

GARY E. SHAHEEN, PH.D. (GESHAHEE@SYR.EDU/518-331-3407)

PROFESSIONAL EXPERIENCE

January 2022-Present: Burton-Blatt Institute (BBI), Syracuse University, Syracuse, NY

Project Director

- Gary works with members of the BBI Leadership Team and staff to develop and manage projects supporting the social, civic, economic inclusion of persons with disabilities. These projects include research on workplace equity and inclusion, recovery-based treatment and support for people with serious mental health challenges, homelessness prevention among people with mental health challenges and co-occurring substance use, including Veterans, and individual and social entrepreneurship.

January 2009-June 2021: Gary Shaheen Consulting

Owner/Director

- Gary provides subject matter expertise as an independent consultant for projects of national and international significance that address recovery and employment among persons with diverse disabilities. Representative projects have included co-authoring a toolkit on Customized Employment for youth with disabilities, a toolkit on Career Pathways for veterans who are homeless, and senior advisor/materials development specialist for the National Veterans Technical Assistance Center. Was the lead facilitator for expert panelists' presentations on employment of people with substance abuse disabilities sponsored by the USDOL Office of the Chief Evaluator.

May 2015-October 2019: Social Dynamics, LLC. Gaithersburg, MD.

Director for Innovation and Applied Research

- As Director for Innovation and Applied Research, Gary managed national research, training and technical assistance projects on educational and workforce inclusion of persons with disabilities. Gary enlisted and led a national cadre of subject matter experts (SMEs) producing new training materials and resources on Customized Employment (CE) for use by staff of American Job Centers and for the national US Department of Labor -funded Disability Employment Initiative. He also conducted research and led research teams and developed reports and issues briefs in support of the US Department of Labor/Office of Disability Employment Policy (ODEP) Employment First Initiative. He was lead evaluator of an ODEP sponsored community college-based project to test and demonstrate new methods for improving post-secondary education and employment outcomes for youth with disabilities.

October 2009-May 2014: Adjunct Faculty, Syracuse University

- **Adjunct Faculty (2009-2014):** Syracuse University Whitman School of Management, Department of Entrepreneurship and Emerging Enterprises. Co-created and co-taught Emerging Enterprise Consulting (Inclusive Entrepreneurship). Students from the School of Management and other colleges gained knowledge and experience in enterprise development, team problem solving, disability related to entrepreneurship, and hands-on learning by working with entrepreneurs with disabilities to grow and sustain their ventures.

July 2012-September 2014: Institute for Veterans and Military Families (IVMF), Syracuse University, Syracuse, NY

Director of Community Based Technical Support Initiatives

- Member of the Leadership Team responsible for strategic planning, partnership development, grants and contract development and design and implementation of programs and services. Helped secure approximately \$400,000 in grants and contracts revenue during my tenure. Conducted research and wrote research reports, white papers and toolkits in support of the IVMF's research projects on Post 911 veteran education, employment and community transition. Designed and delivered training and technical assistance to agencies addressing veteran homelessness, employment and military-civilian transition. Developed and facilitated a national symposium on veterans' issues: The IVMF National Summit on Women Veteran Homelessness (Chicago, 2013). Directed the "Taking Care of the New Homefront" project providing training and technical assistance to 23 NYS based VA Supportive Services for Veterans and Families projects using a Community of Practice model and funded by a grant from the NYS Health Foundation (2012-2013). Director of the National Vets Technical Assistance Center (NVTAC) for USDOL-VETS providing training and TA to approximately 150 Homeless Veterans Reintegration programs (HVRPs) nationwide and supervised the work of training staff and project consultants.

