

# CURRICULUM VITAE

Gloria Morrow, Ph.D.

909.261.5232 - [www.gloriamorrow.com](http://www.gloriamorrow.com)

## SUMMARY OF QUALIFICATIONS

*Clinical psychologist/Medical Director* with over 20 years of experience in the field and expertise/skills in:

- Directing and managing integrative behavioral/mental health departments
- Cultural competency and customer service trainer/facilitator
- Trauma Informed Care
- Clinical training & supervision
- Teaching and research
- Building strong clinicians and transformational leaders
- Specialist in pre-bariatric assessment
- Prepares staff and providers for Integrative Care
- Strong communication skills

## EDUCATION

1998 *Ph.D.*, Clinical Psychology, **Fielding Graduate University**, Santa Barbara, CA  
1993 *M.A.*, Marriage & Child Counseling, **Azusa Pacific University**, Azusa, CA  
1991 *B.S.*, Psychology, **University of La Verne**, La Verne, CA

## ADMINISTRATIVE EXPERIENCE

2019-present Director of Behavioral Health, **Unicare Community Health Center**, Ontario, CA  
Provides leadership for the Behavioral Health Department and oversees the day-to-day operations of 13 clinics in Southern California.  
Hires, onboards, trains, and supervises LCSWs, nurse practitioners, and psychiatrists and the Medical Assistants that provide them support.  
Facilitate monthly case presentations and meetings with team.  
Review and approve clinical documentation  
Developed integrative care model  
Trains medical and mental/behavioral health providers to provide quality integrative care for patients and to work collaborative to reach that goal.  
Provides and coordinates cultural competency and customer service trainings.

2018-2019 Medical Director of Behavioral Health, **Golden Shore Medical Group**, LB CA  
Provided leadership for the Behavioral Health Department and oversees the day-to-day operations of 17 clinics in Northern and Southern California.  
Hired, onboarded, trained, and supervised LCSWs, psych nurse practitioners, and psychiatrists and the Medical Assistants that provided them support.  
Facilitated monthly case presentations and meetings with team.  
Reviewed and approved clinical documentation  
Trained medical and mental/behavioral health providers to provide quality integrative care for patients and to work collaborative to reach that goal.  
Provided and coordinated cultural competency and customer service trainings. Serves on the UM Committee of Network Medical Management (NMM) to ensure that mental /behavioral health policies and procedures were in place.  
Created rubric for PHQ-9.

2016-2017 Medical Director of Behavioral Health, **Molina Healthcare, Inc.** Long Beach, CA  
Worked collaboratively with the President of Molina Medical Group to develop

the behavioral health department. Served as the first Director of Behavioral Health.

Hired the behavioral health team, including LCSWs, Psych NPs and mental health staff.

Implemented the first Safety Plan.

- 2018-present Behavioral Health Consultant, **Network Medical Management**, San Gabriel  
Serves as a consultant for utilization issues for behavioral health.
- 2015-2016 Clinical Supervisor, **Molina Medical Management**, Long Beach, CA  
Provided clinical supervision for post-doctoral interns.
- 2002-2019 CEO, **GM Psychological Services**, Rancho Cucamonga, CA  
Provided a variety of services, including clinical services, cultural competency trainings/customer service trainings, education to communities and corporations regarding mental health, program development, and transformational leadership

### **CULTURAL COMPETENCY CONSULTING**

- 2017-present Provides cultural competency training for staff and community stakeholders at Jenesse Center, Inc., Domestic Violence Intervention and Prevention Program, Los Angeles, CA
- 2016-present Developed S.A.F.E. (Spirituality and Faith Empowers) a handbook and training program for mental and medical providers, as well as faith leaders to help them to understand the role of spirituality in recovery.
- 2017-present Developed culturally responsive Trauma Informed Care trainings for clinicians and agencies.
- 2016-present Diversity consultant and developer of curriculum (based on my book, Too Broken to be Fixed? A Spiritual Guide to Inner Healing), for a project named Broken Crayons Still Color, Healthy Heritage Movement, Inc., Riverside, CA
- 2004-2006 Diversity consultant to the President of Harvey Mudd College, Claremont, CA
- 2004-present CBMCS (California Brief Multicultural Competency Scale) Master Trainer, who assisted in the development of the CBMCS and the CBMCS Train the Trainer program which has been delivered throughout the United States.

