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PROFESSIONAL EMPLOYMENT

MBARON CONSULTING

2024 to Present

- ◆ Consulting with non-profits, higher education, and behavioral health organizations to help improve programs and care systems.
- ◆ Partnering with leaders to support their efforts, address challenges, and find possibilities. Implement custom staff trainings to ensure quality in service delivery.
- ◆ Thorough analysis and systems design to create clarity from complex situations and help organizations reach their goals.

SAN DIEGO CENTER FOR CHILDREN, SAN DIEGO, CA

2014 to 2024

President and CEO

- ◆ Provided leadership and oversight to the overall operations and the 400 multidisciplinary staff at the San Diego Center for Children, the oldest nonprofit in San Diego serving the needs of children and youth. Responsible for the management of a 32-million-dollar budget and the delivery, on 9 separate locations throughout San Diego County, of a continuum of 14 clinical and educational services to over 11,000 children and youth with behavioral health problems and their families.
- ◆ Responsible for developing and implementing, in partnership with the Board of Trustees and Senior Managers, strategic initiatives to advance the mission of the Center and expand its scope of services. Developed and monitored annual operation plans.
- ◆ Served as a member of the Board of Directors and coordinated all communication, reporting and planning with the Board.
- ◆ Served as a liaison between the Center and the community, overseeing implementation of the Center's development and community engagement plans, and representing the organization with state and county personnel, other organizations, and the public.
- ◆ Responsible for the oversight and improvement of all administrative functions of the Center and the supervision of Senior Managers and Directors.
- ◆ Oversaw and ensured that all services and operations were conducted based on best practices, following the Center's policies, and the Joint Commission and the Western Association of School and Colleges accreditation guidelines and standards.
- ◆ Established and maintained effective systems of communication with staff and the public to advance the mission of the Center.

Accomplishments:

- ◆ Increased Center's budget from \$19 million to \$32 million in 9-years.
- ◆ Conceptualized and shepherded state legislation (AB 1507) authorizing the acquisition of 3-acres adjacent to the Center's main campus from the State.
- ◆ Developed and implemented a collaborative care pilot initiative with the largest pediatric group in San Diego County.
- ◆ Diversified Center's revenues by launching fee-for-service programs covered by commercial insurance and

managed care Medi-Cal.

- ◆ Developed and implemented capitol improvements that included: \$2 million expansion of the Center's non-public school, \$900,000 renovation of residential facilities and \$300,000 of other capital improvements. Secured \$3.5 million dollars in state grants to create an IOP/PHP Hub and prepare a residential cottage to become a Children's Crisis Residential facility.
- ◆ Conceptualized and implemented proprietary web-based methodologies to assess needs of families and transition age youth, give on-line access to individualized treatment plans, and track outcomes.
- ◆ Launched new therapeutic services including Mental Health Access Program, Intensive Outpatient, Partial Hospitalization, Enhanced Care Management, and Intensive In-home Family Services.

UNIVERSITY OF SAN DIEGO, SAN DIEGO, CA

1997 to 2014

Assistant Vice President for Student Affairs for Student Wellness. 2003 – 2014

- ◆ As the first AVP for Student Wellness at the University, conceptualized and implemented a plan to restructure, expand and integrate health and wellness services, remodel facilities, and establish integrated clinical, preventive and educational programs for undergraduate and graduate students.
- ◆ General oversight of operations, budget and strategic development of the wellness and health service units, including the Student Health Center, Counseling Center, Center for Health and Wellness Promotion, and Disability Services (39 professional staff).
Provide ongoing leadership and guidance to university students, faculty and administration on issues related to diversity, inclusion, wellness, health, mental health and crisis response.
- ◆ Serve on the Student Affairs Leadership Team. Responsibilities include the active and collaborative participation in the planning and oversight of policies and processes for the whole division, including integrated learning, organizational excellence, residential learning, and diversity initiatives.
- ◆ Developed integrated clinical protocols for all wellness units, collaborative care practices and implemented paperless practice management and electronic medical records.
- ◆ Conceptualized and developed a university-wide continuum of response to emergencies and crisis issues. Oversee and coordinate the response to student critical incidents.
- ◆ Instituted Student Health Services Fee to fund health services and supported the efforts of the Health Center to receive AAAHC Accreditation.
- ◆ Chaired several University wide committees and initiatives including the implementation of a student health insurance requirement, the development of diversity and inclusion strategic plans, the implementation of a university's wide sexual assault response protocol, and multidisciplinary programs for health and wellness promotion.

