

Thom deLara, MSW, MBA

Education

- Master's in Business Administration, Barry University, Miami, Florida
- Master's in Social Work, Syracuse University, Syracuse, New York

Employment

2007 - Present, Professor of Practice and Department Chair, Department of Marriage and Family Therapy, Syracuse University, Syracuse, NY. Responsible for directing a graduate department in the David B. Falk College of Sport and Human Dynamics at Syracuse University. Responsibilities include budgeting, forecasting, staffing, performance assessment, curriculum development, program evaluation, enrollment and admissions, teaching and clinical supervision.

2005-2007, Director, FORUM Management Education Program, Empire State College, Syracuse, NY. Responsible for directing an undergraduate business management program in the central New York office of Empire State College. Responsibilities include budgeting, forecasting, staffing, performance assessment, curriculum development, program evaluation, marketing, enrollment and admissions.

October 1, 1998-June 30, 2002, Vice President, Business Development and Operations, Univera Healthcare/Excellus, Baldwinsville, NY. Provided leadership in Strategic Planning, New Business Development, developing Center and Departmental Business Plans. Created and directed implementation of standards and structures for assessing, evaluating and monitoring new and continuing business operations and performance. Provided direction for the development, implementation and effective maintenance of contracts with external resources. Supervised the efforts of the Marketing Director, IT, Billing, Financial Analyst, and Pharmacy, Lab, and Radiology departments.

April 1991 - September 30, 1998, Executive Director, Family Health Network, Cortland, NY. Chief Executive Officer of a Community Health Center, providing medical and preventive health services in ten locations. 185 employees; \$8.5 million budget. Responsible for operational and fiscal oversight of all services and facilities. Report to a volunteer Board of Directors. Funded in part by the U.S. Public Health Service.

April 1986 - March 1991, Executive Director, Family Services of Chemung County, Inc. Elmira, NY. Chief Executive Officer of a not-for-profit family services agency with 100 employees and an annual budget of 2.5 million. Responsible for operational and fiscal oversight of all services and facilities. Report to a volunteer Board of Directors.

April 1982 - March 1986, Director, Employee Assistance Program, Family and Children's Services, Ithaca, NY.
Administrative responsibility for the development and implementation of EAP services at Cornell University and other Tompkins County employers; supervision of professional staff.

December 1980 - April 1982, Director of Professional Services, Child and Family Services, Syracuse, NY. Administrative responsibility for agency-wide professional services and professional staff.

April 1979 - December 1980, Coordinator, Family, Adolescent & Children's Services, Miami Beach Mental Health Center, Miami, FL. Developed, organized and directed outpatient services in a community mental health center.

May 1975 - August 1978, Social Worker, Children's Services/Psychiatric Services, St. Joseph's Hospital, Syracuse, NY. Provided outpatient services to children and families in a licensed mental health clinic.

Faculty Appointments

1977-1987, Field Instructor, Syracuse University, School of Social Work

1979-1980, Clinical Faculty, Barry University, School of Social Work

1982-1997, Field Instructor, Syracuse University, School of Social Work

1983 - 1985, Adjunct Professor, Tompkins Cortland Community College

1984, Field Instructor, University of Chicago, School of Social Work

1993, Lecturer, Cornell University

1999-2007, Lecturer, Syracuse University, School of Social Work

2000-2008, Senior Lecturer, Cornell University, Sloan Health Administration

Contributions to Teaching, Curriculum, Course Design and Program Development

2017, Developed proposal for a new online master's degree (approved by the University and NYSED)

Developed proposal for a new Doctor of Couple and Family Therapy degree (Approved by Falk College pending university approval)

2017, Member of the Program Review committee and Member of the TK20 Task Group for Falk College

2016, Provided oversight and direction for the COAMFTE accreditation review of the PhD degree program (approved for 6 years) Developed a new course, "Family Therapy with Military Families" Completed COAMFTE accreditation for the PhD master's degree (six-year term)

2015, Provided oversight and direction for the COAMFTE accreditation review of the master's degree program (approved for 6 years). Provided oversight and direction for the development and implementation of the Certificate of Advanced Studies in Child Therapy (approved by the University and NYSED)

