

950 Wadsworth Boulevard, Suite 202, Lakewood, Colorado 80214, (303) 312-1687

EXPERIENCE

2022 – Present Atomic Behavioral Care, Founder & Director

Responsibilities include leading strategic direction and operations, developing innovative services and programs, and empowering mental health clinicians in private practice. Oversee the provision of comprehensive support through business mentorship, clinical consultation, and administrative assistance, ensuring clinicians have the resources to thrive professionally. Role involves cultivating a collaborative and supportive community within Atomic, facilitating tailored assistance and training for clinicians. Additionally, Foster partnerships and alliances to advance Atomic's mission of promoting success and well-being among mental health professionals.

2013 – Present Smart Practice Central, Founder

Founder, owner, and developer of organization that values private practice building and sustainability through combination of smart business practice, strong ethical values, and clinical integrity. Business houses a certification training program for professionals in private practice, a website which includes information relating to practice building, and practice consultation services.

2008 – Present Corporate & Organizational Wellness Trainer

Provide wellness trainings and seminars to private companies, non-profit and public organizations. Wellness topics presented include and are not limited to: Resilience, Stress Management, Conflict Resolution, Sexual Harassment, Healthy Nutrition, Internet Safety, Grief/Loss, Coaching/Mentoring, Mind/Body Connection, Burnout and Compassion Fatigue, and Respect in the Workplace. Additionally, serve as spokesperson for company EAP benefits and mental health resources.

2007 – Present Private Practice & Small Business Consulting

Provide business consultation to individuals and organizations on starting and managing private practice, organizational and systems efficiency, growth and management, integration of workplace wellness and work/life balance, and other business-related areas. Provide business consultation to small businesses in a variety of fields. Consultation may include workplace wellness integration, productivity assessment and implementation of improvement programs, and/or other workplace issues related to organizational human behavior.

EXPERIENCE (Continued)**2000 - Present Private Practice: Licensed Professional Counselor**

Provide behavioral health services on an outpatient basis in private practice. Counsel general populations, and specialize in working with individuals, adolescents, couples, and families. Specialize in treatment of mood/anxiety disorders, abuse recovery, process addiction, spiritual/religious issues, career issues, parenting and family issues, relationship issues, and communication problems. Provide clinical supervision to individuals seeking licensure, and private practice owners. Developed mental wellness approach, Integrative Resilience Therapy™, an intervention model that aims to reduce stressors/symptoms, heal wounds, and promote sustained mental health.

2014 – 2017 Author, *Private Practice Essentials: Business Tools for Mental Health Professionals* (March, 2017)

Authored a step-by-step, practical and experiential guide on organizing, developing, and successfully running a responsible private practice in the Mental Health field. Publication date was March 27, 2017. Publisher: Premier Education Solutions, Inc, Wisconsin.

2003 - 2015 University of Colorado, Denver: Instructor

Originated, developed and taught in a nationally accredited graduate counseling program curriculum on how to successfully start and manage a private practice. Topics explored include administration, marketing, protecting liabilities, relating effectively with insurance organizations, culture and gender inclusivity, and how to run a counseling business while remaining professionally ethical.

2003 - 2010 Westside Behavioral Care, Inc.: Director, Network Relations

Developed, managed, and maintained a large group of outpatient behavioral health providers in Denver, Colorado and surrounding area. Worked closely with providers, helping to ensure strong relationships with insurance companies. Developed and maintained referral relationships with numerous professional organizations including managed care companies and local referral sources.

1997 - 2000 Third Way Center, Denver: Therapist

Served as therapist to adolescents in residential treatment. Duties include providing individual, group, and family therapy; case management; and supervision of mental health workers. Receive clinical supervision by a Licensed Clinical Social Worker & Psychiatrist.

EXPERIENCE (Continued)**1997 - 1999 Jewish Family Service of Colorado: Clinician, Camp Connections**

Facilitated weekend retreat to mountains with single parents and their children. Responsibilities included leading therapeutic and psychoeducational groups as well as providing individual and family therapy as needed.

1998 Catholic Charities Archdiocese of Denver: Contract Counselor

Provided assessment and counseling to individuals and families on a part-time contract basis under supervision by a licensed mental health practitioner.

