

Debra S. O'Neal, M.A., L.M.H.C.

EDUCATION

University of North Florida
4567 St. Johns Bluff Road
Jacksonville, FL 32246

M.A. Degree, Counseling Psychology
1985

University of North Florida

B.A. Degree, Psychology
1982

LICENSURE

Licensed Mental Health Counselor (LMHC) State of Florida

EMPLOYMENT

Renaissance Behavioral Health Systems, Inc.
10550 Deerwood Park Blvd, Suite 600
Jacksonville, Florida 32256

12/20/94 to Present Vice President-Community Support Services

Responsible for quality programming and overseeing Mental Health Resource Center Support Services serving adults with severe and persistent mental illness and co-occurring disorders. Duties include budgeting, marketing, grant writing, quality improvement, partnership development, clinical and administrative supervision, on-site and off-site supervision of day-to-day program management in order to provide optimal quality services and ensure compliance with all statutory or regulatory requirements (e.g. Joint Commission, Certified Community Behavioral Health Clinic Certification standards, State, Federal, Medicaid, Managed Care Organizations, etc.) and applicable internal policies and procedures.

7/91 to 12/94 Director of Community Support Services

Executive Management position, responsible for all programs serving individuals with chronic mental illness in outpatient and residential services (Case Management, Day Treatment, Residential Treatment, Partial Hospitalization). Additional duties include: budget and program development; strategic planning; monitoring and ensuring compliance with Joint Commission licensure and State standards.

12/90 to 7/91 Quality Assurance/Staff Development

Management position responsible for monitoring and evaluation of programs related to licensure, HRS and JCAHO standards. Also responsible for Risk Management activities, staff development, and other quality assurance activities.

1/88 to 12/90 Clinical Manager, Geriatric Residential Treatment Systems

Responsible for all clinical activities and 24 hour staff of geriatric residential treatment program. Duties included: supervision, budgeting, development and implementation of policies, compliance with licensure, HRS and JCAHO standards.

10/85 to 1/88 Case Management Supervisor

Supervised delivery of case management to geriatric and implementation, community linking and compliance with HRS standards of care.

5/84 to 10/85 Case Manager

Served as case manager for approximately 85 geriatric clients with chronic mental illness. Duties included monitoring, assessing, referring, coordinating all services needed for a client to successfully maintain in the community.

OTHER

Member of Professional Staff Organization. Served as chairperson for Quality Improvement Committees: Accreditation, Safety/Risk Management, Client Advocacy, Peer Review, and Quality Improvement Committee.