

## **RONALD WEINBERG, Ed.D**

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Providing a variety of consulting and clinical services to individuals, business, industry, and the legal community. Services include: executive and employee psychological assessment; coaching (leadership development, business ethics, communication, stress management, counseling); career development and outplacement, spousal career assistance; change management (strategic planning, employee surveys, sampling, organizational development, implementation); crisis management (conflict resolution, mediation, negotiation); team building (employee motivation, performance enhancement, communication skills, interpersonal relations, functional analysis).

### **PROFESSIONAL EXPERIENCE**

#### **1984 – Present Private Practice, New Jersey Licensed Psychologist #1903**

Clinical evaluations and psychotherapy for adolescents and adults experiencing individual adjustment problems, couples having relationship difficulties, and families encountering distress. Areas of special interest and training include: affective disturbances, substance abuse (assessment, recovery), marital therapy, parenting coordination (certified by the Administrative Office of the Courts of the State of New Jersey as a Parenting Coordinator), collaborative law (coach, child specialist), stress management, and career/outplacement counseling.

#### **2003 – Present Consulting Ombudsman, XCEL Federal Credit Union, Secaucus, New Jersey**

Provide ombuds services to employees in three locations. Services include: individual case consultation and management; dispute mediation; referral to resources; organizational effectiveness and teambuilding; climate surveys; upward feedback.

#### **2004 Consulting Ombudsman, Visiting Homemaker Services of Hudson County, Jersey City, New Jersey**

As a designated neutral, evaluated and resolved relationship conflict between two principals in the organization. Conducted a series of individual and joint fact finding meetings with the Executive Director and the two officers. Provided conflict resolution and feedback sessions that led to a significantly improved working relationship between the two principals and among members of their respective staffs.

#### **1996 - 2001 Consulting Ombudsman, Lucent Technologies Murray Hill, Holmdel, and Whippany, New Jersey**

Delivered ombudsman services to employees in the Bell Labs Research and Network Wireless business units. Provided organizations with a focal point for expressing issues/concerns that impede the effectiveness of the individual and/or organization (e.g., discrimination, harassment, performance appraisal issues, dysfunctional behavior patterns in individuals and/or organizations; inter/intra group conflict; working within an international workplace and managing a diverse workforce; management distrust and issues of competence; subordinate - supervisory relations).

Specific tasks included: counseling/problem-solving, referral to resources, dispute mediation, management consulting on policies and practices, design and facilitate organizational change, assist with long-term planning with respect to people issues (e.g.; establishment of new organizations, reduction in staff, early retirement offerings, implementation of organization wide programs such as quality, career development, performance appraisal, etc.).

**1986- 2003**      **Consulting Psychologist, Employee Counseling Service (EAP), Health Services, Lucent Technologies**  
**Murray Hill, Whippany, and Holmdel, New Jersey**

Conducted assessment interviews with employees and their dependents; Identified and developed therapeutic intervention strategies for problems such as: anxiety and phobic disorders, depression, substance abuse, eating disorders, marital and family conflicts, and job performance; Developed and implemented organizational interventions for conflict management, team building, communications and human relations skill building, stress and change management; Provided short-term treatment when appropriate; Referred to and consulted with inpatient and outpatient providers participate in discharge, aftercare, and back-to-work planning; interfaced and follow up with Lucent medical staff and management; coordinated treatment planning with companies' managed care system.

**1974 –1985**      **Counseling and Placement Services, Middlesex County College Edison, New Jersey**

Psychological evaluations, psychotherapy, career and job placement counseling for college population and alumni. Administration and interpretation of personality and vocational instruments; consultation with faculty and staff regarding referral of students in need of psychological intervention and with management of psychiatric emergencies; supervised graduate interns. Presented seminars on career planning, career change, human potential, employment preparation (resume writing, interviewing techniques, job hunting strategies), values clarification. Assisted with employer relations activities (i.e., on-campus recruitment, job development); preparation and presentation of college-wide reports (i.e., salary surveys, placement and transfer profiles).

