The California Institute for Behavioral Health Solutions (CIBHS) is a non-profit, mission-driven behavioral health consultancy that uses its deep understanding of national and California specific policy imperatives to help behavioral health provider organizations translate these into practice, program, and system design strategies that improve outcomes for the individuals and families they serve.

CIBHS was established in 1993 as the California Institute for Mental Health (CIIMH), a training and technical assistance entity created by Dr. Sandra Naylor Goodwin at the request of the California County Mental Health Plans shortly after re-alignment. In 2014, mirroring the merger of the County Mental Health Director’s Association (CMI DA) with the County Alcohol and Drug Program Administrators Association of California (CADPAMAC), CIIMH merged with the Alcohol Drug Policy Institute (ADPI) to become CIBHS, an integrated training, technical assistance and implementation support consultancy.

CIBHS has been a go-to resource for public behavioral health entities regarding evidence-based practices (EBP) implementation, workforce development strategies, integrated health equity solutions, clinical program design and substance use disorder provider network support, and clinical training support for the past 25 years.
CEO’S INTRODUCTION

“The only thing that is constant is change.”

Heraclitus’ ancient adage is an apt description for the state of affairs concerning healthcare in California, and indeed the nation. The California Institute for Behavioral Health Solutions (CIBHS) is firmly committed to remaining on the forefront of change with all of you, our customers, constituents, and partners in the effort to ensure that delivery systems, services, and the behavioral health workforce is prepared to meet the needs of consumers of service in California.

As the CEO of CIBHS, I am committed to our longstanding relationships while simultaneously recognizing that in many ways CIBHS is like a “start-up” at the forefront of new innovative systems and technology. While continuing to bring value to our customers through our work, we bring behavioral health practice improvements and supports into integrated healthcare environments, including practices and initiatives that target the social determinants of health. We also continue to increase our efforts to remove barriers to the effective integration of specialty mental health and substance use disorder services.

The evolution of our mission requires CIBHS, along with the rest of the California behavioral health community, to continue to embrace technology and disruptive thinking, to conceptualize our improvement efforts within the framework of “well-care”, and to embrace risk and failure as necessary components of positive change. We are here with you for an exciting ride as we take this opportunity to introduce or re-introduce you to our service solutions.

HOW WE MAKE A DIFFERENCE

- Evidence-based practices training, implementation, evaluation, fidelity monitoring and performance reporting
- Clinical program and delivery system gap analysis, quality review and evaluation
- Quality assurance training, implementation support and product development
- Behavioral health conferences and convenings
- Care coordination strategies
- Health equity promotion, integration and training support
- Stakeholder engagement
- Practice-based interventions targeting social determinants of health
- Workforce development and pipeline strategies
- Behavioral health leadership training and support
  - CIBHS/USC Leadership Institute
  - Drug Medi-Cal Organized Delivery System (DMC-ODS) waiver support
- Learning collaborative design and implementation
  - Breakthrough Series (BTS) and NIATx Expertise

CIBHS LEADERSHIP

Diverse and accomplished, our team brings years of experience in promoting excellence in behavioral health.

PERCY HOWARD, III, LCSW, President and CEO

Percy Howard is a licensed clinician who brings 15 years of behavioral health expertise to CIBHS. Percy has been a catalyst to improve the organization’s ability and infrastructure to implement recovery-oriented and family directed evidence-based practices in California. As the CEO, his focus is to align the offerings of CIBHS to the needs of customers, both end-users of services and service providers.

RICK GOSCHA, PHD, Sr. Vice President of Programs

Dr. Rick Goscha, an internationally-renowned speaker and author, has 30 years of experience in behavioral health including provision of clinical services, supervision and program management, agency executive leadership, research and evaluation, and policy development. His extensive work building systemic infrastructure that support recovery-oriented practices and making use of data to guide program improvement, efforts have translated to positive outcomes for behavioral health organizations around the world.

VICTOR KOGLER, Vice President, Substance Use Disorders

The former executive director of the Alcohol and Other Drug Policy Institute (ADPI), Victor Kogler has worked in the substance use disorder (SUD) field in California since 1971. He served as Alcohol and Drug Program administrator of Santa Barbara County for twenty years and is a past president of the County Alcohol and Drug Programs Administrators Association of California.

ABOUT OUR TEAM

KARIN KALK, MHA, Director and Project Manager

Karin Kalk is currently serving as project manager for the Mental Health Services Act (MHSA) funded Technology Suite Innovation project and supports dissemination of quality improvement practices throughout the California behavioral health system. Since 2001, Karin has provided consulting services throughout California in both private and public managed care and service delivery organizations, including project management, quality/process improvement, and service system design.

KIMBERLY MAYER, MSSW, Director

Kimberly Mayer leads CIBHS behavioral health workforce development projects. She also serves as the lead behavioral health consultant for the California Future Health Workforce Commission. Kim has a background in non-profit and for-profit management and grant writing, and has consulted to several human service organizations. She was recently appointed to the CalWIC Advisory Board, and serves on both the Community College Health Workforce Initiative (CCHWI) Advisory Committee and the California Behavioral Health Planning Council’s Workforce & Employment Committee.

WILL RHETT-MARISCAL, PHD, MS, Director

Dr. Will Rhett-Mariscal seeks the elimination of disparities in behavioral health for racial and cultural communities. He is the lead project director for the Learning Collaborative in care coordination using the Institute for Healthcare Improvement Breakthrough Series Model. Dr. Rhett-Mariscal has developed and implemented practice and system improvement projects impacting California’s behavioral health system in the areas of health equity, health care integration, prevention and early intervention, and substance use disorder.

SAMANTHA SPANGLER, PHD, Director of Evaluation and Research

Dr. Samantha Spangler has 15 years of experience in research, analytics, and evaluation, including work with academic, government, corporate, and non-profit organizations. She directs the CIBHS research and evaluation team to help organizations understand how to effectively use data to understand system, program, and client level performance and improve outcomes.