

GARY E. SHAHEEN

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QUALIFICATION SUMMARY

Gary E. Shaheen, MPA is a nationally recognized expert in the field of mental health rehabilitation, homelessness and systems change. For over twenty- six years in both the public and private sector he has been instrumental in shaping policy and programs at both the state and federal levels that help people with mental illnesses, co-occurring substance abuse disorders and those who are homeless fully integrate into their communities. He has worked with HUD, SAMHSA, US Department of Labor and other federal agencies on increasing employment for these populations throughout the US and its Territories. He has provided his expertise as a trainer and technical assistance resource to state mental health authorities throughout the country seeking to transform their mental health systems through policy and program development and a workforce trained in recovery and rehabilitation principles and practices. As a principal staff to the joint USDOL/ HUD Ending Chronic Homelessness initiative and to the NYS Department of Labor as one of their Workforce Development Consultants, he has helped facilitate systems integration as a necessary component for employing people with serious disabilities. He is the author of numerous publications and curricula including SAMHSA's *"Work as a Priority: A Training Program for Employing People with Psychiatric Disabilities who are Homeless"* and is currently working on a series of HUD Guidebooks and Lectures on employing people with disabilities who are homeless. Mr. Shaheen often provides training and technical assistance on mental health rehabilitation, systems transformation and recovery-based employment internationally that has included work in the Netherlands, Russia, St. Maarten, Bermuda, Ireland and the US Pacific Territories.

PROFESSIONAL EXPERIENCE

May 2007-Present: Burton-Blatt Institute, Syracuse University

Managing Director for Program Development

- Member of the Senior Leadership team of the Institute responsible for strategic planning, partnership development and design and implementation of programs and services
- Develops BBI's capacity to design and deliver training and technical assistance throughout the University, nationally and internationally to improve inclusion and champion the rights of people with diverse disabilities
- Provides specialized expertise in employment program development, collaboration development and services for people with mental illnesses, co-occurring disorders and those who are homeless.
- Works with BBI senior leadership teams on policy recommendations supporting inclusion of people with disabilities
- Directs US Department of Labor/Office of Disability Employment Policy Training/TA Center on Self-Employment for People with Disabilities-Onondaga County, NY

December, 1999 – Present: Advocates for Human Potential, Inc.

Managing Director

- Responsible for managing the company's training and technical assistance sector and expert staff focused on recovery and rehabilitation-based employment for people with disabilities and those who are homeless.
- Lead technical assistance staff to the ODEP/HUD-funded Ending Chronic Homelessness national demonstration project and provides policy support to ODEP and HUD leadership on ending chronic homelessness through employment and housing.
- Provides mental health rehabilitation and supported employment evidence based practice consultation, training and technical assistance to community mental health and substance abuse organizations, state and local governments, and behavioral health networks throughout the United States and internationally.
- Is responsible for training and technical assistance to all 53 New York State Department of Labor Disability Program Navigator staff located at One Stop career centers throughout the state.
- Provides training to Social Security Administration Employment Support Representatives and behavioral health providers on "Strategic Business Planning for People with Disabilities".
- Expert in the development of evidence-based supported employment, social enterprise and self-employment practices. Lead consultant to new self-employment projects funded by the US Department of Labor in Syracuse, NY and through the US Department of Health and Human Services in American Samoa
- Featured presenter at national conferences and think tanks including National Alliance to End Homelessness (2006-Washington, DC), US Department of Labor Equal Opportunities Conference (2006-Washington, DC), National Governors' Association Policy Academy Meetings (Boston, New Orleans 2005-2006) and others

November, 1996–November, 1999 - Rehabilitation Support Services, Inc. Albany, NY

Director for Social Economic Development

- Senior Staff member of large community mental health and rehabilitation agency. Co- founder of Job Builders, Inc., a corporate subsidiary offering psychiatric rehabilitation management consulting, curriculum development, training, and grant writing under contract with other not-for-profit agencies, government, and universities.
- Developed training manuals and curricula and provided employment training and technical assistance in New York State and nationally under federal Center for Mental Health Services contract.
- Assisted in the creation of a one-stop career center in partnership with community agencies and the Albany public housing authority and was prime consultant under a three-year HUD Supportive Housing grant to establish new employment programs with homeless services providers, including shelters.
- Authored white paper on social enterprises for the NYS Office of Mental Health.
- Served on the statewide education committee of the New York Association of Psychiatric Rehabilitation Services (NYAPRS) and helped develop rehabilitation and recovery learning institutes for public and private sector staff throughout NYS.
- Worked for three years under a HUD SHP project developing employment and recovery services for Albany County's agency for centralized shelter intake and services for people who are homeless. Participated in local Continuums of Care, helped develop successful HOPE V and ROSS HUD proposals for tenant self-sufficiency and organized and led working groups of shelter directors, city mission and homeless services providers to increase employment among people who are homeless.