2016, Developed a new winter session course format, mirrored on the Maymester course offerings ("LGBTQ Couples and Families" (2015), "Military Families." Completed COAMFTE accreditation for the MFT master's degree (six-year term)

2014, Provided oversight and direction for the development and implementation of the MFT/MSW Dual Degree program (approved by the University and NYSED). Provided oversight and direction for the development and implementation of the Certificate of Advanced Studies in Trauma-informed Practice (approved by the University and NYSED). Provided oversight and direction for the redesign of the PhD program curriculum, from a 90-credit degree program to a 72-credit program (approved by the University, NYSED and COAMFTE)

2013, Provided oversight and direction for the development and implementation of the MFT/MSW Dual Degree program (approved by the University and NYSED. Implemented the "Brief Strategic Family Therapy Training Project" with the Center for Community Alternatives

2012, Developed a new course, "Play Therapy with Children and Families." Assisted in the design and renovation of Peck Hall, including all aspects of the project (technology, construction, layout, furniture, interior design, etc.).

Courses Taught

2017

SWK 715 Seminar on Administration
MFT 687 Play Therapy
MFT 690 Independent Study
MFT 662 System Dynamics

2016

SWK 715 Seminar on Administration
MFT 687 Play Therapy
SWK 730 Family Systems Theory
MFT 662 System Dynamics
MFT 690 Independent Study

2015

SWK 715 Seminar on Administration

MFT 687 Play Therapy
SWK 730 Family Systems Theory
SWK 724 Psychopathology
MFT 761 Practicum
Independent Study

2014

SWK 715 Seminar on Administration
MFT 687 Play Therapy
SWK 730 Family Systems Theory
SWK 724 Psychopathology
MFT 761 Practicum
Independent Study

2013

SWK 715 Seminar on Administration
MFT 687 Play Therapy
SWK 730 Family Systems Theory
SWK 724 Psychopathology
MFT 761 Practicum
Independent Study

2012

SWK 715 Seminar on Administration
MFT 687 Play Therapy
SWK 730 Family Systems Theory
SWK 724 Psychopathology
Independent Study

2011

SWK 715 Seminar on Administration
MFT 687 Play Therapy
SWK 730 Family Systems Theory
SWK 724 Psychopathology
MFT 761 Practicum

2010

SWK 715 Seminar on Administration
MFT 687 Play Therapy
SWK 730 Family Systems Theory
SWK 724 Psychopathology
MFT 761 Practicum
Independent Study

2009

MFT 684 Family Life Cycle
SWK 715 Seminar on Administration
MFT 687 Play Therapy
SWK 730 Family Systems Theory
SWK 724 Psychopathology
MFT 761 Practicum
MFT 662 Group Dynamics
Independent Study

2008

MFT 662 Group Dynamics
SWK 715 Seminar on Administration
MFT 687 Play Therapy
SWK 730 Family Systems Theory
SWK 724 Psychopathology
MFT 761 Practicum
MFT 662 Group Dynamics
Independent Study

2007

SWK 715 Seminar in Administration, two times
SWK 724 Psychopathology, two times
MFT 661 MFT Theory
Prior to 2007 Other Courses Taught
Politics of Public Budgeting; Public Administration
Critical Issues in Health Care
Strategic Management in Health Care

Principles of Administration

Macro-systems in Human Services (Community and Governmental Organizations)

Advising, Mentoring and Clinical Supervision

2017

Advised MFT students on degree planning

Served as advisor for MFT master's projects

Served as advisor for independent studies

Provided clinical supervision to students in the MFT Couples and Family Therapy Clinic

Sat on master's thesis committee

2016

Advised MFT students on degree planning

Served as advisor for MFT master's projects

Served as advisor for independent studies

Provided clinical supervision to students in the MFT Couples and Family Therapy Clinic

2015

Advised MFT students on degree planning

Served as advisor for MFT master's projects

Served as advisor for independent studies

Provided clinical supervision to students in the MFT Couples and Family Therapy Clinic