### **UNIVERSITY TEACHING FULL-TIME**

- 2001-2002 Associate Professor of Counseling & Training Coordinator, **California State University, Fullerton**, Fullerton, CA
- 1997-2001 Associate Professor of Psychology & Director of Clinical Training, **University of La Verne**, La Verne, CA

### **UNIVERSITY TEACHING ADJUNCT**

- 2016-2017 Adjunct Faculty, **Argosy University**, Ontario, CA
- 2014-2015 Adjunct Faculty, **Claremont School of Theology**, Claremont, CA
- 2012-present Adjunct Faculty, **California State Polytechnic University**, Pomona, CA
- 2002-present Adjunct Faculty, **University of La Verne**, La Verne, CA
- 2002-2004 Adjunct Faculty, **California State University**, Fullerton, CA
- 1994-1997 Adjunct Faculty, **University of La Verne**, La Verne, CA

### **COURSE DEVELOPMENT**

- 2013 *Illness and Recovery in Communities of Faith* for Claremont School of Theology, Claremont, CA.
- 1998 *Multicultural Competency I & II* for the Psy.D. program in Clinical Community Psychology, University of La Verne, La Verne, CA.

## RESEARCH EXPERIENCE

2004-2006	Researcher, Department of Psychology, University of La Verne, La Verne, CA
2001-2004	Researcher, Cultural Competency, Tri-City Mental Health, Pomona, CA
2000-2004	Research Post-Doctoral Internship, University of California at San Diego, San Diego, CA

## DISSERTATION COMMITTEES

2000-2010	Dissertation committee member, University of La Verne, La Verne, CA
1999	Research consultant to MFT Master's program, University of La Verne, La Verne, CA
1997	Principle researcher of study to assess the racial climate at University of La Verne, La Verne, CA
1997-1998	Supervising faculty for Senior Research Projects, University of La Verne, La Verne, CA

## RESEARCH PUBLICATIONS

Gamst, G., Dana, R.H., Der-Karabetian, A., Aragon, M., Arellano, L., Morrow, G., & Martenson, L. (2004). Cultural competency revised: The California brief multicultural competence scale. *Measurement and Evaluation in Counseling and Development*, 37, 3, 163-183.

Shepard, D., & Morrow, G. (2003). Critical Self-Monitoring. In J.A. Kottler. & W.P.Jones (Eds.) *Doing better: Improving clinical skills and professional competence* (pps. 27-50). New York: Brunner & Routledge.

Morrow, G.P, Burris-Kitchen, D., & Der Karabetian, A. (2000). Assessing campus climate of cultural diversity: A focus on focus groups. *College Student Journal*, 34, 4, 589-602.

Morrow, G. (1997). Building diversity among school aged children. *Presentations: A Journal of Faculty Papers*, Vol. 10, 83-110.

## OTHER PUBLICATIONS

Morrow, G. (2016). *S.A.F.E. (Spirituality & Faith Empowers)* training handbook: Rancho Cucamonga, CA: GLOBO Publishing, Inc.

Morrow, G. (2013). *Recovery begins with hope: A mental health and spirituality toolkit*. Sacramento, CA: California Institute of Mental Health (CIMH), Sacramento, CA.

Morrow, G. (2008). *Create your blueprint for good success*. Pomona, CA: Shining Glory Publications, Inc.

Morrow, G. (2008). *The things that make men cry*: Upland, CA: Shining Glory Publications, Inc.

Morrow, G. (2006). *Keeping it Real! 7 steps toward a healthier you*. Pomona, CA: Shining Glory Publications, Inc.

Morrow, G. (2005). *Suffer in silence no more*. Pomona, CA: Shining Glory Publications, Inc.

Morrow, G. (2005). *Strengthening the ties that bind: A guide to a healthy marriage*. Pomona, CA: Shining Glory Publications, Inc.

Morrow, G. (2003). *Too broken to be fixed? A spiritual guide to inner healing*. Pomona, CA: Shining Glory Publications, Inc.

