

**MANUEL (MANNY) GONZALEZ-ABREU, PH.D., LMFT, BCBA-D**  
manny@nova.edu

## **EDUCATION**

### **Ph.D., Nova Southeastern University**

Major: Family Therapy

Specialization: Medical Family Therapy

Doctoral Dissertation: Supporting Families Affected by the Recent  
Diagnosis of Autism: A Biopsychosocial Model

Nova Southeastern University, 2002

### **Graduate Certificate in Applied Behavior Analysis**

Major: Advanced Behavior Analysis

Nova Southeastern University, 2005

### **Graduate Certificate in Dispute Resolution**

Specialization: Family Mediation

Nova Southeastern University, 1994

### **M. Div., St. Vincent De Paul Seminary, 1991**

Major: Theology

### **M.A., St. Vincent De Paul Seminary, 1990**

Major: Theology

Master Thesis: Syncretism and Afro-American Religions

### **B.S., University of Puerto Rico, 1986**

Major: Natural Sciences General Program

## **PROFESSIONAL HISTORY**

### **BEACON HEALTH OPTIONS (MIAMI, FLORIDA)**

2016 – **Present**

#### **Clinical Director – Behavior Analysis Program**

- Responsible for the oversight and direction of the clinical review panel composed of Board Certified Behavior Analysts (BCBAs), as well as creating and enforcing departmental policies and procedures.
- In charge of hiring, training, staff retention, and performance evaluation and of identifying training needs within the department.
- Provide direct clinical and administrative supervision to BCBAs.

- Participate in BA UM Quality Committee and other committees as assigned
- Recruit and manage BCBA-D second level review contractors.
- Review and issue first level adverse determinations or second level determinations (reconsiderations) when not involved in the initial determination.
- Participate in AHCA Fair Hearings and/or to ensure BCBA-D representation at each Fair Hearing.
- Interprets and update clinical policies in alignment with the FL state requirements.
- Review complex clinical and/or customer service issues and to expedite resolutions.
- Responsible for URAC, client, QM, and clinical compliance as required and oversees all department audits. Responsible for clinical performance standards.
- In charge of managing the team budget throughout the fiscal year in order to ensure all expenses are justified and necessary to accomplish the objectives of the department.

ABRAHAM S. FISCHLER COLLEGE OF EDUCATION, NOVA  
SOUTHEASTERN UNIVERSITY (FT. LAUDERDALE, FL)

2015 – Present

Adjunct Professor

- To prepare and teach doctoral level courses in online, hybrid, and cohort formats.

COLLEGE OF PSYCHOLOGY, NOVA SOUTHEASTERN  
UNIVERSITY (FT. LAUDERDALE, FL)

2007 – Present

Adjunct Professor

- To prepare and teach Applied Behavior Analysis (ABA) courses as part of the university's Behavior Analyst Certification Board (BACB) Approved Course Sequence (ACS) and to teach other relevant courses both at the graduate and undergraduate levels.

COLLEGE OF ARTS, HUMANITIES, AND SOCIAL SCIENCES  
NOVA SOUTHEASTERN UNIVERSITY (FT. LAUDERDALE, FL)

2005 – Present

Adjunct Professor

- To prepare and teach Masters and Doctoral level courses in the field of Marriage and Family Therapy in traditional classroom, weekend cluster, and online formats.

MAILMAN SEGAL CENTER FOR HUMAN DEVELOPMENT (MSC)  
OF NOVA SOUTHEASTERN UNIVERSITY (FT. LAUDERDALE,  
FLORIDA)

2015 – 2016

Clinical Training Coordinator

- Oversee and coordinate practicum and clinical experiences for all students in the academic degree and non-degree programs of the Mailman Segal Center such as internships and practica for students in the fields of Marriage and Family Therapy, Applied Behavior Analysis, Mental Health Counseling, Psychology, and Child Life Specialist.
- Teach Marriage and Family Therapy (MFT) and Applied Behavior Analysis (ABA) courses at the masters and doctoral level.
- Supervise clinical experiences for students enrolled in practicums and internships in Marriage and Family Therapy (MFT), Applied Behavior Analysis (ABA), and Mental Health Counseling (MHC).
- Oversee and evaluate the curriculum of MSC's academic programs and ensure that it is, and remains, in compliance with all the requirements stipulated by the respective credentialing, certification, and licensing bodies related to such academic programs.
- Assist in the administration of curriculum development and Assessment of Student Learning Outcomes (ASLO).
- Oversee practicum courses to ensure quality training and requirements are being met for graduation and professional licensure and/or certification.
- Serve as the center's faculty contact person with CE Broker and/or other CE managers in order to maintain the center's CE provider status, overseeing the application/application renewal process, developing and coordinating CE workshops, and other continuing education activities for the center's academic programs.
- Serve as the official liaison between MSC and the Behavior Analysts Certification Board (BACB) as it pertains to NSU's ABA approved course sequence.
- Coordinate and facilitate relevant training opportunities for faculty, staff and students and develop and maintain relevant policies and procedures, training handbooks, and publications.
- Engage in research and scholarship including publications and professional presentations. This also includes seeking, writing, submitting, and overseeing grants and contracts.
- Represent MSC in local, state and national committees.