Founder/Director COMPASS Academic Center at USD. 2000 – 2014

- ◆ Conceptualized and developed the COMPASS Academic Center (formerly known at the Center for Families of Children with Special Needs at USD). This multidisciplinary center (Law, Nursing and School of Leadership and Education Science) was created to develop and implement innovative approaches to help and support families of children with special needs.
- ◆ Developed and copyrighted the Need Identification and Intervention Model (NIIM©), a comprehensive structured assessment process to identify families' needs and develop individualized Family Action Plans.
- ◆ Secured over \$600,000 from private foundations, federal funding and private donations to pilot the center's new methodologies and its programs.
- ◆ Coordinated the development of trainings for families of children with special needs and the professionals who serve them, including the Families and Communities Caring Together (FACCT) conference.
- ◆ Conceptualized, implemented and currently oversee the Special Education Advocacy Program in collaboration with USD's Continuing Education division.
- ◆ Developed and currently teach a one-unit course for family therapy graduate students at USD on the impact of

disability in the family and the methodology created by the center to assist them.

**Interim Director, Marriage and Family Therapy Program, School of Leadership and Education Sciences.
August 2010 – December 2010**

- ◆ Oversaw and managed all aspects of the academic and administrative functioning of the MFT Program.
- ◆ Coordinated recruitment of new students.
- ◆ Reviewed and approved curriculum changes.
- ◆ Served on the Dean's Advisory Council.

Director of the Counseling Center. 1997 – 2006

- ◆ Expanded and restructured the counseling center services to graduate and undergraduate students.
- ◆ Developed APA accredited pre-doctoral internship, clinical policies and procedures, campus-wide crisis intervention programs, and outreach and consultation services.
- ◆ Managed all of the center's operations and the center's budget.
- ◆ Coordinated and supervised the clinical and academic consultation services provided by a staff of 8 clinicians and 3 pre-doctoral interns.
- ◆ Managed all after-hours crisis response efforts.
- ◆ Provided supervision to interns and staff psychologists, and consultation to the University's administration and faculty on issues related to wellness, crisis intervention and mental health.

**COMPASS FAMILY CENTER, SAN DIEGO, CA
2009 to 2012**

Founder/Executive Director (probono),

- ◆ The COMPASS Family Center was established as a 501(c)(3) nonprofit organization that was developed out of the work of the academic center at USD to better respond to the needs of families in the community.
- ◆ COMPASS provided a range of services to families of children with special needs including: comprehensive needs assessments, family action plans, family guidance, support groups, family therapy and special education advocacy.
- ◆ Responsibilities included the development, oversight and coordination of services and training programs provided by staff and contractors to families.
- ◆ Worked closely with Board of Directors on issues related to oversight, strategic planning, fundraising and governance.
- ◆ COMPASS merged with YMCA Youth and Family Services of San Diego County in March of 2012. The Y's COMPASS Services continue to provide an integrated continuum of services to families of children with special needs.

**PRIVATE PRACTICE, SAN DIEGO AND CHULA VISTA, CA
1988 to 2003**

Clinical and Consulting Psychology

- ◆ Maintained two private practice offices in San Diego County.
- ◆ Conducted comprehensive assessments and psychotherapy with adults, adolescents and children including:
 - Individual, marital and family therapy
 - Psychological/psychoeducational evaluations in both English and Spanish
- ◆ Provided post-trauma consultation to organizations/corporations, crisis intervention, and critical incident debriefings.
- ◆ Certified by the International Critical Incident Stress Foundation and Certified as Red Cross Mental Health Services Response Clinician.

CATHOLIC CHARITIES: THE CENTER FOR COUNSELING, SAN DIEGO, CA

1988 to 1997

Clinical Supervisor

- ◆ Conducted individual and group supervision with pre-doctoral and post-doctoral psychology interns.
- ◆ Participated in the development and implementation of the department's training program.

