

Michael J Hanes, LPC, ATR-BC

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Objective: Obtain an executive position that utilizes my diverse talents and skills as a leader and motivator.

Work Experience

September 2014 – Present Eagle Ridge Institute Oklahoma City, OK

Chief Executive Officer:

Serves as chief executive officer of Eagle Ridge Institute (ERI) and, in partnership with the Board, is responsible for the success of ERI. Together, the Board and CEO assure ERI's relevance to the community, the accomplishment of ERI's mission and vision, and the accountability of ERI to its diverse constituents. The Board delegates responsibility for management and day-to-day operations to the CEO, and he has the authority to carry out these responsibilities, in accordance with the direction and policies established by the Board. The CEO provides direction and enabling to the Board as it carries out its governance functions.

Accountabilities

Legal compliance

- Assures the filing of all legal and regulatory documents and monitors compliance with relevant laws, regulations and governing bodies.
- 2. Mission, policy and planning
- Helps the Board determine ERI's values, mission, vision, and short- and long-term goals.
- Helps the Board monitor and evaluate ERI's relevancy to the community, its effectiveness, and its results.
- Keeps the Board fully informed on the condition of ERI and on all the important factors influencing it.
- Identifies problems and opportunities and addresses them; brings those which are

appropriate to the Board and/or its committees; and, facilitates discussion and deliberation.

- Informs the Board and its committees about trends, issues, problems and activities in order to facilitate policy-making. Recommends policy positions.
- d) Keeps informed of developments in human services, not-for-profit management and governance, philanthropy and fund development.

Management and administration

- Provides general oversight of all ERI activities, manages the day-to-day operations, and assures a smoothly functioning, efficient organization.
- Assures program quality and organizational stability through development and implementation of standards and controls, systems and procedures, and regular evaluation.
- Assures a work environment that recruits, retains and supports quality staff and volunteers. Assures process for selecting, development, motivating, and evaluating staff and volunteers.
- Recommends staffing and financing to the Board of Directors. In accordance with Board action, recruits personnel, negotiates professional contracts, and sees that appropriate salary structures are developed and maintained.
- Specifies accountabilities for management personnel (whether paid or volunteer) and evaluates performance regularly.

Governance

- Helps the Board articulate its own role and accountabilities and that of its committees and individual members, and helps evaluate performance regularly.
- Works with the Board President to enable the Board to fulfill its governance functions and facilitates the optimum performance by the Board, its committees and individual Board members.
- With the Board President, focuses Board attention on long-range strategic issues.
- Manages the Board's due diligence process to assure timely attention to core issues.
- Works with the Board officers and committee chairs to get the best thinking and involvement of each Board member and to stimulate each Board member to give

his/her best.

- Recommends volunteers to participate in the Board and its committees.

Financing

- Promotes programs and services that are produced in a cost-effective manner, employing economy while maintaining an acceptable level of quality.
- Oversees the fiscal activities of the organization including budgeting, reporting and audit.
- Works with Board and Chief Financial Officer to ensure financing to support short- and long-term goals.
- Assures an effective fund development program by serving as the chief development officer or hiring and supervising an individual responsible for this activity.
- Helps guide and enable the Board, its fund development committee(s) and its individual Board members to participate actively in the fund development process.
- Helps the Board and its development committee design, implement and monitor a viable fundraising plan, policies and procedures.
- Participates actively in identifying, cultivating and soliciting donor prospects.
- Assures the availability of materials to support solicitation.
- Assures the development and operation of gift management systems and reports for quality decision-making.

Community relations

- Facilitates the integration of ERI into the fabric of the community by using effective marketing and communications activities.
- Acts as an advocate, within the public and private sectors, for issues relevant to ERI, its services and constituencies.
- Listens to clients, volunteers, donors and the community in order to improve services and generate community involvement. Assures community awareness of ERI's response to community needs.
- Serves as chief spokesperson for ERI, assuring proper representation of ERI to the community.

- Initiates, develops, and maintains cooperative relationships with key constituencies.
- Works with legislators, regulatory agencies, volunteers and representatives of the not-for-profit sector to promote legislative and regulatory policies that encourage a healthy community and address the issues of ERI's constituencies.

June 2006 – Sept 2014

Red Rock BHS

Oklahoma City, OK

Director of Residential Substance Abuse Services and HIV Programming:

Oversees daily operations of all Oklahoma City housing facilities, residential substance abuse treatment services, and HIV testing, counseling and referral services. Coordinating funding sources and ensuring that ODMHSAS, CARF, Department of Health, and Veterans Affairs policies and procedures are met. Under general supervision, plans, organizes, and directs the activities of specific programs including supervision of staff, programming development and program administration. Network with resources in the community to develop and maintain collaborative ventures and supportive services. Assure that all programs have a long-range strategy which achieves its mission, and toward which it makes consistent and timely progress. Provide leadership in developing programs and organizational and financial goals. Maintain a working knowledge of significant developments and trends in the field. Responsible for developing and maintaining sound financial practices, preparing a budget and ensuring all programs operate within budget guidelines.