May 2007-July 2012: Burton-Blatt Institute (BBI), Syracuse University, Syracuse, NY

Senior Vice-President

- Member of the Senior Leadership team responsible for strategic planning, grants and contract development and project management. Helped secure approximately \$12 million in grants and contracts revenue during my tenure. Provided specialized expertise in Individual Placement and Support and Customized Employment program development. Provided expert advice and materials development to the US Substance Abuse and Mental Health Administration (SAMHSA) on entrepreneurship for people with mental illnesses and to the National Association of Governors on supported employment for persons with mental illnesses. Directed a \$300,000 per year/3 - year US Department of Labor/Office of Disability Employment Policy (ODEP) 'StartUP NY' initiative to develop innovative partnerships and practices for self-employment for people with disabilities. Co-Principal Investigator-'NY Makes Work Pay' Center for Medicaid Services funded Medicaid Infrastructure Grant responsible for supervising staff and co-directing the activities of this \$5.9 million/3-year project.

December 1999 -May 2007 Advocates for Human Potential, Inc., Albany, NY

Managing Director

- Member of the Senior Leadership team with responsibilities for strategic planning, managing the company's employment program training and technical assistance sector, and grants development. Managed grants and contracts valued at over \$3.5 million. Co-Director of the Department of Labor Office of Disability Employment Policy (ODEP)/HUD-funded Ending Chronic Homelessness national demonstration project providing training and technical assistance to five cities and policy support to ODEP and HUD leadership on ending chronic homelessness through employment and housing. Provided training and technical assistance on Supported Employment, IPS, and entrepreneurship for the national SAMHSA Policy Academies. Lead trainer and technical assistance expert supporting all 53 New York State Department of Labor Disability Program Navigator staff located at One Stop career centers for the NYS Department of Labor. Trainer and co-developer of curricula for the Cornell University Employment and Disability Institute for Social Security Administration Employment Support

Representatives and behavioral health providers on “Strategic Business Planning for People with Disabilities”. Directed a US Department of Health and Human Services project to improve employment for people with mental illnesses in American Samoa, Marshall Islands, Guam and Palau. Directed a 3-year SAMHSA) Community Action Grant for implementing Supported Employment and IPS in New York City. Advisor to the SAMHSA Toolkit on Supported Employment Evidence Based Practices.

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

Director for Social Economic Development

- Member of the Senior Staff and co-founder of ‘Job Builders, Inc.’, a corporate subsidiary providing psychiatric rehabilitation management consulting, curriculum development, training, and grant writing under contract with other not-for-profit agencies, government, and universities. Co-author of curricula on ‘Integrated Employment for People with Psychiatric Disabilities’ for the Cornell University Employment and Disability Institute. Developed training manuals and curricula and provided SAMHSA-funded disability and employment training and technical assistance in New York State and nationally. Assisted in the creation of a Albany Public Housing Authority one-stop career center. Member of the statewide education committee of the New York Association of Psychiatric Rehabilitation Services (NYAPRS) and helped develop rehabilitation and recovery learning institutes for NYS public and private sector staff. Project Director of a 3-year HUD Supportive Housing Program grant to develop employment and recovery services for people who were homeless in Albany County, NY and participated as a member of the local HUD Continuum of Care Committee.

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

Director of Vocational Rehabilitation Services/“BUY OMH” Program

- Member of the Bureau of Psychiatric Rehabilitation leadership team assisting in the transformation of NYS Office of Mental Health policies and programs from institution to community based, rehabilitation and recovery- oriented systems. Provided training and technical assistance to NYS public and private mental health agencies on psychiatric rehabilitation and recovery-based employment services. Directed a statewide social entrepreneurship initiative establishing 15 business enterprise programs utilizing NYS set-aside procurement laws that created employment for over 1000 people with psychiatric disabilities per year. This “BUY OMH” initiative was cited as a best practice in the report: *“Care of the Seriously Mentally Ill – A Rating of State Programs”* (1990) (Torrey, E.F., et.al). Served as a member on various Governors’ 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. Led development of First International Conference on Social Entrepreneurship (1994), White Plains, NY.