LEARNING CENTER AT THE ELS CENTER OF EXCELLENCE (“RLC”) (JUPITER, FLORIDA)

2015 – 2015

Executive Director/Principal

- In charge of moving the school program from its former location in West Palm Beach to its present location in Jupiter Florida. The Learning Center is a non-profit Palm Beach County charter school educating 115 children under the autism spectrum disorder between the ages of 3 through 14.
- To guide instructional staff to improve teaching and learning by providing teacher support and designing professional development opportunities.
- In charge of recruiting, hiring, managing, and developing the school’s leadership, instructional team, operational, and support staff
- Establish and maintain strong relationships with teachers, students, parents, community members, and the staff at the School. To effectively addresses staff, students, and parents’ concerns.
- Manage the staff performance review and compensation review processes.
- Maintain positive relationships with the Palm Beach County School District and charter organizations, as well as local, city, and county agencies.
- Ensure compliant, effective, and efficient school-based operations that support an academically high performing school environment.
- Adhere to and maintain SDPBC and FL-DOE guidelines, requirements and procedures as they pertain to public charter schools and to attend required SDPBC meetings for charter school administrators.
- To work with the Board to draft and monitor the school’s budget and ensure daily financial and business activities are compliant with the school’s fiscal policies.

MAILMAN SEGAL CENTER FOR HUMAN DEVELOPMENT (MSC) OF NOVA SOUTHEASTERN UNIVERSITY (FT. LAUDERDALE, FLORIDA)

2008 – 2015

Associate Director of the Baudhuin Preschool

- To support the director, sharing in the administration, management, and day-to-day operations of the Baudhuin Preschool. The Baudhuin Preschool is an interdisciplinary, Applied Behavior Analysis (ABA) based, early intervention educational and therapeutic program. The program serves 135 children with Autism Spectrum Disorder, three years of age through pre-kindergarten, in 15 classrooms following a low student/staff ratio (avg. 2.5:1).
- To assist in the management and administration of the school’s budget and any applicable grants and contracts, as well as in the hiring, supervision, and evaluation of over 70 school staff.
- To oversee, manage, and approve payroll payments for all of the program’s non-exempt hourly employees utilizing the university’s

- KRONOS payroll system.
- To assist in ensuring the school's compliance with NSU policies and procedures; local, state, and federal regulations; and accreditation and licensing standards.
  - To develop a professional development agenda and implement training activities for all school staff while supervising the development and implementation of standard operating procedures and manuals describing these procedures for families, staff, graduate students, and volunteers.
  - To assist in the development and implementation of programs for students, families, program staff, and university staff, and supervise the selection and ordering of curricular materials and equipment.
  - To coordinate opportunities for practicum students and interns from research, academic, and outreach programs, providing direct onsite supervision as necessary.
  - To provide individual and group supervision to students seeking BACB certification, as well as to students looking for supervised experience toward licensing for both Marriage and Family Therapy and Mental Health Counseling.
  - To plan and facilitate family and community workshops and parenting classes.
  - To provide situation-specific counseling (related to having a child with a disability), education and crisis intervention for families. Examples of support services include adjustment to diagnosis, sibling issues, and parent consultations.
  - To present at local, state, and national level professional conferences, serve public relations functions, and seek grants and develop supports for direct services to children with autism.

DIVISION OF SOCIAL AND BEHAVIORAL SCIENCES, FARQUHAR  
COLLEGE OF ARTS AND SCIENCES NOVA SOUTHEASTERN  
UNIVERSITY (FT. LAUDERDALE, FLORIDA)

2004 - 2015

Adjunct Professor

- To prepare and teach university courses to undergraduate students in the fields of psychology, family therapy, and sociology, in both traditional classroom setting and online format.