1997 Hospital Shared Services, Denver, CO: Mental Health Worker

Provided clinical case management to chronic mentally ill individual adults including monitoring clients' management of psychiatric symptoms, treatment planning with multidisciplinary team including a staff psychiatrist, documentation, & helping clients with housing, transportation, vocational/educational training, daily living skills, and basic needs.

1997 Learning Services, Lakewood, Colorado: Neurobehavioral Counselor & Family Services Coordinator

Counseled individuals who have suffered a traumatic or acquired brain injury on an inpatient rehabilitation campus. Provided family support and brain injury education through family therapy, marriage counseling, and by providing families with written educational materials. Responsibilities included assessment of individual patients, group facilitation, and participation in clinical supervision. Additional duties included writing session notes, evaluations, and discharge summaries.

1996 - 97 Jewish Family Service of Colorado: Clinical Intern

Counseled individuals, couples, families and groups under supervision. Responsible for intake, assessment & diagnosis, treatment planning, and referral services. Provided community mental health outreach services in Denver.

EXPERIENCE (Continued)**1996 Counseling and Family Therapy Center, University of
Colorado at Denver: Student Counselor**

Counseled families, couples, and individuals under supervision. Practiced counseling skills that include co-therapy, informed consent, intake and assessment, techniques based on systemic and individual counseling theories, treatment planning, and professional ethics.

1993 - 95 Chicago Creek Roads, Idaho Springs, CO: Residential Counselor

Provided crisis counseling in a pediatric residential treatment center. Worked with residential counselors, clinical therapists, and county case workers developing and carrying out individual treatment plans.

**1987 - 90 Counseling Services: A Multicultural Center, University of Colorado
at Boulder: Peer Counselor**

Counseled university students who experienced personal, social, and academic challenges. Provided outreach counseling and workshops. Oriented new students to academic requirements and university resources.

CERTIFICATIONS & LICENSES

1999 - Licensed Professional Counselor (State of Colorado): #2214

1997 - 02 National Counselor Certification: #48897 (Not Active)

1997 - Certified Family Therapist: #359

PROFESSIONAL AFFILIATIONS

2014 – Present American Counseling Association, Member
1999-2007

2014 – Present Colorado Counseling Association, Member
1995-97

1997 - 98 Colorado Association for Spiritual, Ethical, and Religious Values
in Counseling, President

PROFESSIONAL AFFILIATIONS (CONTINUED)

- 1995- 98 Colorado Association for Spiritual, Ethical, and Religious Values in Counseling, Member
- 1997 Colorado Counseling Association Fall Conference, Volunteer
- 1995- 97 Chi Sigma Iota, Counseling Academic and Professional Honors Society International, Member

EDUCATION

- 1997 **UNIVERSITY OF COLORADO** Denver, CO
Master of Arts, Counseling Psychology & Counselor Education
Emphasis in Marriage & Family Therapy
- 1990 **UNIVERSITY OF COLORADO** Boulder, CO
Bachelor of Arts, Major: Psychology

FELLOWSHIPS

- 1996 - 97 Advantage Scholarship, University of Colorado at Denver
- 1996 Delta Theta Tau, Inc. Educational Grant

HONORS & AWARDS

- 1997 Student of the Year, Division of Counseling Psychology & Counselor Education, University of Colorado at Denver.
- 1997 Who's Who Among Students in American Universities & Colleges
- 1996 - 97 Colorado Counseling Association, Graduate Student Representative to the Governing Council
- 1995 Beta Alpha Omega, Counseling Academic and Professional Honors Society, University of Colorado at Denver
- 1995 Recognized by American Counseling Association for service as a Graduate Student Volunteer
- 1989 Counseling Services: A Multicultural Center, University of Colorado, Boulder, Teaching Assistantship

PUBLICATIONS & PRESENTATIONS (Partial List)

Baumgarten, H. (2023, September). Burning up while burning out - compassion fatigue awareness, & management. The U.S. Department of Veterans Affairs, Togus Regional Office. Augusta, ME (Virtual Training).