1987-1996 New York State Office of Mental Health Central Office, Albany, NY

Director of Vocational Rehabilitation Services/"BUY OMH" Program

- Developed program policies, procedures and financing to expand rehabilitation-based training and employment services for persons with mental illness. Responsible for a \$14 million budget by end of tenure.
- Directed a statewide employment initiative establishing 15 rehabilitation business enterprise programs that created employment for over 1000 persons per year, and had budget responsibility for approximately \$5 million per year. During his tenure, "BUY OMH" was cited as a best practice approach in the 1990 report *Care of the Seriously Mentally Ill - A Rating of State Programs (Torrey, E.F., et.al)*.
- Served as a member on various Governor's Interagency Committees for Employment to help identify and reduce program and systems barriers to supported employment.
- Managed the statewide "Artspace" program that enabled mental health consumers to produce, exhibit and sell their artwork at public and private galleries. Established an Artist in Residence Program recognizing consumers demonstrating achievement in the arts and providing stipends for their continued work in their field. Managed and oversaw the transition of the program from government auspice to that of a community consumer-managed corporation continuing the program under contract.
- Developed a training and employment initiative providing jobs for mental health consumers working in support and management positions throughout the Office of Mental Health Central and Regional Offices.
- Provided training and program development consultation to state psychiatric centers and community agencies to assist in the transition from sheltered to community-based employment.
- Worked with other departments of NYSOMH (Capital Operations, Housing Bureau, Human Resources, etc) and with other state departments/agencies (Governor's Office, Senate and Assembly Mental Health Committees, Office of General Services, etc) and community advocates and providers (Mental Health Association, NY Association of Psychiatric Rehabilitation Services, community rehabilitation providers, etc.) to promote policies and programs supporting a mental health recovery vision.

1979-1987 New York State Office of Mental Health Binghamton Psychiatric Center, Binghamton, NY

Coordinator of Vocational Rehabilitation Services

- Administered vocational training and employment programs serving approximately 1,000 inpatients and outpatients of the psychiatric hospital.
- Supervised 14 full time Department staff assigned to the Vocational Department.
- Developed marketing plans and business strategies to support enterprise programs providing training for people with psychiatric disabilities

EDUCATION

1975	SUNY at Binghamton, NY Bachelor of Arts
1975	Royal University of Malta Bourguiba Institute, Tunisia Certificate of Study Completion-Arabic Language
1987	Maxwell School of Public Administration, Syracuse University Masters in Public Administration

SELECTED PROFESSIONAL PRESENTATIONS AND PUBLICATIONS

Presentations given to: the World Health Organization, President's Task Force on the Employment of Adults with Disabilities/SAMHSA 2000 Employment Summit, International Association of Psycho-Social Rehabilitation Services, World Association for Psychiatric Rehabilitation, Center for Psychiatric Rehabilitation, National Resource Center on Homelessness and Mental Illness, New York Association of Psychosocial Rehabilitation Services, Ministry of Labour and Home Affairs, Bermuda, Netherlands Community Mental Health Centers (RIAGG),

Contributor "Overcoming Barriers to Community Integration for People with Mental Illnesses", Substance Abuse and Mental Health Services Administration, 2001

Senior Editor and Author "Work as a Priority: A Resource for Employing People with Psychiatric Disabilities who are Homeless", Substance Abuse and Mental Health Services Administration, 2000

Co-author of curricula: "Integrated Employment for Persons with Psychiatric Disabilities", Cornell University, 1997, "Business Planning for Self-Employment" in Orientation to Vocational Rehabilitation, Cornell University, 1998, "Employing Homeless Persons with Mental Illness: Principles, Practices & Possibilities", Center for Mental Health Services/Advocates for Human Potential, Inc. 1999, "Customized Employment" US Department of Labor 2004

"Recognizing Work as a Priority in Preventing or Ending Homelessness" Shaheen, G., Rio, J. Journal of Primary Prevention; June 2007

Keynote Presentation: MICA Employment Conference, New York State Office of Mental Health, Staten Island, NY 2002

Planning Committee/Presenter: "National Summit on Best Practices for Mental Health in the Workplace" US Department of Health and Human Services/President's Task Force on the Employment of Adults with Disabilities 2001

Presenter: "The Jobs Project" Second World Conference on the Promotion of Mental Health and Prevention of Mental and Behavioural Disorders", World Health Organization/Carter Center/Clifford Beers Foundation. London, England 2002

Presenter: "Artspace: Linking Art and Mental Health Recovery", St. Petersburg, Russia 1994

Think Tank on Customized Employment, Washington, DC. Invited by US Department of Labor as a member of a national expert advisors group on employment for people with disabilities

Elected to Switzer Scholar Class of 2003 Mary Switzer Memorial Fund National Rehabilitation Association

SELECTED AND RECENT TRAINING SESSIONS

National Coalition of Homeless Veterans Teleconference Training Series: *"Employment Best Practices for Homeless VETS"* August 6, September 6, September 26, 2006

US Department of Labor/Civil Rights Center/National Association of State Workforce Agencies, 7th Annual National Equal Opportunity Conference". *"Work as a Priority for People with Mental Illnesses who are Homeless"* Arlington, VA, August 4, 2006

Association for Persons in Supported Employment (APSE) Conference, New York City, NY *"Customized Employment"* New York, NY, June 27-29, 2006

Tennessee's 16th Annual Employment Conference- *"Accessing Community Employment Services"*, Knoxville, TN, April 11-12, 2006

U.S. Department of Health and Human Services/SAMHSA/CMHS/National Governors Association /National Association of State Mental Health Program Directors *"Transforming State Mental Health Systems Regional Meeting"* *"Financing Supported Employment"* New Orleans, LA, June 15-16, 2005 & Boston, MA February 15-16, 2006

University of Tennessee/Southeast RCEP: *"Best Practices in the Employment of People with Psychiatric Disabilities"*, Nashville, TN, June 28-29, 2005

COMMUNITY ACTIVITIES

Board Member, InCube, Inc.(Consumer-run organization)(1995-1997)

Board Member, Capital Ballet Company 1995-1997 (Chairman 1997-1999)

Board Member: Schenectady Arts Council/ Albany Schenectady League of Arts (1990-1997)

Gallery Committee Member: Schenectady Museum 1995-1997

Founder and Director, Studio School and Art Gallery, Binghamton, NY 1980-1987, 2002-present