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

Coordinator of Vocational Rehabilitation Services

- Managed vocational training and employment programs serving approximately 1,000 inpatients and outpatients of the psychiatric hospital. Supervised 14 full time staff assigned to the Vocational

Department. Developed marketing plans and business strategies to support enterprise programs providing training for people with psychiatric disabilities.

TEACHING AND TRAINING CREDENTIALS

- Adjunct Faculty: Syracuse University Whitman School of Management teaching Emerging Enterprise Consulting (“Inclusive Entrepreneurship”) for seniors and graduate students working as student consultants to enterprises owned by veterans and other entrepreneurs with disabilities. 2010 Recipient of the Chancellor’s Award for Academic Excellence. (2009-2014)
- Trainer/Business Advisor: Syracuse University Entrepreneurship Bootcamp for Veterans with Disabilities. Developed modules and trained veteran entrepreneurs on principles and practices of social entrepreneurship and entrepreneurship for people with disabilities. (2007-2014)
- Trainer/Curriculum Developer: EI Lilly ‘Community Conversations’ Program. Co-developer and trainer of the Supported Employment for People with Psychiatric Disabilities curricula and for state-level public and private mental health and workforce development agencies as a member of the EI Lilly national cadre of training experts. (2009-2012)
- Trainer/Curriculum Developer: New York City Small Business Services. Led the development of employment materials and resources for use by Veteran Employment Specialists located at American Job Centers located in Metropolitan New York City, Staten Island and Brooklyn (2013-2014)
- Trainer/Facilitator: VetNET Social Entrepreneurship Training Series: <http://www.youtube.com/user/VetNetEntrepreneur> (2014)
- Instructor: Emerging Enterprises Consulting course at Stellenbosch University, South Africa as a component of the Syracuse University Whitman School ‘SU Abroad Program’ (2011)
- Trainer/Curriculum Developer-National: Developed and conducted on on-site and distance learning homelessness and employment, supported employment and IPS evidence based practices; entrepreneurship and social entrepreneurship and mental health recovery for public and private agencies across the United States in support of the SAMHSA Projects to Assist in the Transition from Homelessness (PATH) Program, US Department of Labor (VETS) National Veterans Technical Assistance Center (NVTAC) and other state and national public and private agencies. (1993-2007).
- Trainer/Curriculum Developer-National International: Developed and conducted on on-site and distance learning programs on homelessness and employment, supported employment and IPS evidence- based practices; entrepreneurship and social entrepreneurship and mental health recovery. Training conducted internationally in the countries of Ireland, Israel, St. Maarten’s, Bermuda, Netherlands and Ghana and others (1996-2012)

PROJECT DEVELOPMENT AND MANAGEMENT EXPERIENCE / PROJECT VALUE

- Senior Consultant: US DOL Office of the Chief Evaluator/Manhattan Strategies Group. Facilitation of Expert On-line Roundtables on research and best practices supporting competitive, integrated employment for people with substance abuse disabilities. (2021) (\$10,000 Sub-Contract Value)
- Senior Consultant: US DOL-VETS National Veterans Technical Assistance Center/Manhattan Strategies Group. Development of white papers, issues briefs and curricula supporting competitive, integrated employment for Veterans who are homeless served through Homeless Veterans Reintegration Projects. (2019-2021) (\$22,500 Sub-Contract Value)
- Senior Evaluation Liaison: Pathways to Careers Research and Evaluation Initiative. Westat/US Department of Labor/Office of Disability Employment Policy (2018-2019) (\$200,000)
- Senior Evaluation Liaison: Disability Employment Initiative (DEI) Research and Evaluation Initiative. US Department of Labor/Employment and Training Administration (2016-2019) (\$300,000)
- Principal/Co-Principal Investigator: Employment First Research and Evaluation Initiative. US Department of Labor/Office of Disability Employment Policy (2015-2019) (\$300,000)
- Project Director: Customized Employment Strategies research and training project. US Department of Labor/Office of Disability Employment Policy (2015-2017) (\$350,000)
- Principal Investigator: Homeless Veterans Reintegration Project National Training and Technical Assistance Center US Department of Labor/Veterans (2010-2013) (\$1.5 million)
- Co-Principal Investigator: “New York Makes Work Pay” Comprehensive Services Medicaid Infrastructure Grant/ Research Foundation for Mental Hygiene, Inc. /Center for Medicaid Services (2009-2011) (\$5.9 million)
- Project Director: “Taking Care of the New Homefront”. New York State Health Institute/Syracuse University Institute for Veterans and Military Families (2012-2014) (\$500,000)
- Project Director: “Start-UP NY” National Technical Assistance Center on Self-Employment for People with Disabilities: US Department of Labor/Office of Disability Employment Policy (2006-2010) (\$900,000)
- Co-Director: “Projects to Assist in the Transition from Homeless” Substance Abuse and Mental Health/Center for Mental Health Services/Advocates for Human Potential 2005-2006) (\$1 million)