Baumgarten, H. (2021, April) Burning up while burning out – burnout prevention, compassion fatigue awareness & stress management. Regional Institute for Health and Environmental Leadership (RIHEL), Virtual, Denver, CO.

Baumgarten, H. (2020, September) Burning up while burning out – compassion fatigue awareness & burnout prevention for practitioners. European Respiratory Society (ERS), International Congress, Virtual.

Baumgarten, H. (2020, April) New tele-psych CV-19 regs: Implement and get paid for virtual services. Training Leader, Naples, FL (Webinar).

Baumgarten, H. (2020, February) Burning up while burning out – compassion fatigue awareness & burnout prevention for healthcare workers. University of Michigan, Orthotics and Prosthetics, Ann Arbor, MI.

Baumgarten, H. (2020, January) Critical workplace incidents: from adversity to resilience. Compliance IQ, ProForte, Inc., Menlo Park, CA (Webinar)

Baumgarten, H. (2019, October) Burning up while burning out – compassion fatigue awareness & burnout prevention for practitioners. European Respiratory Society (ERS), International Congress, Madrid, Spain.

Baumgarten, H. (2019, September) Finding balance - stress management and burnout prevention. Community Care Network of Kansas, Topeka, KS.

Baumgarten, H. (2018, July) Burning up while burning out - compassion fatigue awareness & burnout prevention for practitioners. Mentor Health, NetZealous LLC, Fremont, CA (Webinar).

Baumgarten, H. (2017, July). Group inclusion and cohesion: working through adversity with resilience. Shwayder Camp Staff-In-Training Program, Idaho Springs, CO

Baumgarten, H. (2017, June). Adapting to change: resilience and teamwork for staff in training. Shwayder Camp Staff-In-Training Program, Idaho Springs, CO

Baumgarten, H. (2017, June). Attention deficit disorder and autism spectrum disorder in the camp setting. Shwayder Camp Staff Training, Idaho Springs, CO

PUBLICATIONS & PRESENTATIONS (Continued)

Baumgarten, H. (2017, June). Mandatory child abuse reporting in Colorado. Shwayder Camp Staff Training, Idaho Springs, CO

Baumgarten, H. (2017, April). Build, change, grow – bright ideas for a better practice. Colorado Mental Health Professionals Conference, Denver, CO

Baumgarten, H. (2017, March). *Private practice essentials: Business tools for mental health professionals*. PESI Publishing & Media, Eau Claire, WI.

Baumgarten, H. (2016, October). Burning up while burning out: how to keep your inner fire burning. Colorado Healthcare Association for Human Resource Management. Embassy Suites, Loveland, CO

Baumgarten, H. (2016, June). Child abuse reporting, camper interventions, and staff resilience. Shwayder Camp Staff Training, Idaho Springs, CO

Baumgarten, H. (2016, January). Business resiliency: meeting practice challenges in changing times. Mental Health Professionals in Private Practice Meet-up Group, Thornton, CO

Baumgarten, H. (2015, July). Professional integration: differentiation and linkage in the workplace. Great Plains Regional Youth Treatment Center, Mobridge, SD.

Baumgarten, H. (2015, June) *Complete guide to camper issues, development, counseling intervention, staff collaboration, and self-care*. Shwayder Camp Staff Resource Manual. Self-Published.

Baumgarten, H. (2015, March). Incomes, outcomes, and collaboration: the future of private practice. Chi Sigma Iota International Honors Society, Beta Alpha Omega Chapter. University of Colorado, Denver. Denver, CO

Baumgarten, H. (2014, September). Smart business strategies & solutions for the clinician: improve client care, increase revenue, and secure your financial future. Courtyard Cromwell Marriott in Cromwell, CT.

Baumgarten, H. (2014, May). The Affordable Care Act: what every mental health professional needs to know about Obamacare's impact on your practice. Wyndham Hotel Philadelphia-Mt. Laurel, Mount Laurel, NJ.

Baumgarten, H. (2013, December). Affordable Care Act: what mental health clinicians need to know. Live webcast, Lakewood, CO.

