


JULIUS MULLEN SR.

Ed.D., NCC, LPCMH, M.Ed.

 (302) 858-6184

 drjmullen@gmail.com

 Dover, DE

CORE EXPERTISE

Executive Leadership
Educational Development
Clinical Supervision
Youth Empowerment
Self-Care and Compassion Fatigue
Trauma and Brain Science
Children & Families Mental Health
Equity, Diversity and Inclusion
Emotional Intelligence
African-American Health/Well-Being
Training and Public Speaking

EDUCATION

Executive Leadership Institute
University of Michigan & Alliance
for Stronge Families and
Communities / 2016

**Aspiring Leadership
Certification**
National Executive Leadership
Program / 2011

Ed.D. in Innovation & Leadership
Wilmington University / 2004

M.Ed. in School Counseling
Wilmington University / 1998

BA in Behavioral Science
Wilmington University / 1995

AAS in Criminal Justice
Delaware Technical &
Community College / 199



CAREER HIGHLIGHTS

- **Lead** a portfolio of education, mental health and professional development programs comprising of 100+ employees, students and volunteers.
- **Managed** a platform of non-profit entities with an operating budget of nearly ten million dollars.
- **Developed** multiple educational initiatives and projects leading to state and national awards and recognition.
- **Expanded** several behavioral health programs with integration of evidenced based practice, innovative strategic development resulting with positive outcomes.
- **Mentored** professionals at varying levels of expertise including executive leaders, doctorate students and education/mental health professionals.
- **Trained** over ten thousand professionals and students across the United States in the field of education, leadership, mental health, trauma and equity.
- **Served** on many state and national boards as president, advisory and member.



EXECUTIVE AND EDUCATIONAL LEADERSHIP

Chief Clinical Officer

2011 – Present

Children & Families First Inc.

- Serve as C-Suite member of executive management team.
- Oversee portfolio of best practice programs in areas of education, trauma informed care, behavioral health and child welfare.
- Responsible for articulating and implementing mission alignment, strategic vision and agency priorities.
- Manage and monitor approximately ten million dollars in operation budgets.
- Maintain communication between board of directors, executive management and organizational staff by integrating collaborative consultation.
- Lead strategic planning, program evaluation and outcome analysis process based on best practice protocols.
- Promote and diversify funding through effective resource stewardship with a mix of federal, state, local funding and private philanthropic support.
- Enhance the structure of the organization by staying abreast of best practices in education, mental health and child welfare arenas.
- Serve as point person for integration of trauma informed care and social emotional learning throughout agency.
- Lead and infuse Brain Science Training Institute in partnership with local university.
- Direct agency-wide professional development program for c-suite, directors, managers and supervisors.
- Manage clinical supervision department with compliance with agency and educational state regulations.
- Lead and integrate equity, diversity and inclusion policies and practices across organization.
- Supervise agency innovation lab to empower staff voice in solving macro challenges.
- Collaborate and network with state and national stakeholders, partners and experts.

Director of Educational Day Treatment

2006 – 2011

Children & Families First Inc.

- Lead education and clinical operation of day treatment staff, mental health professionals and teacher assistants.
- Direct staff in maintaining clinical program in compliance with council on accreditation standards and Delacare licensing guidelines.
- Function as a role model in clinical specialty, demonstrating competency in clinical judgement, selected technical skills, and appropriate knowledge base.
- Maintain standards that meet regulatory requirements and ensured staff compliance with professional and departmental standards, policies, and procedures.
- Plan, organized and distributed work among direct care staff to maximize performance and efficiency.
- Manage operations and workflow through effective planning, organization and delegation.
- Promote professional development of staff and contribute directly to staff education.
- Conduct employee performance evaluations of staff and recommendations for promotion, discipline, or dismissal.

