



The Mandt System® Faculty and Educational References for the State of Maine



The Mandt System® Faculty (In Alphabetical Order)

Mike Bellisario, Consulting Faculty

Mike Bellisario became a member of the Faculty of The Mandt System, Inc. in 2008. Mike started working with people affected by developmental disabilities in 1994. While at Valley HealthCare System in Morgantown, West Virginia, he worked in positions of direct care, service coordination and management. He continues to work at Valley, where he is the program manager of Waiver Community Services. Mike has also worked at Chestnut Ridge Hospital in Morgantown, West Virginia, where he served on all in-patient units and two residential treatment centers for adolescent males.

Mike has a Bachelor's degree in Psychology from West Virginia University. He has been a certified Mandt System® instructor since 1998. As the senior Mandt System instructor at Valley HealthCare System, an organization serving over 1,000 persons per year in a combination of out-patient, in-patient, and emergency placements, he was able to work with many other team members to create a service and support structure in which a total of 2 restraints were done from 2000 to 2008.

Bob Bowen, Faculty

Bob Bowen was first to be certified as a Mandt System® instructor in 1980, and became a member of the National Faculty of The Mandt System, Inc. in 2001. Bob has experience in supporting people affected by disabilities through administration of residential and vocational programs in Ohio, Indiana, Illinois, Iowa, Oklahoma, Colorado, and New Mexico. In 2002 Bob became the CEO of The Mandt System, Inc.

Bob graduated with a Bachelor of Arts in Social Work degree from the University of Northern Iowa in Cedar Falls, Iowa. He has also done graduate work at Associated Mennonite Biblical Seminaries in Elkhart, Indiana, Kent State University, and the University of Phoenix. He has been an adjunct instructor at Hawkeye Community College in Waterloo, Iowa, where he taught classes in behavior modification, and Walsh University in North Canton, Ohio, teaching in the Education department. He has served as a social work field instructor through Malone College in Canton, Ohio.

As a Mandt instructor since 1980, Bob has had the opportunity to combine his education, work experience, and values into a program that has the foundational belief that disabilities affect what people do, while they do not define who people are. His focus is on “supporting people, not just their behaviors”. He strives to share this philosophy and associated skills in behavior assessment, support, and relationship building into a cohesive in-service instruction program. In addition to his responsibilities as a member of the Faculty, Bob serves as the Chief Executive Officer for The Mandt System, Inc. Bob is an internationally known presenter. He has presented at conferences throughout the United States and Canada, and in the United Kingdom, the Netherlands, Sweden, Czechoslovakia and Australia. He has published over 15 articles and contributed a chapter (Moving away from coercion, enhancing patient dignity and respect) for the book “Workplace Violence in the Mental Health and General Healthcare System” edited by Michael R. Privitera, MD.

He is a member of the International Association for Positive Behavior Support, the International Association for Invitational Education, the Organizational Behavior Management Network, the American Psychiatric Nurses Association, , and TASH. Bob has also served on the Behavior Support Advisory Committee for the Ohio Department of MR/DD, and participated in formulating the Best Practices in Behavior Management book for the Child Welfare League of America.

Annette Braun, Faculty

Annette Braun has been working for people affected by disabilities since 1981 when her youngest son began to shape her life around the world of people affected by disabilities.. She has held various senior management positions in organizations in Manitoba, British Columbia, and Saskatchewan. She has led the development of employment and business services as well as community development. From 1995-2000 she led community groups in various parts of Saskatchewan forming four non-profit organizations providing new direct services to people affected by disabilities. Annette has led various teams of people to accomplish significant results in services for self advocates, their families, and the community. In each of her positions and roles, instruction has held prominence as she would lead organizations through developmental processes.

She has studied management at Simon Fraser University, Justice Institute of British Columbia, and the University of British Columbia. At the Canadian Bible College she studied in areas of human development and counseling.

Annette connected with The Mandt System, Inc. in 1998, while involved in a Saskatchewan provincial project to bring a recommendation for crisis prevention instruction. After a move to Alberta in 2000 she initiated the development of Mandt System® Instruction in Canada. She has led both small and larger organizations and brings her business background to the Canadian division of The Mandt System®. In addition to her responsibilities as a member of the Faculty, Annette serves as the Chief Operations Officer for The Mandt System – Canada ULC., and coordinates the IT Department for The Mandt System, Inc.