- Co-Principal Investigator: Chronic Homelessness Technical Assistance Center” US Department of Labor/Office of Disability Employment Policy (2003-2006) (\$1.2 million)
- Principal Investigator: “The Jobs Project” /Substance Abuse and Mental Health/Center for Mental Health Services (2001-2003) (\$250,000)
- Director: “Buy OMH Economic and Workforce Development Initiative” New York State Office of Mental Health: (1987-1996) (\$2 million)

SELECTED RESEARCH AND PROGRAM EVALUATION EXPERTISE

Pathways to Careers Initiative: (2017-2019)

- A member of the Senior Research team charged with conducting/supervising data collection in two states on post-secondary supported education and career preparation for youth with disabilities enrolled in community colleges.

Disability Employment Initiative: (2016-2019)

- A member of the Senior Research team charged with conducting/supervising data collection in four states on the successes and challenges of people with disabilities accessing and using American Job Center employment services.

Employment First Initiative: (2015-2019)

- Principal or Co-Principal Investigator for implementing a research project with a sample of 8-9 states each year implementing their state’s ‘Employment First’ policy and program strategies to improve competitive employment outcomes for people with disabilities.

Google Global Impact Award: “From Battlefield to Classroom” (2014):

- Assisted in the design of survey instruments distributed to over 8000 Post – 911 veterans and over 2000 post-secondary academic institutions to study their educational experiences, challenges, and pathways to post-service academic success.

Center for Medicaid Services/NYS Office of Mental Health: “New York Makes Work Pay” (2009):

- Assisted in the development of a research design measuring the effectiveness of employment programs serving people with intellectual disabilities. Conducted focus groups, co-developed summary reports
- Conducted site visits and semi-structured interviews with New York State mental health agencies operating sheltered workshops as a component of a statewide sheltered workshop transformation project. Developed summary reports; co-authored research paper: “Transformation of Center Based Work into Integrated Opportunities into Integrated Opportunities for People with Disabilities in New York State” (2011)
<http://www.nymakesworkpay.org/docs/Transformation%20White%20Paper.pdf>

US Department of Labor/Office of Disability Employment Policy: “Start-Up NY” (2007-2010):

- Assisted in the development of a research design measuring the effectiveness of self-employment programs serving people with diverse disabilities. Conducted focus groups, semi-structured interviews, co-developed summary report.