Provided Brief Strategic Family Therapy consultation to CCA staff

Sat on master's thesis committee

2014

Advised MFT students on degree planning

Served as advisor for MFT master's projects

Served as advisor for independent studies

Provided clinical supervision to students in the MFT Couples and Family Therapy Clinic

Provided Brief Strategic Family Therapy consultation to CCA staff

2013

Advised MFT students on degree planning
Served as advisor for MFT master's projects
Served as advisor for independent studies
Provided clinical supervision to students in the MFT Couples and Family Therapy Clinic
Provided Brief Strategic Family Therapy consultation to CCA staff

2012

Advised MFT students on degree planning
Served as advisor for MFT master's projects
Sat on one master's thesis committee
Served as advisor for independent studies
Provided clinical supervision to students in the MFT Couples and Family Therapy Clinic

2011

Advised MFT students on degree planning
Served as advisor for MFT master's projects
Sat on master's thesis committee
Served as advisor for independent studies
Provided clinical supervision to students in the MFT Couples and Family Therapy Clinic

2010

Advised MFT students on degree planning
Served as advisor for MFT master's projects
Served as advisor for independent studies
Provided clinical supervision to students in the MFT Couples and Family Therapy Clinic

2009

Advised MFT students on degree planning
Served as advisor for MFT master's projects
Served as advisor for independent studies
Provided clinical supervision to students in the MFT Couples and Family Therapy Clinic
Sat on doctoral qualification committee

2008

Advised MFT students on degree planning
Served as advisor for MFT master's projects
Served as advisor for independent studies
Provided clinical supervision to students in the MFT Couples and Family Therapy Clinic
Department, College and University Service

Memberships, Committes, Cabinets

2017

Member of the Falk College curriculum committee.
Member of the MFT Department Curriculum Committee
Member of the MFT Department Technology Committee
Member of the MFT Clinical Services Committee
Ad hoc member of the MFT P&T committee
Member of the MFT PhD Program Committee
Member of SU Senate and Administrative Operations Committee
Member University College Strategic Planning Committee
Dean's Cabinet

2016

Member of the Falk College curriculum committee.
Member of the MFT Department Curriculum Committee
Member of the MFT Department Technology Committee
Member of the MFT Clinical Services Committee
Ad hoc member of the MFT P&T committee
Member of the MFT PhD Program Committee
Member of SU Senate and Administrative Operations Committee
Dean's Cabinet

2015

Member of the Falk College curriculum committee.
Member of the MFT Department Curriculum Committee
Member of the MFT Department Technology Committee
Member of the MFT Clinical Services Committee

Ad hoc member of the MFT P&T committee
Member of the MFT PhD Program Committee
Member of SU Senate and Administrative Operations Committee
Dean's Cabinet

2014

Member of the Falk College curriculum committee.
Member of the MFT Department Curriculum Committee
Member of the MFT Department Technology Committee
Member of the MFT Clinical Services Committee
Ad hoc member of the MFT P&T committee
Member of the MFT PhD Program Committee
Member of SU Senate and Administrative Operations Committee
Dean's Cabinet

2013

Member of the Falk College curriculum committee.
Member of the MFT Department Curriculum Committee
Member of the MFT Department Technology Committee
Member of the MFT Clinical Services Committee
Ad hoc member of the MFT P&T committee
Member of SU Senate and Senate Student Life Committee
Dean's Cabinet

2012

Member of the Falk College curriculum committee.
Member of the MFT Department Curriculum Committee
Member of SU Senate and Senate Student Life Committee
Dean's Cabinet

2011

Member of the Falk College curriculum committee.
Member of SU Senate and Senate Student Life Committee
Dean's Cabinet

2010

Member of the Falk College curriculum committee.

Member of SU Senate

Dean's Cabinet

Chair, MFT Recruitment Committee

2009

Member of the Falk College curriculum committee.

Member of SU Senate

Dean's Cabinet

SWK Faculty Recruitment Committee

MFT-SWK Collaboration Task Force

2008

Member of the Falk College curriculum committee.