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CREDENTIALS

Licensed Professional Counselor
of Mental Health / 2006

National Board for Certified
Counselors / 2006

Trauma Focused Cognitive
Behavioral Therapy / 2010

AWARDS & RECOGNITION

Governors Trauma Champion Award
CFF Trauma Response Team / 2021

National Change in Mind Brain Science
Organization / 2017

Jefferson Award Winners (2x)
2007 2014

Delaware Catalyst For Change Award
2011

Delaware Superstars in Education
Man Up Mentoring / 2006

Washington Post / 2007
Man Up Mentoring

Head Start Parent of the Year / 1995
First State Community Action Agency

Numerous awards and recognition in
print and television media for
educational, mental health and youth
mentoring accomplishments

IMPACT Delaware Inc.
100% (n=202) High School Graduation
96% (n=194) Post Graduation Success
College Graduates, College Attendees,
Military Enlisted or/and
Gainfully Employed / 2018



TEACHING, TRAINING AND PUBLIC SPEAKING

Adjunct Professor

2004 – Present

Wilmington University, Delaware

- Teach in several departments including doctorate of prevention science, master of school counseling, master of clinical mental health and undergraduate of social and behavioral sciences. Certified to teach face-to-face, hybrid and online.

Trainer/Public Speaker

2004 – Present

- Present to local, state and national audiences in the areas of education, mental health, trauma/brain science and equity (keynote, conferences, seminar, workshops, panels, etc.)

Author

2021

- Published two children books: *Just Love Me* and *I Got A Big Brain*



CLINICAL COUNSELING EXPERTISE

Outpatient Therapist

2017 – Present

Milestones Consultants, LLC.

- Provide mental health treatment to adults addressing anxiety, depression and trauma.
- Implement trauma-informed interventions to treat identified clinical issues.
- Conduct individual and group therapy as primary therapeutic modalities.

Program Manager of Intensive Outpatient Services

2003-2006

Delaware Guidance Services, Inc.

- Oversee, manage and supervise mental health program serving children, youth and their families.
- Provide clinical supervision to counselors, community interventionist and students.
- Organize, review and analyze data ensuring quality treatment outcomes.
- Collaborate with mental health agencies, schools, courts and community stakeholders.

School-Based Therapist

2000 - 2003

Delaware Guidance Services, Inc.

- Provide evidenced-based mental health treatment to students and families in schools.
- Conduct individual, family and group therapeutic modalities as primary interventions.
- Consult with teachers, administrators, parents and community leaders to ensure quality services for all students.
- Assess and make educational recommendations based on student needs

Crisis Counselor

1998 - 2000

Delaware Guidance Services, Inc.

- Evaluate children and adolescents for suicidality, homicidal ideation and other psychological risks.
- De-escalate clients with best practice crisis intervention procedures and strategies.
- Coordinate services with emergency room personnel, psychiatric staff and other mental health professionals.
- Refer youth to appropriate level of service based on safety and psychological need.



ADDITIONAL EXPERIENCE & INVOLVEMENT

Board President

2021 – Present

Trauma Matters Delaware

Board Member

2020 – 2021

Trauma Matters Delaware

Board Vice President

2007 - 2017

Board of Professional Counselor Regulation

Board Member

2017 – Present

National Executive Leadership Institute

Co-Executive Director

2005 – Present

IMPACT Delaware

Board President

2004 – 2010

Sussex County Health Coalition



PROFESSIONAL SUMMARY

Accomplished business executive experienced in leading companies and expanding growth into the future. Impeccable record of achieving long-term growth and Sustainability. Develop and implement strategic and operational plans to achieve objectives. Successful professional bringing 12 years of broad-based business experience in strategic planning and overall operations. Experience in nonprofit.