SELECTED PUBLICATIONS

- Arndt, F.; Tihic, M; & Shaheen, G. (2020) (In Press). *How Entrepreneurs with Physical and Mental Health Challenges can Benefit from an Entrepreneurial Ecosystems Approach*. In Exploring Intersectionality between Disability and Entrepreneurship. Edward Elgar Publishing Ltd. Cheltenham, UK.
- Shaheen, G. (2017). *Beyond the Business Case*. In Educating Social Entrepreneurs From Idea Generation to Business Plan Formulation. Meising, P. & Aggestam, M.; New York, NY.
- Shaheen, G.; Nibbelink, L. & Gonzalez, A. (2016). *Provider Transformation*. Washington, DC. US Department of Labor Office of Disability Employment Policy.
- Shaheen, G. (2016) "Inclusive Entrepreneurship". (2016). *Journal of Policy Practice*. (March). New York. Routledge
- Shaheen, G & Rio, J. (2013) "Exploring how Downtown Employers Can Hire Homeless Veterans" Syracuse University Institute for Veterans and Military Families, Syracuse, NY.
- Shaheen, G., LaCorte-Klein, N. & Rio, J. (2013) "Collaborations to Prevent and End Veteran Homelessness: Preliminary Report on Connecting HVRP and SSVF Programs" Syracuse University Institute for Veterans and Military Families., Syracuse, NY.
- Shaheen, G. & Rio, J. (2013) "Lessons Learned from Department of Labor Grantees: Homeless Female Veterans and Veterans with Families". Syracuse University Institute for Veterans and Military Families. Syracuse, NY.
- Shaheen, G. (2011) "Inclusive Entrepreneurship" in Academic Entrepreneurship and Community Engagement-Scholarship in Action and the Syracuse Miracle. Kingma, B., Edward Elgar Publishing Ltd. Cheltenham, UK.
- Haynie, James M. & Shaheen, G. (2011) "Bridging a Traumatic Past to an Envisioned Future: A Case Study of Social Entrepreneurship" in Academic Entrepreneurship and Community Engagement- Scholarship in Action and the Syracuse Miracle. Kingma, B., Edward Elgar Publishing Ltd. Cheltenham, UK.
- Shaheen, G., Golden, T., Dowse, P., Myhill, W., Hill, E., Hoff, D., Thomas, C., & Kenny, C. (2011). *Transformation of Center Based Work into Integrated Opportunities into Integrated Opportunities for People with Disabilities in New York State".* Cornell University Employment and Disability Institute/Syracuse University Burton Blatt Institute. Ithaca, NY.
- Shaheen, G., & Rio, J. (2011) "Community Conversations: Supported Employment for People with Psychiatric Disabilities Curriculum" EI Lilly, Inc. Indianapolis, IN.

- Ansteth, N., Shaheen, G. & Higgins, P. (2011). *“Simply Speaking”: Inclusive Entrepreneurship Guidelines for SBDC Advisors*. Cornell University Employment and Disability Institute/Syracuse University Burton Blatt Institute. Ithaca, NY.
- Shaheen, G & Myhill, W. (2009) *“Entrepreneurship for Veterans with Disabilities: Lessons Learned from the Field”*. Rutgers University NTAR Center. Piscataway Township, NJ.
- Shaheen, G., Rio, J. (2007) *“Recognizing Work as a Priority in Preventing or Ending Homelessness”* Journal of Primary Prevention; June.
- Shaheen, G., Dennis, D. & Williams, F. (2000) *“Work as a Priority: A Resource for Employing People with Psychiatric Disabilities who are Homeless”*, Substance Abuse and Mental Health Services Administration. Rockville, MD.
- Shaheen, G., Golden, T. & Bianco, C. (1998) *“Business Planning for Self-Employment”* in Orientation to Vocational Rehabilitation, Cornell University Employment and Disability Institute. Ithaca, NY.
- Shaheen, G., Golden, T. & Bianco, C. (1997) *“Integrated Employment for Persons with Psychiatric Disabilities”*, Cornell University Employment and Disability Institute. Ithaca, NY.

EDUCATION

2018	Maxwell School of Citizenship and Public Affairs Syracuse University Ph.D. School of Social Sciences
1987	Maxwell School of Citizenship and Public Affairs, Syracuse University Master’s in Public Administration
1975	Royal University of Malta Bourguiba Institute, Tunisia Certificate of Study Completion-Arabic Language
1975	State University of NY (SUNY) at Binghamton, NY Bachelor of Arts

SELECTED TRAINING PROGRAMS, PRESENTATIONS AND WORKSHOPS

- Lead Facilitator: USDOL Office of the Chief Evaluator expert panelsists’ roundtable on employment of people with substance abuse disabilities (2021).