VISTA HILL HOSPITAL, CHULA VISTA, CA

1993 to 1994 (Hospital closed)

Director of Psychology

- ◆ Coordinated services provided by the psychology department to an inpatient population.
- ◆ Provided clinical consultation to hospital staff and clinicians.
- ◆ Served as liaison between the hospital and all Allied Health Professionals.
- ◆ Developed and coordinated the training program and clinical supervision of psychology interns and residents.
- ◆ Provided direct clinical services at the child, adolescent, and adult psychiatric units.
- ◆ Member of the Hospital's Leadership Team

SOUTHWOOD PSYCHIATRIC HOSPITAL, CHULA VISTA, CA

1989 to 1992

Clinical Supervisor. 1991 – 1992

- ◆ Conducted individual and group supervision with predoctoral and postdoctoral psychology interns providing a range of clinical services to an inpatient and residential treatment population.
- ◆ Coordinated training seminars for interns.

Chief Psychologist, Bilingual Adult Inpatient Unit. 1989 – 1990 (Unit closed)

- ◆ Provided a wide range of clinical services to a Spanish-speaking inpatient adult population.
- ◆ Conceptualized, developed/implemented clinical program, supervised therapists providing clinical services, provided supervision of psychology and counseling interns and participated in treatment team meetings.
- ◆ Provided clinical services: group, family and individual psychotherapy, and psychological evaluations.

CATHOLIC COMMUNITY SERVICES, COUNSELING DEPARTMENT, SAN DIEGO, CA

1987 to 1990

Psychologist

- ◆ Conducted psychological evaluations/psychotherapy with a wide range of individuals, couples and families.
- ◆ Assisted in development of clinical and training programs.
- ◆ Provided clinical supervision to pre-doctoral interns and post-doctoral residents.

DELAUNEY MENTAL HEALTH CENTER, PORTLAND, OREGON (APA Approved Training Site)

1986 to 1987

Postdoctoral Residency

- ◆ Conducted intake evaluations and psychotherapy with a wide variety of patients including adults, adolescents, children and chronically mentally ill patients.
- ◆ Clinical services provided included individual, family, marital, group and play therapy, and psychological evaluations.
- ◆ Provided supervision for a psychology intern on rotation at the clinic.
- ◆ Clinical rotation at the North Portland Youth Service Center conducting family therapy with adolescents and their families.
- ◆ Clinical rotation at Dammasch State Hospital, conducting psychological evaluations and psychotherapy with an inpatient population.

CATHOLIC COMMUNITY SERVICES, COUNSELING DEPARTMENT, SAN DIEGO, CA

1984 to 1986

Pre-doctoral Intern. 1985 – 1986

- ◆ Conducted intake evaluations and psychotherapy with a wide variety of patients including adults, adolescents, and children.
- ◆ Clinical services provided included individual, family, marital, group and play therapy, and psychological evaluations.
- ◆ Conducted pre-marital evaluations.

Pre-doctoral Intern - School Psychologist. 1984 – 1985

- ◆ Provided a range of bilingual counseling services to children and adolescents at two parochial schools in San Diego County.
- ◆ Services included: Psycho-educational screenings, counseling, play therapy and family consultations.
- ◆ Provided consultations to teachers and principals.

SAN YSIDRO MENTAL HEALTH CENTER, SAN YSIDRO, CA

1983 to 1984

Practicum

- ◆ Conducted intake evaluations and psychotherapy with a wide variety of patients including adults, adolescents and children.
- ◆ Clinical services provided included individual, family, marital, group and play therapy, and psychological evaluations.
- ◆ Conducted critical incident debriefings and provided crisis response services to the victims and survivors of the San Ysidro (McDonalds) Massacre.

HOSPITAL INFANTIL DE MEXICO, MEXICO CITY, MEXICO

1981 to 1982

Intern

- ◆ Served as liaison between Mental Health Department and medical staff at the Children's Hospital. Provided consultations on emotional and behavioral issues.
- ◆ Provided counseling and play therapy services to children at the Pediatric Oncology Unit.
- ◆ Conducted psychological evaluations and provided counseling services to children and their families at the Outpatient Mental Health Clinic.