## CLINICAL EXPERIENCE

2002-present	CEO/Clinical Psychologist, <b>GM Psychological Services</b> , (Private Practice) Claremont, CA
2018-present	Director of Behavioral Health/Clinical Psychologist, <b>Golden Shore Medical Group</b> , Long Beach & San Bernardino, CA
2015-2017	Clinical Psychologist/Clinical Supervisor, <b>Molina Medical Management</b> , San Bernardino, CA
2005-2008	Clinical Psychologist, <b>United Friends of the Children</b> , Whittier, CA

## ACADEMIC PRESENTATIONS

Kottler, J.A., Cervantes, J., Jones, P., & Morrow, G. (2003). How counselors supervise themselves: Improving professional and personal skills. Workshop presented at the 50<sup>th</sup> American Counseling Association, Anaheim, California.

Morrow, G. (2002). Meeting the mental health needs of African American clients. Workshop presented at Cultural Competency Summit X, Ontario Convention Center.

Morrow, G., Ayala-Alcantar, C., & Arellano, L. (2002). Examining the help-seeking attitudes and beliefs of African American college students. Poster presented at Western Psychological Association Conference, Irvine, California.

Morrow, G. (2001). Meeting the mental health needs of African American clients. Workshop presented at the Cultural Competency Mental Health Summit IX, State of California, Sacramento, California.

Morrow, G., Wichman, A., & Herdina, A. (2001). Exploring the impact of graduate school on love relationships. Paper to be presented at Western Psychological Association Conference, Maui, Hawaii.

Der Karabetian, A., Morrow, G., Prieto-Bayard, M., Vergara, D., & Wichman, A. (2000). The ecology of first-generation college students. Paper presented at the 13<sup>th</sup> Annual National Conference on Race and Ethnicity, Santa Fe, New Mexico.

Morrow, G. (1999). Examining the construct validity of the African American Acculturation Scale. Paper presented at the Western Psychological Association Conference, Irvine, California.

Morrow, G. Burris-Kitchen, D., & Der Karabetian, A. (1998). Empowering a college campus to work toward ethnic diversity. Paper presented at the 11<sup>th</sup> Annual National Conference on Race and Ethnicity, Denver, Colorado.

Morrow, G. (1996). Building diversity among school aged children. Paper presented at the International Conference of Experiential Learning (ICEL), University of Cape Town, Cape Town, South Africa.

## PROFESSIONAL PRESENTATIONS

2019 The King Center, Transformational Leadership, Atlanta, GA

2013 Kaiser Foundation and Solano Community College, Fairfield, CA.

2012 The Church's Role in Helping Hurting and Broken People. Keynote address at Claremont United Methodist Church, Claremont, CA.

2012 The Case for the Inclusion of Spirituality. Keynote address for the Orange County Spirituality Conference, Santa Ana, CA.

2012 The Role of Stress in Sickle Cell. Keynote speaker at Sickle Cell Awareness Symposium sponsored by Assembly Woman Wilmer Amina Carter, J.W. Vines Medical Society, and the Inland Empire black Nurse's Association, in Fontana, CA.

2012 The Role of Spirituality in Recovery. Seminar presented to the staff of Tri-City Mental Health, Pomona, CA.

2012 The Role of Spirituality in Recovery. Seminar presented at the Healthy Minds, Healthy Hearts Conference, Jacksonville, Florida.

2012 Reducing Mental Health Stigma in the Faith Based Community. Seminar presented to the staff of the Lake Avenue Church, Pasadena, CA

2012 The Role of Spirituality in Recovery. Keynote address at the Widening the Welcome and Deepening the Support conference sponsored by NAMI Pomona Valley and the Interfaith Collaboration on Mental Health, Pomona, CA.

2012 Meeting the Mental Health Needs of African Americans. Seminar presented for Contra Costra County Mental Health, in Concord, CA.

2011 The Mind, Body, Spirit Connection. Keynote address at the Mind, Body Spirit: Enhancing Women's Resilience to Stress and Depression as they Age Conference, sponsored by the Los Angeles County Department of Public Health, Los Angeles, CA.