Member of SU Senate

Dean's Cabinet

Grants

Recent Applications

2001 - University College Innovation Fund Grant, \$19,400

2015 - SAMHSA Workforce Training Grant (\$400,000) Not Funded

2016 - University College Innovation Fund Grant, \$18,301

Other Approved and Funded Projects

1991 - US PHS-330 Grant Applications, \$450,000

1992 - US PHS-330 Grant Applications, \$525,000

1992 - US PHS-330 Recruitment and Retention Grant Application, \$55,000 annually

1993 - US PHS-330 Grant Applications, \$525,000

1994 - US PHS-330 Grant Applications, \$525,000

1994 - US PHS-330 Expansion Grant for Moravia Health Center, \$100,000 annually

1994 - US PHS-330 Expansion Grant for Perinatal Care, \$30,000 annually

1995 - US PHS-330 Grant Applications, \$575,000

1995 - NYSDOH Medicaid Managed Care Grant for new computer system, \$178,000
1996 - US PHS-330 Grant Applications, \$600,000
1996 - NYSDOH PCI Grant to Expand and Renovate DeRuyter Health Center, \$150,000
1996 - NYSDOH PCI Grant to Establish Moravia Health Center, \$120,000
1996 - NYSDOH PCI Grant to establish Cortland Medical Office, \$250,000
1996 - Wilkins Foundation Funding for Cincinnatus Health Center Renovations, \$10,000
1997 - US PHS-330 Grant Applications, \$662,000
1997 - NYSDOH Managed Care Grant for PCAP, School-Based Clinics \$65,000
1997 - PHS 330 Rural Health Network Implementation Grant, \$130,000
1997 - NYSDOH PCI Grant to Expand and Renovate Marathon Health Center, \$137,000
1998 - NYSDOH Health Care Reform Act Grant for Groton Health Center, \$90,000
1998 - NYSDOH Health Care Reform Act Grant for HSA FQHC Application, \$110,000
1998 - US PHS-330 Grant Applications, \$680,000
2000 - Bayonne New Jersey Feasibility Analysis for Start-up
2001 - Bronx CHC School Health Grant (Section 330), \$150,000
2001 - Jackson Mississippi 330 New Start Application, \$500,000
2002 - United Health Plan 911 Emergency Funding Grant, \$100,000
2002 - United Health Plan Section 330 e Mental Health Grant, \$150,000
2002 - Monsey Community Health Center 330 New Start Application, \$650,000
2003 - St. Charles Community Health Center, \$650,000
2003 - Tensas Parish, Rural Health Program Grant, \$50,000
2003 - Morehouse Parish, Rural Health Program Grant, \$50,000
2003 - St. Charles Parish, Rural Health Program Grant, \$50,000
2003 - St. Charles Parish New Start Community Health Center \$650,000
2004 - Ocean Health Initiatives, New Start Community Health Center, \$480,000

Professional Presentations And Lectures:

2017 - Presentations, Research Education for Undergraduates (REU), "Systems Thinking in Clinical Research" and Fulbright Scholar Lectures, "Mental Health Policy in the U.S. Healthcare System" (Invited).

2017 - Guest lectures, "Chaos Theory in Clinical Practice," "Play Therapy with Children and Families" three times, "Strategic Family Therapy" and "Brief Strategic Family Therapy".

2016 - Presentations, Research Education for Undergraduates (REU), "Systems Thinking in Clinical Research". Fulbright Scholar Lectures, "Mental Health Policy in the U.S. Healthcare System".

2016 - Guest lectures, Six lectures in SWK 732 on various clinical topics, "Chaos Theory in Clinical Practice," "Play Therapy with Children and Families," "Strategic Family Therapy" two times, and "Family Therapy with Children Who Have Been Bullied".

2015 - Presentations, Research Education for Undergraduates (REU), "Systems Thinking in Clinical Research," Fulbright Scholar Lectures, and "Mental Health Policy in the U.S. Healthcare System".

2014 - Guest lectures, "Chaos Theory in Clinical Practice," "Play Therapy with Children and Families," "Strategic Family Therapy," "Bowen Family Systems - Differentiation in Couple and Family Therapy," "Implementing DSM-5 in Clinical Practice," and "Ethical Practice in Couple and Family Therapy".

