scholarship** 2014-2015 and 2015-2016  
 Award: \$15,000 per year (declined in 2015 for SSHRC)

**Royal Bank of Canada Fellowship** 2012-2013, 2014-2015, and 2015-2016  
 Award: \$10,000 per year

## SERVICE ACTIVITIES

**PhD Studies Committee, University of Toronto**  
*Graduate Representative* Sept. 2012 – Apr. 2017

- Responsible for representing student issues and presenting suggestions to the Committee

**Phi Alpha Honor Society – Rho Beta Chapter, University of Windsor**  
*President* Mar. 2011 – Apr. 2012

- Organized chapter activities, financial reports, and recruitment

**Ontario Public Interest Research Group - Windsor (OPIRG)**  
*Board of Directors - Treasurer* Mar. 2011 – Apr. 2012

- Responsible for the Treasurer portfolio and the Policy and Board Development portfolio
- Prepared the annual budget, re-wrote Board Policies, organized on-campus activities

**Appointments Committee, University of Windsor**  
*Graduate Representative* Sept. 2010 – Apr. 2012

- Responsible for representing students in the selection and hiring of sessional instructors

**Promotions and Tenure Committee, University of Windsor**  
*Alternate Graduate Representative* Sept. 2011 – Apr. 2012

- Reviewed tenure and promotions applications

**Accessibility Committee, University of Windsor**  
*Member and Rotating Chair* Sept. 2010 – Apr. 2012

- Responsible for creating an Accessibility Plan for the School of Social Work
- Determining accessibility needs at the School of Social Work and promoting awareness of accessibility issues at the University