SKILLS

- Non-Profit Management
- Development
- Networking
- Research
- Analytical thinking
- Prioritization
- Planning
- Creative thinking
- Multitasking
- Customer relations
- Grant writing
- HR Management
- Collaboration
- Auditing/
- Operations Management
- Training
- Problem-solving
- Coordination
- Public speaking
- Marketing and communication

EXPERIENCE

President/Executive Director, CTU Consulting, Jan 2015 - Current, Milford, DE

- Non-Profit Management
- Help forming 501c3 for organizations
- HR Management
- Operations Management
- Set and monitored objectives, performance indicators, and metrics to assess employee progress.
- Directed the development, implementation, and management of products and services.
- Raised seed and angel funding to launch initiatives contained in aggressive business plan.
- Maintained quality and precision by developing culture of stability and strong performance.
- Supervised facility operations in home office and at remote locations, ensuring safety and functionality of services.
- Established company culture, vision, goals, and objectives.

- Spear headed development, implementation, and management of an effective human resources program.
- Reviewed systems in place to manage internal controls of all financial activities and contributed strategic planning.
- Participated in forecasting budget and assessing long-term financial and sustainability planning, reporting to Executive team.
- Led management team in all aspects of business development including consumer research, competitive research, and emerging opportunities.
- Reduced costs by improving efficiency across the board and renegotiation key contracts with more favorable pricing structures.
- Identified and corrected deficiencies with forward-thinking approaches to address organization-wide and department-level problems.
- Developed budgets for product development and new product introduction.
- Supervised Office Manager and Administrative Staff, ensuring that all operating units received adequate support for operations.
- Developed highly functioning HR operation that met changing needs and requirements of organization.
- Monitored operations for cost-effectiveness, quality, and productivity, using quantitative data.
- Participated in seminars and additional training to expand knowledge and skills.
- Assisted team members and managers with tasks to maintain productivity and meet project milestones.
- Evaluated existing marketing materials, social media, and advertising to develop strategy for prioritizing future marketing activities.
- Met with local business owners and company decision-makers to discuss marketing goals and needs.
- Developed relationships internally and in field to understand program scope, resource requirements, and new and potential areas of work.
- Expanded revenue-generating and fundraising activities to support existing program operations.
- Promoted and advanced mission, strategic plan, and partnership development to elevate organizational reach and impact.
- Served as key member of development team influencing and driving strategy, relationships, and best practices to accomplish market and region financial goals.
- Compiled and developed materials to submit to granting or other funding organizations.
- Handled crisis communications with well-organized plans, excellent media relations and smooth approach to controlling narrative.
- Obtained favorable media coverage for the organization's activities by cultivating strong connections with media representatives and writing fresh, interesting press releases.
- Developed multi-pronged approaches to keeping the organization in the public eye, including sponsoring events and hosting parties.
- Required minimal oversight to complete job tasks, meeting all deadlines and goals.
- Reviewed activities regularly to identify opportunities for improvement.
- Observed production, developmental, and experimental activities to determine operating procedure and relevant details for readers.

- Assisted in special event production and coordination, including various sized benefits and corporate-related events and meetings.
- Monitored processes and recommended methods for improvement.
- Assisted team members and managers with tasks to maintain productivity and meet project milestones.

Owner, Devil Dog Poultry Farms, Jul 2013 - Dec 2018, Bridgeville, DE

- Grower of 81,000 Broiler (3) Poultry Farm.
- Provided repair service and all aspects of operations for Poultry houses.
- Facility manager of Devil Dog Poultry Farms.
- Placement of Top 5 grower and better than average Grower for three years in a row.
- Grant writing for USDA programs.
- Became a support person for new growers with Amick Farms.
- Identified areas for expansion by analyzing market, consumer trends, and competition.
- Increased revenue and reduced risk by enforcing company policies and improving operations.
- Met with prospective clients to present company offerings, discuss products, and showcase service solutions.
- Managed stewardship and finances, including ensuring compliance with federal, state, and local regulations.
- Raised seed to launch the startup funding.
- Monitored operations for cost-effectiveness, quality, and productivity, using quantitative data.