2014 - Guest lectures, "Chaos Theory in Clinical Practice," "Play Therapy with Children and Families," "Strategic Family Therapy," "Bowen Family Systems - Differentiation in Couple and Family Therapy," and "Implementing DSM-5 in Clinical Practice".

2013 Guest lectures, "Chaos Theory in Clinical Practice," "Play Therapy with Children and Families" two times, "Strategic Family Therapy" two times, "Humor, Play and Creativity in Therapy," "Differentiation in Couple and Family Therapy," and "Implementing DSM-5 in Clinical Practice" two times.

2012 Presentation proposal submitted to the International Association of Family Therapy on "Collaborative Approaches to Curriculum Development in Marriage and Family Therapy". Accepted for 2012; deferred to 2013.

2012 - Guest lectures, "Chaos Theory in Clinical Practice," "Play Therapy with Children and Families," "Strategic Family Therapy," and "Humor, Play and Creativity in Therapy".

2011 - Presentation at St. Joseph's Hospital (Out-patient Psychiatric Services) "Humor, Play and Creativity in Therapy"

2011 - Guest lectures, "Chaos Theory in Clinical Practice," "Play Therapy with Children and Families," and "Strategic Family Therapy".

2010 - Guest lectures, "Chaos Theory in Clinical Practice," "Play Therapy with Children and Families" two times, "Strategic Family Therapy" and "Humor, Play and Creativity in Therapy".

2009 - Guest lectures, "Chaos Theory in Clinical Practice," "Play Therapy with Children and Families" two times, and "Strategic Family Therapy," and "Humor, Play and Creativity in Therapy".

2008 and Prior - Additional Presentations Guest lecturer in five S.U. classes (Subjects included Chaos Theory; Play Therapy; Psychopharmacology, Management of Non-profit Organizations). Lectured at Cornell University (Sloan Health Administration Program). St. George's Medical College, Grenada. Invited Faculty. "International Health Care Policy".

2008 - St. George's Medical College, Grenada. Guest Faculty. "Health Status in the United States and Internationally: A Comparison of Outcomes."

2008 - Syracuse City School District Annual Meeting. "The Role of Play in the Lives of Children and Adults".

2007 - Syracuse University, Graduate School of Social Work, "Play Therapy with Children and Families: Issues for Clinical Practice".

- 2007 - Syracuse University, Graduate School of Social Work, "Application of Chaos Theory and Advanced Systems Theory in Clinical Settings".
- 2005 - State University of New York, Empire State College. "Chaos Theory in Organization Management".
- 2005 - Syracuse University, Graduate School of Social Work, "Chaos Theory in Clinical Practice".
- 2001 - New Orleans City Department of Health/New Orleans City School District. "Designing a City-wide School-based Health Clinic Network".
- 2001 - Syracuse University, Graduate School of Social Work, 'Application of Chaos Theory and Advanced Systems Theory in Clinical Settings".
- 2000 - Syracuse University, Graduate School of Social Work, "Child and Adolescent Psychopathology: Applications of Advanced Systems Theory in Clinical Settings".
- 1999 - Cornell University, Sloan Health Administration Program, "The Challenge of Change in Health Care Delivery Systems".
- 1999 - Syracuse University, Graduate School of Social Work, "Child and Adolescent Psychopathology - Applications of Advanced Systems Theory in Clinical Settings".
- 1997 - Cornell University, Department of Human Service Studies, "How Things Work: Systems Theory in Families and Relationships"
- 1996 - Cornell University, Department of Human Service Studies, "The Use of Humor in the Helping Relationship".
- 1996 - Cornell University, Department of Human Service Studies, "Changing Organizational Systems".
- 1995 - Hudson Headwaters Community Health Center, Board Training, "Adapting to a Rapidly Changing Health Care Environment - Board Challenges".
- 1995 - Cornell University, Department of Human Service Studies, "Changing Organizations".
- 1994 - Cornell University, Department of Human Service Studies, "How Things Work; The Nature and Function of Change".
- 1993 - Syracuse University, School of Social Work, Continuing Education Program "Humor, Play and Creativity in Clinical Practice", with William McPeak, PhD.
- 1993 - Cornell University, Department of Human Service Studies, "Understanding Systems and Organizations".