Supervises: Oklahoma City Residential Housing, Residential AOD Treatment for Women with Children, HIV/AIDS Counseling, Testing and Referral Grant, Community Promise Grant, Oklahoma AIDS Fund Grant.

Agency Activities: Operations Committee, CARF Committee, Management Team, ODMHSAS Directors Meeting.

Director of CQI, Medical Records, Audits, Contracts, Grants, and Specialized Programming

Responsibilities:

Ensure that all program activities within the organization are designed and operating according to agency policy and procedure, accreditation guidelines, funding sources, and contractual agreements. Implementation and oversight of continuous quality improvement for agency and individualized programs. Performing program evaluations to ascertain effectiveness and efficiency of services. Administration of safety and emergency management procedures and

agency disaster preparedness plan.

Supervises: Residential AOD Treatment for Women with Children, HIV/AIDS Counseling, Testing and Referral Grant, Community Promise Grant, HOPWA Grant, LGBT Alcohol and Drug Program, Oklahoma AIDS Fund Grant, Continuous Quality Improvement Program, Medical Records, and Managed Care/Preauthorization process.

Agency Activities: Safety Committee, Quality Management Committee, Operations Committee, Senior Operations Committee, CARF Committee, Medical Records Committee, Integrated Services Initiative Committee, HIPAA Compliance Officer, Meaningful Use Committee, and Corporate Compliance Officer.

Reports: Annual Outcomes Management Report, Enhanced Measurement Report, Annual Seclusion and Restraint Report, Annual Stakeholder Satisfaction Report, CQI Reports, Annual Employee Satisfaction Report, Consumer Satisfaction Reports, Mortality Review Reports, Critical Incident Reports, Consumer Grievance Reports, and Safety and Emergency Management Reports.

Awards: CQI Department awarded the Gold Seal Award during the 2007 CARF Survey, CQI Department recognized for Outstanding Performance during the 2008 and 2011 DMH Agency Re-Certification Survey.

July 2009-Present Federal Public Defenders Office Oklahoma City, OK

Habeas Corpus Division, Western District of Oklahoma

Contract Evaluator

Responsibilities: Perform psychological evaluations on death row inmates. Prepare psychological evaluations and recommendations for the Western District Court of Oklahoma.

August 2009 – Present McCullough Group Oklahoma City, OK

Motivational Speaker/Corporate Trainer

Responsibilities: facilitate experiential exercises with agency/corporate management teams and provide analysis of system processes.

July 2000-Present Armor Correctional Health Oklahoma City, OK

Mental Health Therapist

Responsibilities: complete mental health evaluations and make appropriate referrals, crisis intervention, evaluating inmates on suicide and mental health observation, individual therapy,

group therapy, participate as a member of a multidisciplinary team

June 2007-May 2010 Phoenix University Oklahoma City, OK

Undergraduate Faculty

Responsibilities: development of course curriculum, facilitate and teaching course curriculum, complete student evaluations and assign grades, provide guidance and mentoring for students, and faculty mentoring.

June 1998-June 2006 OFMQ Oklahoma City, OK

Review Coordinator

Responsibilities: inspection of care for inpatient and residential facilities, review and process requests for Medicaid outpatient mental health services, facilitated provider training, participate in specialized task groups and develop policies and procedures governing authorization process, and complete retrospective chart reviews

August 1999-2005 Oklahoma State University Oklahoma City, OK

Adjunct Undergraduate Faculty

Responsibilities: development of course curriculum, facilitate and teaching course curriculum, complete student evaluations and assign grades, provide guidance and mentoring for students

March 1994-Present University of Oklahoma Oklahoma City, OK

Adjunct Graduate Faculty

Responsibilities: development of course curriculum, facilitate and teaching course curriculum, complete student evaluations and assign grades, provide guidance and mentoring for students

Jan. 1998- Aug. 1999 New Destiny/Eagle Ridge Oklahoma City, OK

Clinical Consultant/interim Clinical Director

Responsibilities: develop and monitor clinical programming, evaluate clinical appropriateness of the medical necessity criteria used by contractor and whether the criterion is applied correctly in serving Medicaid recipients, design, development, implementation, and administration of the behavioral health program and policy for Medicaid recipients, develop program standards and outcome standards, provide clinical supervision

