

**Gregory M. Shahum, PhD, LNHA, MHA, OTR/L**

---

November 2020

Organization Name

In regards to Employment Opportunity:

Please accept this as my letter of application for the Employment Opportunity with your company. My resume highlights my capabilities and experiences over the past 20 years within the healthcare industry specific to leadership roles, project management, clinical practice, community development, academic advancement, and global outreach. But in this short cover letter I want to emphasize that my focus has always been on treating “people as priority”, genuinely caring in the development of staff and client relationships, and having the “it’s not always about me” attitude to create trust and team building leading to the greatest effect especially during the times of Covid.

My interest in being part of your Organization is rooted in a diverse healthcare background with an enduring attention to providing the best possible care to clients, caregivers, and staff. My most recent experience as Administrator allowed me to closely interact with all levels of staff and families at the SNF facility as well as operating closely with hospitals, insurance providers, and community activists. In addition, my international experience has allowed me to utilize knowledge of operation management to identify and define core products, establish clear vision in emerging markets, develop sound business plans, prepare and train staff, lead change in a diverse culture, emphasize hospitality and service delivery models, ensure accountability and set high standards, all the while knowing that strong business acumen and meeting financial obligations is an essential part of the success of any business. Prior to travelling abroad I was a Director of Rehabilitation at varying facilities including large CCRC’s, SNF’s, and outpatient centers. As a practicing clinician I had the ability to directly improve function and performance of my clients with sound assessment and application of specialized treatments. As the DOR I could affect staff and clients via a supportive management style, providing necessary resources and education, and further program development. At the Administrator level it was charting a course of action, setting and achieving financial goals, ensuring trust, implementing quality assurance measures, and forming necessary relations within a community (ACO’s) that made the greatest impression.

I am confident that my diverse background, adaptability, and focus on client-centered care will be a value at your Organization and welcome the opportunity to further elaborate on the details of my qualifications, experiences, and leadership ability. I look forward to hearing from you for a follow up interview and thank you in advance for your time and consideration.

Sincerely,

Dr. Gregory Shahum

56 Valley Road  
Stamford CT 06902  
Mobile: (570) 677-0270  
Email: [shahumg2@hotmail.com](mailto:shahumg2@hotmail.com)

# Gregory M. Shahum, PhD, LNHA, MHA, OTR/L

Mobile: (570) 677-0270

Home Email: [shahumg2@hotmail.com](mailto:shahumg2@hotmail.com)



## EDUCATION & TRAINING

Quinnipiac University School of Business

NHA – Long-Term Care Administration Program, May 2011

St. Elizabeth University of Health and Social Work

Námestie 1. mája c. 1, P.O. Box 104, Bratislava, Slovakia 810 00, Europe

PhD – Public Health and Policy Development, May 2008

University of Scranton, Panuska College of Professional Studies (Graduate School)

MHA – Master of Health Administration, May 2005

University of Scranton, Panuska College of Professional Studies (Undergraduate School)

BS – Occupational Therapy, May 2001

Minor – Psychology, May 2001

## LICENSES

CT CNHA:	# 1929	Expiration: 10/31/2022	Granted: 10/20/2011
CT OTR/L:	# 3443	Expiration: 07/31/2021	Granted: 05/28/2008
NC OTR/L:	# 8304	Expiration: 06/30/2020	Granted: 05/25/2012
NC CNHA:	# 2638	Expiration: 09/30/2014	Granted: 10/21/2012

## HONORS

- 2016-2020 Healthcare Administrator of 5 Star Rated Skilled Nursing Facilities.
- 2018-2019 Deficiency Free State Survey Recipient at Edgehill, SNF, Stamford CT
- 2015-2017 Invited Speaker at International Conferences presenting on Western Rehab Services and Treatment Methods in Beijing, Guangzhou, Hangzhou, and Shanghai; China
- 2014-2015 GRS Chinese Rehab Expansion planning committee member to Guangzhou, China
- 2012-2013 Deficiency Free State Survey at Carolina Meadows, SNF, Chapel Hill, NC
- 2011-2012 Deficiency Free State Survey Recipient at RHOS, SNF, Stamford, Connecticut
- 2010 Juvenile Arthritis Conference Invited Presenter, Philadelphia, PA July 29 – Aug 1, 2010
- Cambridge Who's Who Registry among Executives and Professionals in the field of Research, Medicine and Healthcare, 2008-2020
- Co-editor of European Journal of Nursing and Social Work, October 2007
- University of Scranton, MHA Most Outstanding Graduate Student Award, May 2005
- Upsilon Phi Delta (UPD) Honor Society Member, May 2005
- ACHE Student Leadership Award Recipient and Chapter Vice-President, 2002-2003

