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EDUCATION

- *Master of Science in Education, University of Miami, Coral Gables, FL*

1980 to Present

Founder and CEO, Alegre Counseling and Consulting Services, LLC
Private Practice, Miami, FL and Phoenix, AZ

- Provide bilingual and bicultural (English and Spanish) outpatient mental health services to adult individuals and couples
- Provide executive coaching services and consultation regarding workplace team building and mediation services
- Provide onsite trauma response services (CISM)

1982 to Present

Founder and Author, Smoke No More® and Chew No More®

- Provide a seven-day, structured, group, psycho-educational program aimed at helping individuals who have a goal of stopping their use of tobacco products
- This program uses biological markers to assess cessation via expired air carbon monoxide levels and/or cotinine levels in urine samples

2009 - 2011

Team Lead, Management Consultant Department - Aetna, Inc., Employee Assistance Program

- Subject Matter Expert (SME) on national EAP Management Consultation services
- Provided continuing education training to national management consultation staff
- Collaborated with EAP and Account Management staff regarding performance guarantees
- Resolved Plan Sponsor complaints related to management consultation services
- Audited mandatory referral case management documentation
- Management Consultant to general/dedicated EAP Plan Sponsors on CISD and workplace violence cases

2007 - 2009

Management Consultant (Clinical Account Consultant) - Aetna, Inc., Employee Assistance Program (Aetna, Inc. acquired Schaller Anderson, Inc. in 2007)

- Dedicated Management Consultant to the JP Morgan Chase account
 - Coordinated and case managed “management referrals” for performance related concerns
 - Collaborated with the Internal JPMC EAP staff in complex and risk-related cases
 - Provided guidance and services to branch management after bank robberies, employee deaths, and other traumatic events
- Participated in the Consultative Materials Team which included writing articles and e-cards on behavioral health topics

- Provided on-site and web-based seminars on mental health and lifestyle related topics

2004 – 2007

Manager, Department of Organizational Development and Consultation - Schaller Anderson Behavioral Health, AZ, dba CONTACT Behavioral Health Services, Phoenix, AZ. (Contact BHS was acquired by Schaller Anderson Inc. in 2004)

- Provided Executive Coaching for performance enhancement
- Provided team building/Alternative Dispute Resolution services
- National Coordinator and on-site trauma specialist of critical incident response
- 1989-2004, Clinical Director of Scottsdale-Rural Metro Fire Department's Critical Incident Stress management (CISM) Team, Maricopa County, Yuma, and Tucson
- Coordinated mandatory referrals regarding employee performance concerns
- Presenter/co-designer of mental health and lifestyle management focused workshops
- Team Lead/website manager of Contact Behavioral Health website development team

1990 – 2004

Manager, Education and Training Services - CONTACT Behavioral Health Services, Phoenix, AZ.

- Provided management consultation, coaching and mediation services for all levels of management
- Developed and facilitated (onsite) over 50 mental health and lifestyle management workshops
- Facilitated and provided on-site Critical Incident response services for client companies
- Co-leader of Workplace Violence Prevention Task Force, providing consultation and coordination of Fitness for Duty evaluations

1987 – 1990

Employee Assistance Program Clinician - CONTACT Behavioral Health Services, Phoenix, AZ.

- Provided short-term, time-limited, counseling services for individuals, families and couples
- Provided counseling services for performance-based management/mandatory referrals
- Bilingual and bicultural counselor – English and Spanish

1975-1986

Senior Research Associate - University of Miami School of Medicine, Department Of Epidemiology and Public Health; Nutrition Division and Preventive Medicine Division, Miami, FL

- 1984-1986, Assistant Director of Intervention, Fire Fighters' Health Project
- 1982-1987, Founder/facilitator, The Stop Smoking Program®
- 1982-1983, Principal Investigator, Dade County Health Department's Risk Reduction Program
- 1975-1982, Assistant Director of Intervention / Smoking Cessation Specialist / Health Counselor, Miami Clinical Center of the Multiple Risk Factor Intervention Trial (M.R.F.I.T. Coronary Heart Disease Prevention Program)