Jan. 1997-Jan. 1998 Southwest Medical/Integris Oklahoma City, OK

Outpatient Therapist

Responsibilities: individual therapy, group therapy, mental health evaluations, referrals, treatment plan development, documentation

Jan. 1997- Jan. 1998 Family Therapy Associates Oklahoma City, OK

Outpatient Therapist

Responsibilities: individual therapy, group therapy, mental health evaluations, referrals, treatment plan development, documentation

Jan. 1997- Jan. 1998 McClain County Tx Center Oklahoma City, OK

DUI School Instructor

Responsibility: development of course curriculum, DUI assessments, facilitation and implementation of DUI classes, documentation

May 1995- July 1998 Adapt, Inc. Oklahoma City, OK

Clinical Consultant, Interim Clinical Director

Responsibilities: develop and monitor clinical programming, evaluate clinical appropriateness of the medical necessity criteria used by contractor and whether the criterion is applied correctly in serving Medicaid recipients, design, development, implementation, and administration of the behavioral health program and policy for Medicaid recipients, develop program standards and outcome standards, provide clinical supervision

July. 1996- Jan. 1997 Rolling Hills Hospital Ada, OK

Art Therapist (part-time)

Responsibilities: individual therapy, group therapy, mental health evaluations, referrals, treatment plan development, documentation

Oct. 1995- June 1996 High Pointe Hospital Oklahoma City, OK

Director of Expressive Therapies

Responsibilities: develop and monitor expressive therapy programming, evaluate clinical appropriateness of the medical necessity criteria used by contractor and whether the criterion is applied correctly in serving recipients, design, development, implementation, and administration of the expressive therapy program, develop program standards and outcome standards, provide clinical supervision to expressive therapy staff, individual therapy, group therapy, mental health evaluations, referrals, treatment plan development, documentation.

Supervises: Art Therapists, Music Therapist, Recreational Therapists, Occupational Therapist,

Occupational Therapist Assistants, Physical Education, Ropes Course Clinicians

June 1994– Sept. 1995 CPC Southwind Hospital Oklahoma City, OK

Director of Expressive Therapies

Responsibilities: develop and monitor expressive therapy programming, evaluate clinical appropriateness of the medical necessity criteria used by contractor and whether the criterion is applied correctly in serving recipients, design, development, implementation, and administration of the expressive therapy program, develop program standards and outcome standards, provide clinical supervision to expressive therapy staff, individual therapy, group therapy, mental health evaluations, referrals, treatment plan development, documentation.

Supervises: Art Therapists, Music Therapist, Recreational Therapists, Occupational Therapist, Occupational Therapist Assistants, Physical Education, Ropes Course Clinicians

Sept. 1992- June 1994 Rolling Hills Hospital Ada, OK

Director of Expressive Therapies

Responsibilities: develop and monitor expressive therapy programming, evaluate clinical appropriateness of the medical necessity criteria used by contractor and whether the criterion is applied correctly in serving recipients, design, development, implementation, and administration of the expressive therapy program, develop program standards and outcome standards, provide clinical supervision to expressive therapy staff, individual therapy, group therapy, mental health evaluations, referrals, treatment plan development, documentation.

Supervises: Art Therapists, Music Therapist, Recreational Therapists, Occupational Therapist, Occupational Therapist Assistants, Physical Education, Ropes Course Clinicians

May 1990- Sept. 1992 Charter Ridge Hospital Lexington, KY

Art Therapist

Responsibilities: individual therapy, group therapy, mental health evaluations, referrals, treatment plan development, documentation.

March 1992-Sept. 1992 Blue Grass Impact Lexington, KY

Art Therapist

Responsibilities: individual therapy, referrals, treatment plan development, documentation.

Jan. 87-Sept. 88 Northwest Mental Health Services Oil City, PA

Art Therapist

Responsibilities: individual therapy, group therapy, treatment plan development, documentation, projective drawing batteries.

Sept. 87-Sept. 88 Warren Dept. of Human Services Tionesta, PA

Contract Art Therapist

Responsibilities: individual therapy, treatment plan development, documentation.

Jan. 97-Sept. 88 Crawford County Children/Youth Meadville, PA

Contract Art Therapist

Responsibilities: individual therapy, treatment plan development, documentation.

June 86-Dec. 86 Edmund L. Thomas Detention Ctr. Erie, PA

Contract Art Therapist

Responsibilities: group therapy, individual therapy, documentation, treatment plan development.