Tim Geels, Faculty

Tim Geels was first certified in The Mandt System® in 1988 and was later certified as a Mandt System® instructor in 1995. Tim became a member of the National Training Faculty of The Mandt System, Inc. in October of 2001. He attended Northwestern College in Orange City, Iowa, earning a Bachelor of Science degree in 1992 in Sociology with a concentration in Criminal Justice and Religion. In 1998 Tim was certified in Leadership Development through the University of Nebraska's Center for Leadership Development. His educational experiences also include a number of masters' courses through the University of South Dakota in Administrative Studies and American Public University in Organizational Leadership.

Tim started working with individuals with Traumatic Brain Injury in 1987 while working at Village Northwest Unlimited in Sheldon, Iowa. In his eight years with VNU, Tim worked as direct care, senior counselor, community living supervisor, and co-director of waiver services. His experiences include working with individuals with traumatic brain injury, developmental disabilities, and intellectual disabilities, as well as teaching various staff development courses. In 1995 Tim started his almost six-year employment with Opportunities Unlimited in Sioux City, Iowa. While at Opportunities Unlimited, Tim served adults with Traumatic Brain Injury in the capacities of residential coordinator, director of residential services, and director of staff development.

Today, Tim serves as Director of Operational Sustainability for The Mandt System, Inc. He is a sought after conference speaker, trainer, keynote presenter, and behavior consultant. He has helped reduce and eliminate restraints and coercive programming in organizations and schools around the world. He has worked with people in settings such as education, detention, jails, psychiatric hospitals, developmental disabilities group homes, hospitals, law enforcement, bouncers and Sunday school teachers. As a parent of a child affected by a developmental disability, as well as a professional in the field, Tim brings a unique blend of personal and professional insights into his presentations.

Randel Goad, Faculty

Randel Goad, Director of Instructional Operations of The Mandt System, Inc., has more than 25 years of experience in nonphysical and physical crisis interaction. He has been a member of the National Faculty of The Mandt System® since 1978 and has presented the program in area community colleges and in private and state agencies for mental health, mental retardation, adult corrections, youth corrections, law enforcement, security, school districts, general hospitals, psychiatric and substance abuse centers, as well as at local, state, national, and international conventions.

Randel has an extensive background in juvenile corrections and mental retardation. He worked two years for Hissom Memorial Center, a state facility for the people affected by developmental disabilities, and twelve years in juvenile corrections for the L.E. Rader Center, a state agency for juvenile delinquent youths in Oklahoma. Randel has worked as a crisis counselor, direct care staff, and shift and unit supervisor. In addition to his duties as a member of the Faculty, Randel serves as the Vice-President for Instruction for The Mandt System, Inc.

Aaryce Hayes, Faculty

Aaryce Hayes has worked professionally with individuals diagnosed or labeled as having a mental illness since 1974. Her experience includes direct casework for 13 years as a caseworker at a state hospital working with adults with acute mental illness as well as geriatrics and individuals being treated on the medical and surgical unit. Aaryce worked for two years as a client abuse investigator and rights protection officer for the Central Office of the Texas Department of Mental Health and Mental Retardation (TDMHMR). In these roles she served residents at state hospitals, clients of community mental health and mental retardation centers, and clients of private hospitals. Aaryce worked as a policy specialist for Advocacy, Inc., the Protective and Advocacy System in Texas from 1990 to 2008, with a focus on systemic advocacy in the area of mental health, abuse investigations, the use of emergency interventions and issues relating to guardianship. She was first certified in Mandt in 1998 and began working for Mandt System Inc., in August of 2008 as instructor.

Aaryce has also benefitted from personal experience in advocating for treatment and the rights of a sibling and parent with a mental illness.

She has performed consultations for the Substance Abuse and Mental Health Services Administration and the National Disability Rights Network. She has served as the Chairperson of the Mental Health and Planning Advisory Committee in Texas since 2008, is a member of the Guardianship Advisory Board in Texas and serves on the Board of the National Association of Rights Protection and Advocacy in addition to other advisory committees and workgroups. Aaryce is a LMSW and is licensed in Texas as a Licensed Clinical Social Worker, Certificate Number 4326.