COUPLES ON THE BRINK (PLANTATION, FL)

2007 – 2009

Marriage and Family Therapist

- Provided therapy services in an intensive format from a systemic perspective to couples and individuals experiencing severe relational problems. Therapy was provided either by a single therapist or in a male-female team combining different therapeutic approaches, techniques, and perspectives.

MAILMAN SEGAL INSTITUTE FOR EARLY CHILDHOOD  
STUDIES/BAUDHUIN PRESCHOOL OF NOVA UNIVERSITY (FT.  
LAUDERDALE, FLORIDA)

2001 – 2008

Coordinator of Therapeutic/Family Support Services & Family Counselor

- Coordinating the delivery of family support services to approximately 150 children with developmental disabilities and their families.
- Provide support and referral services to families with children with developmental disorders, as well as facilitating and coordinating parent trainings.
- To coordinate therapeutic services provided by an interdisciplinary staff composed of behavioral analysts, family counselors, occupational therapists, speech and language pathologists, and physical therapists.
- To provide individual, group, couple, and family counseling, as well as crisis intervention, to families and students. In charge of conducting children, couple, and family assessments as needed.
- To provide behavior analysis services to children and families, including professional and family consultations, behavioral assessments, and writing, overseeing, and implementing behavior plans.
- Responsible for staff and parent training, as well as classroom and home consultations, including but not limited to the areas of:
  - autism diagnosis, assessment, and treatment,
  - curriculum implementation, data collection and interpretation,
  - behavior analysis, toilet learning, and social skills training,
  - crisis management (including prevention and de-escalation),
  - family support including parenting, siblings, and extended family issues,
  - special needs, educational rights, and parent advocacy.
- To oversee training and supervision of both graduate and undergraduate students in the fields of systemic family therapy, psychology, and behavior analysis.
- To facilitate child study team meetings and staffing conferences for children attending the program.

1998- 2001

Counseling Supervisor

- To supervise counseling department staff and interns.
- Develop, implement, and oversee support programs and services for families with children with autism.
- Serve as a liaison between the counseling department and school administration while developing and implementing departmental policy.
- Offers behavioral counseling to children and their families.
- In charge of the initial screening process for candidates for the school as well as of the initial orientation process for newly admitted families.
- Provide individual, group, and family counseling as needed.

1996 -1998

Counselor/Acting Assistant Coordinator

- In charge of facilitating the school guidance program for students attending the elementary and middle school.

- Assist the elementary/middle school director in coordinating and conducting parent/teacher conferences and annual Individual Education Plan (IEP) meetings.
- To provide individual, group, couple, and family counseling to families, students, and staff.
- Provide crisis intervention to adults and children as needed.
- Develop and implement social skills programs for children with special needs.
- To oversee training and supervision of graduate students in charge of case management services for families and children.
- To facilitate child study team meetings and staffing conferences for children attending the program.
- Act as assistant coordinator of Support Services as needed.
- Conduct research on the impact of autism on typical family members and present results at local and national conferences.

#### COLLEGE LIVING EXPERIENCE (DAVIE, FLORIDA)

1996 - 1998

##### Psychotherapist/Consultant

- To provide individual and family therapy to young adults with learning disabilities and to their families.
- Work with the treatment team in developing individualized treatment plans for clients and to write reports as needed.

1995 - 1996

#### BAUDHUIN ORAL SCHOOL OF NOVA UNIVERSITY (FT. LAUDERDALE, FLORIDA)

##### Family Therapy Intern

- To provide psychotherapy to children and adolescents suffering from autism, a learning disability, or emotional problems.
- Provide individual, group, or counseling services to the families of such affected children and adolescents.
- To facilitate therapeutic groups for siblings of children with autism and social skills group for elementary level children.
- Provide crisis intervention and counseling as needed.
- Collaborate with other relevant school personnel in the treatment planing and recommendations for targeted students.

#### THE RETREAT PSYCHIATRIC HOSPITAL (FT. LAUDERDALE, FLORIDA)

1994 – 1996

##### Mental Health Technician

- To assist the psychiatric treatment team in the milieu care of patients.
- To run therapeutic groups, provide individual crisis intervention and counseling as needed, and observe and interpret behavioral observations of patients as related to their treatment.