- Plenary Presenter/Panelist: SAMHSA's BRSS TACS Virtual Expert Resource Meeting on Supporting People with SMI or SUD in Achieving Employment Goals. (2020)
- Peer Reviewer: National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR). Field Initiated Projects Grant Review Team. (2019-2020)
- Presenter/Panelist: First World Conference on Supported Employment "*Inclusive Entrepreneurship*", Belfast, Ireland (2016)
- Presenter: Association for Persons in Supported Employment (APSE) Conference "*Employment First*", Cincinnati, OH (2016)
- Presenter: Pacific Rim Conference, "*Employment First*" Honolulu, HI (2016).
- Curriculum Developer/Trainer: National Coalition of Homeless Veterans Teleconference Training Series: "*Employment Best Practices for Homeless VETS*" (2007-2014)
- Curriculum Developer/Trainer: Syracuse University Whitman School of Management Entrepreneurship Bootcamp for Veterans with Disabilities: "*Self Employment for Veterans with Disabilities*" and "*The Business Case for Giving Back*" (2007-2014)
- Manager/Facilitator: Syracuse University Institute for Veterans and Military Families: "*National Summit on Women Veteran Homelessness*" (2013)
- Keynote Presentation: "*The Entrepreneurship Vision*", Substance Abuse and Mental Health Administration Conference on Recovery; Omaha, NE (2009)
- Plenary Speaker: International Self-Determination Conference: "*The Work Imperative*" Detroit, MI (2008)
- Keynote Presentation: "*Work as a Priority*", Keren Vocational Rehabilitation Conference, Tel Aviv, Israel (2007)
- Presenter: 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, (2006)
- US Department of Labor Office of Disability Employment Policy, "*Ending Chronic Homelessness through Employment and Housing-A Leadership Dialogue*". (2006)
- Association for Persons in Supported Employment (APSE) Conference, New York City, NY "*Customized Employment*" New York, NY, (2006)
- Tennessee's 16th Annual Employment Conference- "*Accessing Community Employment Services*", Knoxville, TN, (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 (2006)
- University of Tennessee/Southeast RCEP: “Best Practices in the Employment of People with Psychiatric Disabilities”, Nashville, TN, (2005)
- Presenter: “The Jobs Project” Second World Conference on the Promotion of Mental Health and Prevention of Mental and Behavioral Disorders”, World Health Organization/Carter Center/Clifford Beers Foundation. London, England 2002

SYNERGISTIC ACTIVITIES

- Working Without Compensation (WOC) Status: Syracuse VA Veterans Health Center, Syracuse, NY. Privileged to conduct on-site research on female veterans with disabilities transition. (2017-present)
- Advisor: Rapid Re-Housing Standards Committee. Commission on the Accreditation of Rehabilitation Facilities (CARF) (2014)
- Board Member. Global Applied Disability Research and Information Network Cornell University Employment and Disability Institute (2011-2013)
- Chancellor’s Award for Public Engagement and Scholarship Syracuse University “Inclusive Entrepreneurship Consulting Course” (2010)
- Director’s Excellence in Entrepreneurship Award - Syracuse University Whitman School of Management/Falcone Center on Entrepreneurship and Emerging Enterprises (2010)
- Recognition Award: Florida State University College of Business-“Entrepreneurship Bootcamp for Veterans with Disabilities” (2008)
- Elected to Switzer Scholar Class of 2003 Mary Switzer Memorial Fund National Rehabilitation Association (2003)
- Expert Advisor: Think Tank on Customized Employment for People with Disabilities, Washington, DC. US Department of Labor. (2002, 2011)
- Board Member: InCUBE - Mental Health Peer Support Agency (1999-2001)