Dr. Karen Heller, Consulting Faculty

Karen M. Heller, Ed.D, is a highly respected and recognized expert in the field of behavior management with over 25 years of direct and practical experience. Her results-oriented approach places her in high demand as an international presenter, consultant, and instructor. Her expertise encompasses the areas of behavior, conflict resolution, civility, diversity and tolerance, organizational change, and general and special education. Karen has been a certified Mandt instructor for the past 10 years, and is the president of Behavioral Dynamics, a consulting and training organization.

Karen completed her Doctorate in Organizational Leadership, specializing in conflict resolution. She currently is a Director in the Multicultural Affairs Division at Nevada State College. Karen is also the international special projects director of Ungdomsalternativet, the Youth Alternative. This Swedish-based organization provides teaching to youth demonstrating aggressive and anti-social behaviors using the Aggression Replacement Training (ART), a proactive and positive behavior intervention model. The organization also provides ART training to educational, government, human service, and other personnel throughout Scandinavia, the Baltic region, and the United States who work with aggressive and violent individuals.

Dr. Jennie Long, Consulting Faculty

Dr. Jennie Long joined The Mandt System in 2002 as a certified trainer for her special education cooperative which covered six school districts. She became a member of the Training Faculty of The Mandt System, Inc. in 2011. Jennie has worked in the field of special education since 1996 providing educational services for individuals from birth through 21 with a varying range of disability diagnoses. Jennie has expertise in the areas of education, classroom structure and evaluations, professional development, teacher preparation, and evidence-based practices in autism spectrum disorders.

Jennie completed her Doctorate in Special Education with an emphasis in Autism, Asperger syndrome, and Emotional-Behavioral Disorders. She currently presents at educational and behavioral conferences throughout the United States. Jennie is also an adjunct professor at the University of Kansas teaching courses at the master's level within the Autism Spectrum Disorder's Master's of Science in Education program. She has been a Master Teacher for the Kansas Instructional Support Network's Summer Institute on Autism since 2009.

Jennie is a member of the Autism Society of America; Council for Exceptional Children (CEC); CEC, Council for Children with Behavioral Disorders; CEC, Division for Learning Disabilities; CEC, Division of Early Childhood; CEC, Division on Autism and Developmental Disabilities; CEC, Teacher Education Division; CEC, The Association for the Gifted; and National Association for the Education of Young Children.

Sally Phipps, Faculty

Sally Phipps, a member of the International Faculty of The Mandt System, Inc., has more than 25 years of experience in nonphysical and physical crisis interaction. She has been a member of the Faculty of The Mandt System® since 1978 and has presented the program in area community colleges and in private and state agencies for mental health, mental retardation, adult corrections, youth corrections, law enforcement, security, school districts, general hospitals, psychiatric and substance abuse centers, as well as at local, state, national, and international conventions.

Ms. Phipps has an extensive background in juvenile corrections, adult corrections, and law enforcement, along with experience in working with individuals with physical and mental impairments. She held the position of Director of Security while working in juvenile corrections. She assisted in the development of a security unit while working as a corrections officer at a maximum-security facility for women. Ms. Phipps was also employed for two years in law enforcement and spent four years working with the physically and mentally impaired.

Ms. Phipps has been a certified mediator for the Polk County Attorney's Office in Des Moines, Iowa. She is a lifetime member of the International Association of Police Women. In addition to her responsibilities as a member of the faculty, Ms. Phipps serves as the Vice-President for Administration for The Mandt System, Inc.

Nikki Wince, Faculty

Nikki Wince became a member of the Faculty of The Mandt System, Inc. in 2008. Nikki has worked with and for people affected by disabilities since 1989, and has worked in direct support, administrative, and supervisory positions. She has worked with children and adults, with work experiences at Village Northwest Unlimited in Sheldon, Iowa, and the Marc Center in Mesa, Arizona.

Nikki has a Bachelor's degree in Sociology from Nebraska Wesleyan University, and has also been certified as an Emergency Medical Technician. She has been a certified Mandt System® instructor since 1989.

Maine Education Reference List

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