**NORTHWEST DADE MENTAL HEALTH CENTER (HIALEAH, FLORIDA)**

1993 – 1994

**Adult Case Manager/C.S.T. Coordinator**

- To ensure that clients receive the following services: Assessment, planning, linking, monitoring, and advocacy.
- Develop team procedures and conducts performance evaluations as Team Leader for the Community Service Team (C.S.T.) supervising seven staff members.
- Provide intensive case management to clients. Develop and implement a comprehensive service plan that allows the client to improve his/her quality of life and to integrate successfully into the community.

1992 - 1993

**Crisis Counselor/Team Leader**

- Perform crisis intervention on aggressive and non-aggressive mentally disturbed patients.
- In charge of conducting initial assessments and evaluations based on the DSM-III-R diagnostic criteria in order to facilitate treatment and hospitalization.
- Serve as Team Leader supervising a group of four people on the Mobile Crisis Unit of Northwest Dade Center in South Dade in conjunction with HRS Community Health Teams.

**SS. PETER AND PAUL CHURCH (MIAMI, FLORIDA)**

1991 – 1992

**Assistant Pastor**

- Assist in the social and pastoral service of 1200 families within the parish boundaries and 650 children in the adjoining school.
- Counsel boys and girls (12-17) referring them to the proper resources when required.
- Organized and facilitated youth groups.
- Supervise a staff of eight people in the fulfillment of their duties.
- Promoted a spirit of teamwork, establishing good personnel procedures.

**COLLEGE LEVEL COURSES TAUGHT (GRADUATE & UNDERGRADUATE)**

ABA 0710 - Principles in Applied Behavior Analysis  
 ABA 0720 - Applications of Applied Behavior Analysis  
 ABA 0730 - Behavioral Assessment Models in ABA  
 ABA 0750 - Professional Issues in Applied Behavior Analysis  
 ABA 0755 - Ethical Conduct for Applied Behavior Analysts  
 EDD 9655 - Functional Behavior Assessment  
 EDD 9665 - Leadership and Ethical Issues in Applied Behavior Analysis  
 PSYC 2000- Introduction to the Counseling Profession  
 PSYC 2330- Interpersonal Communication  
 PSYC 3300- Behavior Modification

PSYC 3760- Multicultural Issues in Psychology  
 PSYC 4810- Practicum in Community Psychology  
 SFTD 5045- Group Psychotherapy  
 SFTD 5046 - Human Development Across the Life Cycle  
 SFTM 5311- Substance Abuse and Critical Issues  
 SFTM 5321- Theories of Marriage and Family Therapy  
 SFTM 5322- Clinical Practice in Marriage and Family Therapy  
 SFTM 5335 -Human Development Across the Life Cycle  
 SFTM 6331- Diversity in Human and Family Development  
 SFTM 6332- Human Sexuality & Gender  
 SFTM 6333- Theories of Personality & Psychopathology  
 SFTM 6340- Ethics  
 SFTM 6374- Individual & Group Psychotherapy  
 SOCL 3550- Substance Abuse in the Family  
 SOCL 2130- Family Relationships  
 SOCL 2300- Family Communication  
 SOCL 3130- Family Systems  
 SOCL 3800 - Family Life Cycle  
 SPED-9650 - Behavior Principles and Concepts  
 SPED 9670 - Ethical and Professional Conduct in ABA

### **CONFERENCES AND PRESENTATIONS**

2017- New Florida Medicaid Behavior Analysis (BA) Program Overview, panelist on October 6, 2017 at *FABA's 37<sup>th</sup> Annual Meeting and Conference*, Daytona Beach, Florida.

2015- Conflict in the Family: From Challenges to Opportunities, keynote presenter on September 10, 2015 at *Promoting Healthy Families Statewide Conference*, organized by The Team Project & Partners Resource Network, San Antonio, Texas.

2014- There is Life after Diagnosis; Coping in a New and Uncertain World, presented on October 7, 2014, as part of the *Meet the Experts - October 2014 Parent Education Series*, at JAFCO Children's Abilities Center, Sunrise, FL.

2012- Working with the Family, presented on June 1, 2012 as part of the *ASD Lectures Series* at the College of Dental Medicine, Nova Southeastern University.

2010- Till Death Do Us Part: Redefining the Marital Relationship and Healthy Co-Parenting, part of *From Chaos to Balance....Bringing Peace and Harmony Back Into Your Life*, a panel discussion sponsored by the Respite and Family Resource Program for Children with Developmental Disabilities (JAFCO), Sunrise, Florida, presented on October 3, 2010.