- 1991 - AAMFT Northeast Regional Conference, Newport, R.I. - "The Use Of Humor In Clinical Training For Marriage And Family Therapists".
- 1991 - St. Joseph's Hospital, Syracuse, N.Y. - "Applications of Chaos Theory and Advanced Systems Theory in Clinical Practice".
- 1990 - Upstate Medical Center, Syracuse, N.Y. - "The Use of Humor In Family Practice Residency Training", with William McPeak, Ph.D.
- 1989 - Family Therapy Congress, Dublin, Ireland - "The Structure of Chaos In Family Systems". Also, with William McPeak, PhD, "Therapists And Families, Surviving Through Humor".
- 1987 - Modesto Psychiatric CTR Conference on Employee Assistance Programs - "EAPs In-Service and Educational Settings", Modesto, CA.
- 1986 - Cornell University - Annual Conference on Employee Assistance Programs "The Structure of Chaos in Work And Family Systems, Ithaca, NY.
- 1985 - NASW - National Conference "An EAP in Higher Education", Boston, MA.
- 1984 - National EAP Conference "Structure, Context And Theory In EAPs, Kansas City, KS
- 1984 - E.A.P. Conference, Atlanta GA, "The Functional Aspects of Organizational Confusion".
- 1984 - A.A.M.F.T. National Conference, San Francisco, "The Interrelation-ship of Work and Family Systems".
- 1984 - New York School of Industrial and Labor Relations, Cornell University, "EAPs: Expanding the Concept for Effective Intervention".
- 1984 - 2nd Annual Conference of EAPs; "Critical Issues" jointly Sponsored by Family and Children's Service and Cornell ILR School, "Work & Family Systems".
- 1984 - Skills for Practice Series, School of Social Work, Syracuse University Continuing Education Program. One-day workshop, "Approaches to Child Therapy".
- 1984 - Cornell University, "Application Of Family Systems Theory at the Workplace".
- 1984 - Southeastern Regional Conference on EAPs. "Functional Aspects Of Organizational Chaos", Atlanta, GA.
- 1983 - Syracuse University Graduate School of Social Work, "Integrating Child And Family Therapies", Syracuse, NY.
- 1983 - Cornell University Conference on Joint Management-Labor Approaches to Employee Assistance Programs. "Organizational Issues in EAPs".

Publications

deLara, T. 2000. "Snapshots: A Metaphorical Look at Clinical Journeys", *The Clinician*.

deLara, T. 1985. "The Interrelationship of Work and Family Systems." *EAP Digest*.

Information Technology

2000 - Project Leader for the selection and implementation of a new Practice Management and Electronic Medical Records system for a seven-site health care network.

1997 - Project Manager for installation of a Unix Billing and Scheduling computer system for a multi-site health care delivery system.

1997 - Project Manager for installation of Novelle Netware computer system in administrative departments (Accounting and internal e-mail).

Professional Affiliations, Certifications, and Awards

Diplomate, Internl Assn of Behavioral Medicine, Counseling, & Psychotherapy

Advisory Board, IABMCP

Clinical Member AAMFT (Approved Supervisor)

Member, NASW; Academy of Certified Social Workers

2013 - Falk College Faculty of the Year Award for service to the college.

1997-1999 Officer (Finance and Development), Syracuse Family Center

1992-1998 - Member, Board of Directors, Community Health Care Association of NYS

1996 -1998 - Officer (Finance Secretary), Community Health Care Association of NYS

1995-1998 - Member, Cortland County DSS Advisory Board

1974-1975 - NIMH Fellowship.

1973-1974 - Graduate Assistantship.

1978 - Present Private Practice in Management Consulting and Family Therapy

1978-1980 TCM Associates, Miami, Fl and Ithaca, NY (1982-Present). Consulting projects include Grant Writing, Feasibility Analysis, Site Development Studies, Strategic Planning, Board Development, and Funding Proposal Development.