PUBLICATIONS & PRESENTATIONS (Continued)

Baumgarten, H. (2013, June). Building your best practice: the art of entrepreneurship in your clinical setting. Holiday Inn, Arlington, VA.

Baumgarten, H. (2013, June). Camper development: issues and interventions. Shwayder Camp Staff Training. Idaho Springs, CO

Baumgarten, H. (2007, July). New solutions for special needs children in a daycare environment. A Child's View Preschool, Staff Training, Lakewood, CO

Baumgarten, H. (2006, February). Making it in managed care: a practical approach to starting, marketing, and managing your private practice. University of Colorado at Denver, Chi Sigma Iota Spring Day Conference, Denver, CO.

Baumgarten, H. (2005, March). Private practice: the business of professional counseling. University of Colorado at Denver, Chi Sigma Iota Spring Day Conference, Denver, CO.

Baumgarten, H. (2004, May). Keys to a successful private practice. Westside Behavioral Care, Inc. Provider Training Session, Lakewood, CO.

Baumgarten, H. (2003, October/April). How to start and manage a private practice. University of Colorado at Denver, Counseling Psychology & Counselor Education Honors Society Chapter, Denver, CO.

Baumgarten, H. (2002, June). Camp counseling: a mental health approach. Shwayder Camp, Staff Training Program, Idaho Springs, CO.

Baumgarten, H. (2002, January). Crisis intervention and child abuse reporting in the religious school setting: a mental health perspective. Congregation Emanuel, Administrator Training Session, Denver, CO.

Baumgarten, H. (2001, July). The challenges of starting in private practice. University of Colorado at Denver, Counseling Psychology & Counselor Education Internship Class, Denver, CO.

Baumgarten, H. (2001, July). Preventing counselor burnout. Shwayder Camp, Staff Training Session, Idaho Springs, CO.

Baumgarten, H. (2001, June). Basic counseling skills for camp counselors. Shwayder Camp, Staff Training Week, Idaho Springs, CO.

PUBLICATIONS & PRESENTATIONS (Continued)

Baumgarten, H. (1999, October). Use of humor in counseling adolescents and their families. Third Way Center, Pontiac Treatment Team Conference, Tabernash, CO.

Baumgarten, H. (1997, December). Narcissistic personality disorder: Diagnosis, research, and treatment. Third Way Center, Pontiac Facility, Internal Staffing, Denver, CO.

Baumgarten, H. (1997, October). Jewish clients: Issues and interventions. Colorado Counseling Association and Social Action, Annual Fall Conference, Denver, CO.

Baumgarten, H. (1996). What every counselor should know about counseling Jewish clients. Awareness, 24(1), 33-35.

Baumgarten, H. (1996, July). Family relationships and counseling. Delta Theta Tau, Inc. National Convention. Colorado Springs, CO.

Baumgarten, H. (1995, December). Group process and counseling. Chicago Creek Roads, Inc. Idaho Springs, CO.

CONTINUING EDUCATION (PARTIAL LIST)

2020 Special Assistance Team/Family Assistance Centre Training. Completed 2-day training for Kenyon International Emergency Services Corporation, to keep certification for role as a mental health disaster relief provider in the Special Assistance Team for Kenyon.

2020 The Embodiment Conference (Virtual)

- Panel: What is Embodiment why does it matter?
- Compassionate Inquiry: A psychotherapeutic approach that reveals what lies beneath the appearance we present to the world. – Dr. Gabor Mate
- Leadership from the Body: Embodiment of the 9 Domains of Integration - Dr. Dan Siegel
- Mindful Running - Stuart McLeod and Cesare Saguato
- Mindful Speaking and Writing – Barry Boyce - Founding Editor of Mindful magazine
- Panel: Alanis Morissette with Peter Levine, Gabor Maté, Richard Schwartz & Dan Siegel
- An Embodied Life, Mind, and Our Waiting World – Alanis Morissette and Dan Siegel
- This is your brain on meditation: Using individualized brain signals to track – Helen Weng
- Awareness and Love in uncertain times – Jack Kornfield, Trudy Goodman
- Resilient Well-Being Hardwired into Your Brain – Rick Hanson, Ph.D.
- The Practice of Embodied Presence in the Only Moment We Ever Have –Jon Kabat-Zinn
- Embodiment through the lens of the Polyvagal Theory – Stephen Porges
- Mastering Confidence, Consistency, and Creativity to Get the Results You Want – Michelle Boule
- Staying Grounded in the Midst of Stress and Triggers at Work – Tami Simon
- Interview with Richard Schwartz and Alanis Morissette