2011 Health, Education & Prevention: A Pass port to a Healthy Lifestyle. Keynote speaker for NAACP Freedom Fund Dinner, San Bernardino, CA.

2011 The Role of Spirituality in Recovery. Keynote address at the Cultural Competency Summit XVII, San Jose, CA.

- 2011 The Role of Spirituality in Recovery. Seminar presented for Contra Costra County Mental Health, in Concord, CA.
- 2011 The Case for Cultural Competency. Keynote address for “A Call to Action, A Dialogue and Forum for Mental Health Service Providers sponsored by Alameda County Public Health Department and Behavioral Health Care Services, at the Samuel Merritt University Health Education Center, Oakland, CA.
- 2010 Meeting the Mental Health Needs of African Americans. Keynote address sponsored by Chicago Public Schools, Chicago, IL.
- 2010 The Psychological Impact of Racism. Seminar presented at the GCAA Southeastern Colloquium, Atlanta, GA.
- 2009 The Case for Cultural Competency. Keynote address for Mental Health Connection, Fort Worth, TX.
- 2009 Meeting the Mental Health Needs of African Americans. Keynote address hosted by G.O.A.L.S. for Women, Inc., in conjunction with California Black Women’s Health Project, at Malcolm X Elementary School in Berkeley, CA.
- 2009 The Case for Cultural Competency. Keynote address at Santa Fe Youth Organization, Fort Worth, TX.
- 2008 A Change Must Come. Keynote address at the 29<sup>th</sup> Annual Mary McLeod Bethune Recognition Luncheon, hosted by the National Council of Negro Women, Pomona, CA.
- 2007 Meeting the Mental Health Needs of African Americans. Keynote address presented at California State University, Long Beach, CA.
- 2007 The Case for Cultural Competency. Workshop presented at the Mental Health Boards Spring Conference, Kalamazoo, Michigan.
- 2006 Strategies for Moving the Mental Health Agenda Forward in the African American Community. Workshop presented at Cultural Competency IX, Burlingame, California.
- 2006 Engaging the Faith Community in the Service Delivery to African American Clients. Keynote address and workshop presented at Miles College, Birmingham, Alabama.
- 2005 Engaging the Black church in the service delivery to African American consumers. Workshop presented at Cultural Competency XIII, Fresno, California.
- 2003 The role of the black church in the service delivery to African American clients. Workshop presented at Cultural Competency XI, San Jose, California

**MEDIA APPEARANCES**

- 2016 ABC7 with Amy Powell sharing insight regarding strategies for healing all communities because of violence.
- 2016 MSNBC sharing insight on Split Second Decision episode.
- 2010 CNN with Don Lemon discussing Black Men Battling Depression.
- 2009 CNN with Don Lemon sharing insight on the Psychological Impact of President Obama and his family in the White House.
- 2009 CNN with Don Lemon discussing possible mental health factors that may have caused a man to murder his wife, children, and himself.
- 2008 CNN with Don Lemon responding to questions by people who are having a difficult time during the holidays.
- 2008 CNN with Don Lemon sharing her expertise on what may have caused a man in Santa outfit to kill at least 9 at Covina, CA and later kill himself.
- 2008 CNN with Don Lemon sharing insight about the psychological impact of the economic crisis in America.

**PROFESSIONAL MEMBERSHIPS**

- 2002-present Member of APA (American Psychological Association)
- 2002-present Member of ABPsi (Association of Black Psychologists)

**COMMUNITY ENGAGEMENT**

- Board member and former interim CEO of California Black Women’s Health Project(CABWHP).
- Member of the team assembled by Dr. Bernice King at the King Center, Atlanta, GA, to address violence throughout the country and develop strategies for healing.
- Member of workgroup for California Department of Mental Health Reducing Disparities in Populations (CRDP) Project: African American Strategic Planning Workgroup, African American Health Institute of San Bernardino County. Participated in the report entitled, ***We Ain’t Crazy! Just Coping with a Crazy System.***
- CEO of GLOBO Productions, Inc., with the mission of bringing healing to the world through arts and entertainment. Through stage plays and films, this organization’s goal is to provide education about mental illness, including depression, anxiety, and substance abuse.