2009- How to Treat Inappropriate Behaviors Through the Use of Positive Behavior Support (*Como Tratar Conductas Inapropiadas Usando*

Tecnicas Positivas), presented at the 3<sup>rd</sup>. Annual Spanish Conference on Autism, University of Miami Center for Autism and Related Disabilities, Coral Gables, Florida, on June 13, 2009.

2009- Emotional Issues in the Family: A Family Life Cycle View, presented during the Learning is Universal Conference, sponsored by the Spina Bifida Association of South Florida, Fort Lauderdale, Florida, on September 26, 2009.

2009- How to Talk to Siblings, presented at A Parent's Guide to Effective Interventions for Children with Autism and Related Disabilities Conference, sponsored by Foundations Therapy Inc., on September 12, 2009.

2005- Best Practices for Supporting Families of Special Needs Children, presented at Temple Israel of Greater Miami, Miami, Florida, as part of C-One, The Center on Nonprofit Effectiveness training series for The Children Trust of Miami-Dade County, Florida, on January 26, 2005.

2002- Supporting Families Affected by the Recent Diagnosis of Autism: A Biopsychosocial Model, presented at the Graduate School of Humanities and Social Sciences of Nova Southeastern University, Ft. Lauderdale, Florida, on July 25, 2002.

2000- Communication and Conflict Resolution in Marriage, presented during the Jubilee 2000 Celebration Weekend at the Miami Beach Convention Center, Florida, on April 1, 2000.

1998- Another Perspective: Siblings, Grandparents, and Autism, presented in Reno, Nevada during the 1998 Autism Society of America Annual Meeting and Conference on July 8, 1998.

1996- Personal Adjustments of Siblings Living with Autism, presented at the 1996 Florida Association of School Psychologists Annual Conference, Ft. Lauderdale, Florida, on November 6, 1996.

1996- Growing Up with Autism: The Siblings' Experience, presented at the 1996 Autism Society of America Annual Meeting and Conference, Milwaukee, Wisconsin, on July 10-13, 1996.

1995- The Reflecting Team in Training, Consultation, and Therapy, co-authored with Gonzalo Bacigalupe, Ed.D. and Robin Gipps, M.S. and presented during the 7th. World Family Therapy Congress in Guadalajara, Mexico, on Oct. 27, 1995.

1990- Religious Practices and Their Effects on Health Care: Santeria and its Derivatives, presented at The Everglades and Central Florida Area Health Education Center, Hutchinson Island, Fl. on September 21. 1990.

## **GRANTS & PUBLICATIONS**

2014 - 2015 Music Counts: A specialized treatment program for children with autism, Chancellor's Faculty Research and Development Grant, Nova Southeastern University.

2011 - 2012 Use of an iPad application to teach communication skills to children with autism, Chancellor's Faculty Research and Development Grant, Nova Southeastern University.

2010 - 2011 A Pre-Kindergarten Peer-Mediated Intervention for Children with Autism, Chancellor's Faculty Research and Development Grant, Nova Southeastern University.

2007 - 2009 Marital Therapy for Couples at Risk with One or More Children Diagnosed with Autism. A collaborative project between the Mailman Segal Institute of Early Childhood Studies and the Department of Family Therapy of the Graduate School of Social and Systemic Studies, Nova Southeastern University.

2005 - Parental voices: You get what you get and you don't get upset: a child's answer to life's biggest challenges. Clinical Obstetrics & Gynecology, 2005 Sep; 48(3):527-33.

## **APPOINTMENTS/COMMITTEES**

Alternative Representative of the Mailman Segal Institute to the Nova Southeastern University Institutional Review Board for Research with Human Subjects (IRB). 2007 to 2012

Presidential Grant and Review Committee 2004, Nova Southeastern University

## **LICENSES AND CERTIFICATIONS:**

- Licensed Marriage and Family Therapist (FL, NC, & TN)
- Qualified Supervisor for Registered Interns in MHC & MFT (FL)
- Board Certified Behavior Analyst- Doctoral (BCBA-D)
- Meets 2015 BACB Standards for Supervision Requirement to supervise either BCaBAs or RBTs
- Meets 2015 BACB Standards for Supervision Requirements to supervise Exam Candidates

**PROFESSIONAL MEMBERSHIPS:**

- Clinical Member of the American Association of Marriage and Family Therapists (AAMFT)
- Member of the American Psychological Association (APA)
- Member of the Florida Counseling Association (FCA)
- Member of the Association for Behavior Analysis International (ABAI)
- Professional Member of the Florida Association of Behavior Analysis (FABA)

**OTHER:**

- Bilingual (English/Spanish)
- US Citizen