TEACHING EXPERIENCE

UNIVERSITY OF SAN DIEGO, SAN DIEGO, CA

1991 to 2019

Adjunct Faculty, Marriage and Family Therapy Program and Counseling Mental Health Program, School of Leadership and Education Sciences

- ◆ Taught: Psychopathology, Cross-cultural issues in Family Therapy, Assessment and Treatment of Drug and Alcohol Problems, Marital Therapy, Practicum Supervision, Multicultural Counseling, Evidence-based Practices, Professional Issues in Psychotherapy, and Families of Children with Special Needs.

Co-developed Special Education Advocacy program being taught at the University's Law School.

CALIFORNIA SCHOOL OF PROFESSIONAL PSYCHOLOGY, SAN DIEGO, CA

1992 to 1998

Adjunct Faculty

- ◆ Taught: Research Design and Cross-cultural Issues in Family Therapy.

RELEVANT EXPERIENCE

California Alliance for Child and Family Services

2014-2023

- ◆ Immediate Past-President – 2021 to 2023.
- ◆ President – 2020
- ◆ Elected as Vice President – 2019.
- ◆ Founder and Chair of Commercial Insurance Committee – 2017 to 2019.
- ◆ Chair Membership Committee – 2015 to 2017.

Harvard Business School, Boston MA

2017

- ◆ Completed Strategic Perspectives in Nonprofit Management. Class of 2017.

Consultant to Notre Dame University, Health and Wellness Services, South Bend, IN

2014

- ◆ In collaboration with colleagues from Duke University and Syracuse University, conducted a comprehensive review of Notre Dame's Health and Wellness Units.
- ◆ Provided recommendations to the university's leadership on improvements to their health and wellness student services.

Consultant to the California Western School of Law, San Diego, CA.

2010 – 2012

- ◆ Assisted the school's leadership in the creation of a threat assessment team and integrated critical incident response procedures
- ◆ Conducted training on threat assessment with the school's Assistance Coordinating Committee
- ◆ Conducted trainings with department chairs, faculty and staff on how to identify and respond to disruptive students and students in distress

Consultant to the Counseling and Health Centers, Pepperdine University, Malibu CA

2010

- ◆ Provided training to the professional staffs at the Counseling Center and Student Health on how to develop inclusive and culturally congruent wellness services
- ◆ Conducted training with Counseling Center staff Development on the Integrative Cross-cultural Model, a conceptual framework to provide mental health service to diverse populations.

Consultant to Saint Mary' College, Moraga, CA

2008 and 2010

- ◆ Conducted trainings with Saint Mary's College leadership (President, Vice presidents, Deans and Directors) on the use of the Organizational Developmental Model of Inclusion©, as a framework to help the institution develop a comprehensive and strategic diversity and inclusion plan.

Graduate, LEAD San Diego, San Diego, CA

2006

- ◆ Completed leadership development program. Class of 2006

Consultant to Vassar College, Poughkeepsie, NY

2004

- ◆ Conducted two trainings with Vassar College's Deans and Directors on the Organizational Developmental Model of Inclusion©, a newly developed conceptual framework and methodology to help organizations and institutions develop effective diversity and inclusion initiatives.

Consultant to the Anti-Defamation League, New York, NY

2003 to 2004

- ◆ Provided consultation on the use of the Organizational Developmental Model of Inclusion © in ADL trainings

Member, Red Cross Disaster Mental Health Team, San Diego County, CA

1991 to 2006 (Founder/Chair, 1991 – 1993)

- ◆ Created and coordinated the Mental Health Disaster Response Team within the San Diego Chapter of the Red Cross.
- ◆ Implemented Red Cross' National Guidelines on Disaster Mental Health and coordination of volunteers in disaster response activities in San Diego County.

Chairman, Disaster Response Committee. San Diego Psychological Association, San Diego, CA

1991 – 1993

- ◆ Chaired the Crisis Intervention Team for the San Diego Psychological Association, and served as liaison to the Association, the Red Cross, the California Psychological Association, and the County Mental Health Disaster Response office.

Consultant to México's Secretaría de Gobernación, México City, México.