CONTINUING EDUCATION (CONTINUED)

- 2020 Collective Trauma Summit (Virtual)
- Understanding the Differences Between Collective Trauma and Cross-Generational Trauma – Dr. Dan Siegel
 - Understanding Trauma Through the Lens of Polyvagal Theory – Stephen Porges, PhD
 - How Collective Trauma Impacts Our Personal Relationships – Terry Real, LCSW
 - Revolutionary Love in Times of Trauma – Valarie Kaur
 - Inner Work: Healing, Transformation, and Mindfulness – Rhonda McGee, JD
- 2019 Timeless Wisdom, Timely Action: Interconnection, Awareness, and Identity in the Cultivation of Compassion and Well-Being, April 26-28, 2019, Los Angeles, CA. Presenters: Jon Kabat-Zinn, Daniel Siegel, Sara King, Konda Mason, John Milton, Orlando Villarraga, Paul Hawken, Richard Sneider, Jack Kornfield, Trudy Goodman-Kornfield, Bonnie Goldstein, Jessica Morey
- 2015 Narcissism, Infidelity, & Trauma: An Integrative Approach to Couples Therapy, Webcast, Terrence Real LICSW & Esther Perel MA LMFT
- 2015 Rising Strong with Brene Brown, Denver, Colorado, Brene Brown, LCSW
- 2015 Mastering DSM V & ICD-10 Diagnosis: A Symptom-Based Approach, Denver, Colorado. Margaret Bloom, PhD
- 2013 Psychobiological Approach to Couples Therapy: Introductory Training. Boulder, CO. Stan Tatkin, Psy.D.
- 2013 Cognitive Behavioral Therapy and Mindfulness. Denver, CO. Donald Altman, LPC
- 2012 Restoring & Revitalizing Marital Sexuality; Rekindling Desire in Low-Sex, No-Sex Marriages, Aurora, Colorado, Barry McCarthy, PhD, ABPP
- 2011 The Gottman Institute: Level 1 - Bridging the Couple Chasm, Denver, Colorado, Drs. John Gottman and Julie Schwartz Gottman,
- 2008 Unlocking Impasses in Couple's Therapy, Denver, Colorado, Terrence Real, LCSW
- 2007 Summit For Clinical Excellence, Omni Interlocken Resort, Boulder, Colorado, sponsored by the Ben Franklin Institute: Advanced Skills Training in Imago Therapy, Harville Hendrix, PhD

CONTINUING EDUCATION (CONTINUED)

- 2005 Summit For Clinical Excellence, Omni Interlocken Resort, Boulder, Colorado, sponsored by the Ben Franklin Institute, workshops attended: Imago: Proven Strategy for Helping Couples Get the Love They Want, Harville Hendrix, PhD; The Clinician's Illusion: How to Find Out How Your Patients Really Feel About You-And What to Do About It. How to Develop Trust & Rapport with the Angry, Critical, Mistrustful Patient, David Burns, MD.
- 2003 A New Era in Partnership, Dallas, Texas, co-sponsored by The Institute for the Advancement of Human Behavior & Cigna Behavioral Health
- 1999 & 2000 Colorado Child Welfare Conference, Vail, Colorado, sponsored by National Child Welfare Resource Center for Organizational Improvement
- 1998 Colorado Association of Family and Children's Agencies Fall Conference, Denver, Colorado
- 1998 Western Region Leadership Training Conference, American Counseling Association, Attendee, Carefree, Arizona
- 1997 Colorado Counseling Association's Fall Conference, Attendee and Volunteer Coordinator, Denver, Colorado
- 1995 Celebrating Diversity Through the Art of Counseling, Annual Conference Attendee and Volunteer, Denver, Colorado, sponsored by the American Counseling Association