Executive Director, La Esperanza, Inc, Jan 2015 - Jun 2016, Georgetown, DE

- Secured and maximized funding from prospective foundations, corporations and governments while maintaining relationships with current funders.
- Ensured ongoing local programming excellence supporting Maryland families living with Alzheimer's and driving quality care in the state.
- Built relationships with local, state, and Federal government as well as corporate partners and community organizations.
- Engaged and Supported constituents on public policy priorities on the state and federal level.
- Served as the organization's primary spokesperson.
- Approved all staff for hiring or termination and delegated day-to-day personnel management to the HR department.
- Developed administrative, personnel, organizational, and program policies.
- Ensured financial integrity of organization as contract signatory.
- Created smooth-functioning environment to ensure efficiency of operations.
- Supervised the Office Manager to ensure efficient clerical and administrative support.
- Managed staff training and development to improve processes and quality of services.
- Served as chief agency spokesperson, directing media interactions and public relations.
- Oversaw and managed all aspects of organizational operations, including the delivery of program services.
- Increased revenue by implementing fundraising campaigns and identifying available grant money.

- Reviewed systems in place to manage internal controls of all financial activities and contributed strategic planning as high-level partner and advisor to President, Senior Vice President, and Board of Directors.
- Interviewed, hired, and trained department managers in using an inclusive management style.
- Set and monitored objectives, performance indicators, and metrics to assess employee progress.
- Maintained quality and precision by developing culture of stability and strong performance.
- Maintained an inclusive working relationship with the Board of Directors, staff, partners, and members, emphasizing open dialogue, complete transparency, and professional rapport.
- Stayed on top of changes in legislation and the competitive landscape to keep the business agile and responsive to changing industry demands.
- Developed highly functioning HR operation that met changing needs and requirements of organization.
- Reviewed systems in place to manage internal controls of all financial activities and contributed strategic planning.
- Participated in forecasting budget and assessing long-term financial and sustainability planning, reporting to Executive team.
- Established company culture, vision, goals, and objectives.
- Oversaw IT operations, working with Office Manager to achieve required IT capacity and reliability of service.
- Participated in forecasting budget and assessing long-term financial and sustainability planning.
- Managed stewardship and finances, including ensuring compliance with federal, state, and local regulations.
- Served as chief operating officer for policies, operations, productivity, and quality.
- Developed budgets for product development and new product introduction.
- Spearheaded development, implementation, and management of an effective human resources program.
- Identified and corrected deficiencies with forward-thinking approaches to address organization-wide and department-level problems.

Community Relations Associate, United Way of Delaware, Mar 2012 - Jul 2014, Wilmington, DE

- Actively engages the community to work collaboratively to advance UWD's Education, Income, and health goals.
- Actively develops relationships, solicits personal and corporate contributions, and develops fundraising strategies to meet or exceed revenue goals, i.e., increase participation, pledge amounts dollars designated to UWD and retention of donors.
- Identifies volunteers and loaned executives; coordinates their activities to reach Kent and Sussex strategic goals.
- Assists with developing the revenue goals for assigned divisions in Kent and Sussex in order to set goals and expected outcomes including realization for developmental and anticipated grow at existing accounts.

- Identifies and recruits key community stakeholders to be UWD advocates and/or advisory members.
- Ensures campaign account information and computer database are current and accurate.
- Manages the day-to-day responsibilities for the Georgetown office.
- Develop and assists with recognition events, thank you programs and other UWD related events and trainings such as marquee event, annual kick off events, and awareness events.
- Ensure that materials and information distributed are accurate, professional and reflect the highest standards.
- Clearly articulates UWD's mission, vision, and strategic focus areas to all stakeholders.
- Speaks at public events throughout the year.
- Develops and maintains relationships with all strategic partners, specifically corporate, government academia non-profit partner's faith leaders and other community leaders.
- Handles special projects and other duties as assigned.
- Advised the group's managers on business decisions and how to manage transitions with successful communications strategies.
- Built strong network of partnerships with community, consumer, and public interest groups to further PR objectives.
- Maintained positive public image through effective highlights of organization's accomplishments and agenda.
- Coordinated strategic responses to critical incidents and crises facing the organization.
- Volunteered for and tackled new assignments and tasks to ease staff member burden.