1985

- ◆ Assisted in the development of a Crisis Intervention Plan after the devastating Mexico City Earthquake of 1985.
- ◆ As a member of the Government Commission on Social and Health Communication, developed public messages on mental health for radio and TV broadcasting.
- ◆ Provided training in Crisis Intervention to several groups of mental health professionals.

HONORS

STAR Award, USD Legal Clinics and COMPASS Family Center.

2013

- ◆ Received award in recognition for services provided to families of children with special needs in the community.

University of San Diego

- ◆ Parents Association Award of Excellence. 2012
- ◆ Employee of the Year Award. 2009
- ◆ Dean John Burke Employee of the Year Award. Division of Student Affairs. 2009

Local Hero of the Year – Hispanic Heritage Month – KPBS and Union Bank, San Diego, CA

2007

- ◆ Received award in recognition for services provided to the community

FUNDED PROJECTS

Principal. Rest Haven Children's Fund

2022-23

- ◆ Title: Building an Integrated Continuum of Pediatric Behavioral Health Services
- ◆ Award: \$1,000,000

Principal Investigator. Price Philanthropies

2017-2020

- ◆ Title: Family Wellness Center Program – Family Guidance Project
- ◆ Award: \$220,000

Senior Consultant, Substance Abuse and Mental Health Services Administration (SAMHSA)

2013 – 2016

- ◆ Title: USD Suicide Prevention Program.
- ◆ Award: \$300,000

Principal Investigator, California Endowment Foundation

2008 – 2010

- ◆ Title: Family Guidance Services for Families of Children with Special Needs.
- ◆ Award: \$252,000

Principal Investigator, National Foundation for Autism Research

2008 – 2009

- ◆ Title: Secondary Transition Program.
- ◆ Award: \$10,000

Principal Investigator, California Endowment Foundation (subcontract with Walden Family Services)

2007 – 2008

- ◆ Title: COMPASS Services for Foster Parents at Walden Family Services
- ◆ Award: \$39,000

Principal Investigator, California First Five

2007 – 2008

- ◆ Title: Transition Support Program (IDEA Part C to Part B)
- ◆ Award: \$75,000

Principal Investigator, California Endowment Foundation

2005 – 2006

- ◆ Title: Integrated Support Services for Families of Children with Special Needs.
- ◆ Award: \$242,000

Co-Principal Investigator, United States Department of Health and Human Services

2003 – 2004

- ◆ Title: Institute for Advancement of Health Policy with Vulnerable Families. Development of Health and Advocacy Services for Families of Children with Special Needs.
- ◆ Award: \$39,000

MANUSCRIPTS AND PUBLICATIONS

Barón, M. (2000). Addiction Treatment for Mexican American Families. In J. Krestan (Ed.). Bridges to Recovery: Addiction, Family Therapy and Multicultural Treatment. Free Press: New York

Barón, M., & Mitchell, L.R. (1998). Organizational Developmental Model of Inclusion (ODMI). Unpublished Manuscript, University of San Diego.

Patterson, J.E., McIntosh-Koontz, L., **Barón, M.**, & Bischoff, R. (1997). Curriculum Changes to Meet Challenges: Preparing MFT Students for Managed Care Settings. Journal of Marital and family Therapy, 23, (4) 445-459.

EDUCATION

CALIFORNIA SCHOOL OF PROFESSIONAL PSYCHOLOGY, SAN DIEGO, CA

1982 to 1986

Ph.D., Clinical Psychology (APA Approved). 1984 – 1986

- ◆ Received CSPP-SD Alumni Association Outstanding Graduate Student Award

M.A., Clinical Psychology. 1982 – 1984

UNIVERSIDAD IBEROAMERICANA, MÉXICO CITY, MÉXICO

1978 to 1982

B.A., Clinical Psychology

- ◆ Awarded Certificate as the Top Scholar at the University
- ◆ Awarded Honors for Outstanding Dissertation Research Project

PAPERS AND WORKSHOPS PRESENTED

Presented professional workshops on issues related to working with diverse populations, the Organizational Developmental Model of Inclusion, Impact of Childhood Disability in the Family, Crisis Response and Threat Assessment, Collaborative Care, Pediatric Behavioral Health Services at several national, state and local conferences. (List available upon request).

REFERENCES AVAILABLE UPON REQUEST
