

RESUME OF THOMAS E. LUCKING, EDS

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CONSULTANT

Provides consultation to behavioral healthcare providers, state and regional planning and funding bodies, employers, managed-care organizations, state professional associations, consulting firms, and state governments.

AREAS OF SPECIALIZATION

Financial performance improvement

- Provider organization turn-around planning
- Assess the financial health of provider organizations
- Assess the adequacy of provider financial systems
- Assist in the development of business plans to improve financial health
- Assist in the development of financial reporting and cost analysis systems
- Developing financial systems
- Train purchasers and community stakeholders in monitoring the financial health of nonprofit, community-based organizations

Transition of behavioral health systems to competitive purchasing

- Provider-sponsored network design
- Training for purchasers and providers, including cost analysis training
- Assessment of provider readiness for competitive systems
- Strategic and operational planning
- Contract design and negotiation
- Managed care systems development
- Help public purchasers develop cost analysis systems and use these systems to help establish rates

Service design, network development

- Provider and purchaser developed behavioral care networks
- The development of person-centered, systems of behavioral health care
- Contract development and negotiation, including capitation and other risk-based methods
- Efficient systems for utilization management, access to care, assessments, treatment planning, case records, billing, and reporting
- Development of behavioral health products in integrated health systems

Marketing behavioral health: marketing plans, methods, and training

CONSULTING CLIENT LIST

Alcohol and Drug Addiction Services Board of Cuyahoga County, Cleveland, Ohio (Workshops for providers, assisted contracted agencies in financial performance improvement, and network development planning.)
Alliance for Community Supports, Kalamazoo, MI (Provider-sponsored network for persons with developmental disabilities)
Another Choice, Another Chance, Sacramento, CA
Battle Creek Health System, Fieldstone Center, Battle Creek, MI
Black Family Development, Detroit, Michigan
Compass Center, Lorain, OH
Dallas Area Substance Abuse Treatment Network, Dallas, TX
Family and Children Services, Kalamazoo, Michigan
Family Services Center, Chicago, Illinois
Gateway Recovery Services, Kalamazoo, Michigan
The Greater Kalamazoo United Way, Michigan
The Guidance Clinic, Kalamazoo, Michigan
The Guilford Center, Greensboro, North Carolina
Hina Mauka, Kanoeha, Hawaii
The Hitchcock Center for Women, Cleveland, Ohio
Johnson, Bassin & Shaw, Inc.
The Kalamazoo Community Foundation, Kalamazoo, MI
Kalamazoo Deacons Conference, Kalamazoo, MI
Kids Helping Kids, Milford, Ohio
The Lighthouse of the Sierra, Reno, Nevada
National Leadership Institute (NLI, C-SAT funded Johnson, Bassin & Shaw, Inc project) Curriculum development for Strategic Planning, Marketing, Quality Management/Accreditation, Network Development, and Financial Management)
The Psychological Center, Lawrence, MA
Safe House, Kalamazoo, MI
Saginaw Chippewa Indian Tribe, Behavioral Health Services, Mt. Pleasant, MI
The States of Alaska, Arkansas, Arizona, Colorado, Florida, Idaho, Illinois, Indiana, Kansas, Louisiana, Michigan, Minnesota, Montana, Nevada, New Jersey, New Mexico, New York, North Carolina, Oklahoma, Rhode Island, South Dakota, West Virginia, Wyoming, and Virginia; Also Washington, DC, and Puerto Rico
Victory Clinical Services, Kalamazoo, MI

EDUCATION

MA, Counseling	Western Michigan University, 1973
EDS, Counseling	Western Michigan University, 1975

National Advisory Council on Drug Abuse, National Institute on Drug Abuse, 2004-present