Branch Manager, Food Bank of Delaware, Mar 2007 - Feb 2012, Milford, DE

- Acts as a liaison between the Food Bank of Delaware and its member agencies, performing community outreach, Network Meetings, communications, monitoring, and special activities involving Food Bank membership, training, monitoring, and performance evaluations.
- Develop, direct, and assist in raising funds for the Milford facility Capital Campaign, working with the committee members, and driving for a 3.2 million build.
- Overseas all operations for Kent/Sussex county out of the Milford facility of special.
- Develop, direct, and assist in the partnership of the state food closets set up and monitoring and maintaining.
- Supervise, train, and evaluate all Milford staff and staff related to special programs an average of 30 plus employees in 2 locations.
- Identify, cultivate, and steward the volunteer program for the Milford facility and volunteer staff.
- Currently overseeing 2300 hours monthly of volunteers.
- Key Member of Senior management team; direct all development and communication strategies initiative and activities.
- Play a key role in Developing and implements operational policies and procedures for The Food Bank of Delaware; evaluates program effectiveness in achieving goals and objectives.
- Develop all job descriptions for the entire staff.

- Work closely with the Board of Directors, Executive Committee as well as act as a key member of the Anti- Hunger Coalition, Strategic planning committee, and public policy program.
- Reviews, performs statistical analysis and interpretation of collected data relating to policies, procedures, organization, managerial and operational practices for all programs.
- Research analysis of all new programs develop policy and procedures.
- Research funders and write grant proposals; coordinate site visits; manage grants calendar for special programs and Milford facility, work within the community, civic and social service organizations to promote program, obtain support.
- Analyzes and evaluates the effectiveness of operations in meeting established goals and objectives.
- Provides technical assistance in understanding and developing management objectives and controls for resolution of issues and concerns.
- Key Member of Feeding American speaking and training other Food Banks at National conferences and acting as a mentor for other Food Banks for Feeding American for all special programs.
- Reviewed branch processes, staff performance, and KPIs regularly to verify branch operations.
- Worked diligently to deepen relationships, acquire new clients, and enhance service delivery to drive portfolio growth.
- Implemented customized coaching and development plans to close employee knowledge gaps and build important skills in line with branch targets.
- Administered budgets and managed accounts to achieve branch financial goals.
- Provided an active presence within the community by networking with organizations and building community relationships to generate new business.
- Reviewed financials for customers to determine loan approvals and credit lines.
- Implemented custody and control of assets processes for loan collateral and securities.
- Reviewed market conditions, competitor activities, and potential business risks to develop mitigation and improvement strategies.
- Coordinated delivery times and locations by issuing clear shipping and routing instructions.
- Established skilled staff and managed performance to deliver consistent results.
- Implemented procedures to promote efficient operation and utilization of warehouse equipment.
- Balanced staffing requirements, work hours, and vacations to effectively coordinate employee schedules.
- Managed facility security with strong eye to detail, observant approach, and minimal shrinkage.
- Monitored employee practices and corrected teams on insufficient safety practices.
- Used critical thinking skills to find solutions to complex problems and escalated serious concerns to general management.
- Supported employee onboarding and offboarding, training, and scheduling.
- Supported operations across all departments, including production design, camera, electrical, and audio.
- Directed production innovation efforts and strategy development for new features.

- Played central role in household administration, including management, administration, and bookkeeping responsibilities.
- Addressed and resolved customer inquiries and complaints and engaged with customers to determine satisfaction levels with products offered.
- Managed employee performance through disciplining, coaching, and counseling.

EDUCATION

Associated of Arts,

University of Phoenix – October 2011

Bachelor of Science, Communication

University of Phoenix - July 2010