**1973 -**      **Irvington Youth Resources Center (affiliated with Irvington Mental Health Clinic)**  
**1974**      **Irvington, New Jersey**

Conducted intake evaluations for treatment recommendations with children and adolescents presenting a variety of behavioral problems referred by the juvenile justice system. Determined appropriate intervention (i.e., individual and/or family therapy, referral to juvenile conference committee, residential treatment or placement), diagnostic case conference presentations, consultation with community agencies, individual and family therapy for cases recommended for treatment.

**1971 -**      **Counseling Center, Union College Plainfield and Cranford, New Jersey**  
**1973**

Assessment and counseling services for college population. Initiated group counseling for returning veterans, developed liaison with local mental health providers, developed graduate internship program, and supervised graduate interns.

## **CONSULTATION AND RESEARCH**

### **CLINICAL**

**2004-** Consulting Psychologist, Community Education Centers, West Caldwell, New Jersey  
**Present**

Evaluate residents of private treatment centers (corrections population) to determine mental status and potential need for psychiatric intervention. Interface with medical department and supervisory staff to provide feedback on residents' psychological needs and ability both to function within the facilities and to benefit from the treatment programs. Conduct group therapy sessions for residents with MICA issues. Provide supervision for treatment staff.

**1986-** Clinical Associate, Magellan Behavioral Care  
**2005** Maryland Heights, Missouri

**1989 -** Clinical Associate, Harris Rothenberg, International, New York, New York  
**2005** Corporate Counseling Associates, New York, New York

Provided diagnostic assessment and referral services for New Jersey-based clients of these national employee assistance programs. Some contracts required extensive involvement with managed care entities. Interfaced with clinical providers to assess treatment progress, planned for discharge and return to work, and provided feedback to management in appropriate circumstances. Accompanied full-time EAP staff on company visits for orientation workshops, training sessions, and presentation of statistical reports on utilization.

**1992-1993** Consulting Psychologist, Northeast Recovery Network, Inc.  
The Harbor, Hoboken, New Jersey

Provided psychological services to adolescent inpatient unit of substance abuse treatment facility. Conducted clinical evaluations and psychological testing on all new admissions; participated in treatment planning meetings with staff; supervised counselors.

### **CAREER SERVICES**

**1991 -** Clairol, Inc., New York, New York,  
**1994** Colgate-Palmolive Company, Piscataway, New Jersey

Provided comprehensive counseling and career assistance services (i.e., resume preparation, job hunting techniques) to spouses of employees being relocated throughout the country.

**1995** Marshall Group, Inc. Scottsdale, AZ

**1987 -**            **Drake, Beam, Morin, Inc., Madison, New Jersey,**  
**1989**            **Seagate Associates, Somerset, New Jersey**

Interviewed New Jersey-based clients of these executive outplacement firms to assess personal and vocational adjustment. Provided interpretation of psychological and vocational test battery (including 16-PF, WAIS, Myers-Briggs Type Indicator, Strong-Campbell Interest Inventory). Advised professional staff, working directly with the client, regarding issues affecting the client's career transition.

## **RESEARCH**

**1996**            **Physicians Health Services Paramus, New Jersey**

Developed mental health provider network for healthcare delivery organization. Assisted medical directors and network management staff with provider selection, evaluation, and credentialing, along with implementation of mental health and substance abuse services.

**1986 -1988**      **Bell Communications Research Piscataway, New Jersey**

Research and development of a standardized evaluation instrument for corporate training classes. (Published in *Personnel Journal*, January 1988.) Completed one-year follow-up project utilizing the instrument to assess the effectiveness of both trainers and training curricula being offered through the Education, Training, and Development Department.

## **PROFESSIONAL PREPARATION**

**1983**            **Doctor of Education - Counseling Psychology, Rutgers University New Brunswick, New Jersey**

**1971**            **Master of Arts - Counseling, Seton Hall University  
South Orange, New Jersey**

**1969**            **Bachelor of Arts - Social Studies, Seton Hall University South Orange, New Jersey**

## **PROFESSIONAL CERTIFICATIONS**

**2008**            **Collaborative Law – Central Jersey Collaborative Law Group**

**2007**            **Mediation Training – New Jersey Association of Professional Mediators**

## **PROFESSIONAL AFFILIATIONS**

**American Psychological Association, Member**

**New Jersey Psychological Association, Member**

**Association of Family and Conciliation Courts, Member**

**Central Jersey Collaborative Law Group, Member**