Education

1989-1990 Wright State University Dayton, Ohio

MAT, Master of Art Therapy

- Sigma Iota

1981-1986 Mercyhurst College Erie, Pennsylvania

BA, Bachelor of Arts in Art Therapy, Art Education and Studio Art

- Dean's List Scholar

Thesis and Publications

- Hanes, M. J. (2009). Drawing out the enemy. *ArtBeat Magazine*, 1(12), 4.
- Hanes, M. J. (2009). Monsters from the id. *ArtBeat Magazine*, 1(10), 4.
- Hanes, M. J. (2008). Signs of suicide: Using road drawings with inmates on suicide observation at a county jail. *Art Therapy: Journal of the American Art Therapy Association*, 25(2), 78-84.
- Hanes, M. J. (2007). "Face-to-face" with addiction: The spontaneous Production of self-portraits in art therapy. *Art Therapy: Journal of the American Art Therapy Association*, 24(1), 33-36.
- Hanes, M. J. (2005). Behind steel doors: Images from the walls of a county jail. *Art Therapy: Journal of the American Art Therapy Association*, 22(1), 44-48.
- Hanes, M. J. (2001). Retrospective review in art therapy: A visual record of the therapeutic process. *American Journal of Art Therapy*, 40(2), 149-160.
- Hanes, M. J. (2000). Catharsis in art therapy: A case study of a sexually abused adolescent. *American Journal of Art Therapy*, 38(3), 70-74.
- Hanes, M. J. (1998). Abstract imagery in art therapy: What does it mean? *Art Therapy: Journal of the American Art Therapy Association*, 15(3), 185-190.
- Hanes, M. J. (1997). Roads to the unconscious: A manual for understanding road drawings. Oklahoma City, OK: Wood 'N' Barnes Publishing.
- Hanes, M. J. (1997). Utilizing the circus phenomenon as a drawing theme in art therapy. The arts in Psychotherapy: *An International Journal*, 24(4), 375-384.
- Hanes, M. J. (1997). Producing messy mixture in art therapy: a case study of a sexually abused child. *American Journal of Art Therapy*, 35(3), 70-73.
- Hanes, M. J. (1995). Utilizing road drawings as a therapeutic metaphor in art therapy. *American*

Journal of Art Therapy, 34(1), 19-23.

Hanes, M. J. (1995). Clinical application of the “scribble technique” with adults in an acute inpatient psychiatric hospital. *Art Therapy: Journal of the American Art Therapy Association*, 12(2), 111-117.

Hanes, M. J. (1994). Letter to the editor. *Art Therapy: Journal of the American Art Therapy Association*, 11(2), 5.

Hanes, M. J. (1990). The development of the kinetic circus character drawing (K-C-C-D) as an art therapy assessment procedure. Unpublished master thesis, Wright State University, Dayton, Ohio.

Licenses/Activities

Licensed Professional Counselor (LPC)

Registered Art Therapist – Board Certified (ATR-BC)

Certified LPC and ATR Supervisor

Certified DUI Instructor

Certified Art Education Teacher (K-12)

Oklahoma Art Therapy Association (OATA)

American Art Therapy Association (AATA)

Chair, Committee on Professional Ethics OATA (1996-2004)

Grants Awarded

Oklahoma AIDS Care Fund – HIV Counseling, Testing and Referral Grant 2009

Oklahoma AIDS Care Fund – HIV Comprehensive Risk Counseling and Services Grant 2011

Oklahoma City AIDS Walk – HIV Counseling, Testing and Referral Grant 2011

Oklahoma City AIDS Walk – HIV Counseling, Testing and Referral Grant 2012

Oklahoma City AIDS Walk – HIV Counseling, Testing and Referral Grant 2013

Oklahoma Department of Health – HIV Counseling, Testing and Referral Grant 2010 – 2011

Oklahoma Department of Health – HIV Counseling, Testing and Referral Grant 2012 – 2014

Oklahoma AIDS Care Fund – HIV Unmet Needs Grant 2012 – 2013

Oklahoma AIDS Care Fund – HIV Unmet Needs Grant 2013 – 2014

ODMHSAS – Non-Medical Use of Prescription Drugs Prevention Grant 2015 - 2020

Recent/Upcoming Speaking Engagements, Trainings and Art Exhibits

2015 ODAPCA Spring Conference

Self-Guided Art Therapy with the Substance Abuse Population

Norman, Oklahoma

April 10, 2015

2014 ODAPCA Fall Conference

Using Emotive Themes in Art Therapy with Substance Abuse Population

Norman, Oklahoma

October 10, 2014

Justice: The Creative Interface between Forensic Counseling and Social Issues

Norman Regional Education Center

Norman, Oklahoma 73069

March 7, 2014

Awards

AI Friedman Visionary Award 2013