## HEALTHCARE RELATED EXPERIENCE

### Edgehill – A Benchmark Signature Living Community

Healthcare Administrator

May 2018 – October 2020

122 Palmers Hill Road, Stamford, Connecticut, 06902 USA

- Lead Covid-19 IP DPH Surveys with Deficiency Free compliance and maintained CMS 5 Star Rating during pandemic, 2019 Deficiency Free State Survey recipient; 2018 AHCA/NCAL Bronze National Quality Award recipient; Bundle Payment (Remedy) service provider of choice; AOD/Matrix Super User; drive staff education and Relias training; PBJ submission; continual facility assessment responsibility; maximize Medicare Reimbursement with a strong Rehab background; PDPM Medicare ready; daily environmental rounds; outstanding customer service survey responses; and financial and budgetary oversight for entire department.



# **Dr. Gregory M. Shahum p. 2**

## **Cassena Care at Stamford**

Administrator

May 2017 – May 2018

53 Courtland Avenue, Stamford, Connecticut, 06902 USA

- Ensure facility CMS compliance as evidence by 5 Star Rating and recent survey completion; respect resident rights and create opportunities for choice; oversee facility quality assurance program, corporate compliance, and employee safety committee; financial management of the facility and departmental oversight, Bundle Payment and ACO relationship development; change leader and regular engagement with staff to facilitate cultural and clinical excellence in the building.

## **Genesis Rehabilitation Services (GRS CHINA)**

Rehab Development Director – International Operations

Jul - Oct 2014, Jul 15 – May 2017

105, South Street of Phoenix City Square, Fengyan Yuan of Phoenix City, Xintang Town, Zengcheng, Guangzhou, 511300, China

- Project management for Rehab Facilities in 2 hospitals in Guangzhou China. Aid in facility design, hands on site management (construction phase), staffing, regional clinical development and training, operations management, financial projections, reimbursement model preparations, marketing plan development and implementation, and develop hospital relationship, systems and processes for Rehab integration with future expansion.
- Prepare and present GRS capabilities and business development proposals to large scale investors highlighting value-based services with favorable reviews.
- Prepare feasibility report, develop curriculum-training materials, create membership level presentation, design job descriptions, and cultivate local relations with potential referral sources. Assigned and certified Regional Clinical Proctor for LMS training.

## **Carolina Meadows (CCRC)**

Director of Rehabilitation for GRS

September 2012 – July 2015

500 Carolina Meadows, Chapel Hill, North Carolina, 27517, USA

- CMS Outpatient Administrator, Def Free State Survey, created integral relations with community and providers, expanded client referral/program and improved therapist efficiency.

## **St. Joseph of the Pines (CCRC)**

Director of Rehabilitation for Legacy Healthcare Services

July 2012 – September 2012

103 Gossman Drive, Southern Pines, North Carolina, 28387, USA

- Manage large CCRC rehab department comprised of high intake inpatient and outpatient clientele. Increase staff efficiency and productivity while improving departmental operations and margins.

## **Regency Heights of Stamford**

January 2011 – June 2012

Director of Rehabilitation/ Assistant Administrator (formerly Courtland Gardens Health Center)

53 Courtland Avenue, Stamford, Connecticut, 06902 USA

- Develop facility Strike Contingency and Business Plan, AHCA Bronze Medal Award preparation, involvement in Union Negotiations; establish ACO with local providers highlighting functional and clinical outcomes; and complete administrative assignments with first-rate outcomes.

## **Paradigm Healthcare**

August 2010 – January 2011

Assistant Administrator/ Director of Rehabilitation

23 Prospect Avenue, Norwalk, Connecticut, 06850, USA

- Assist Administrator with “turn around” facility during State Survey regaining compliance. Create cultural change initiative to improve Union relations. Lead and restructure Rehab department during transition period staffing FT in-house employees.

# **Dr. Gregory M. Shahum p. 3**

## **Peoplefirst Rehabilitation**

December 2008 – December 2010

Rehabilitation Manager of Courtland Gardens Health Center

53 Courtland Avenue, Stamford, Connecticut, 06902 USA

- Replace 100% PRN staff with FT employees, establish outpatient license and offer innovative rehab programs, acquire service contracts (VA), and company-wide leader in reimbursement.

## **BUSINESS RELATED EXPERIENCE**

### **Arthritis Foundation (NEPA Unit)**

August 2006 – December 2008

Director of Community Development

57 North Franklin Street, Suite 101, Wilkes Barre, Pennsylvania, 18701, USA

- Lead autonomous satellite office, manage Business-Financial Operations, implement grant deliverables, cultivate volunteer/recruitment, Exec. Board development, fundraising, expand community outreach, and leader in health promotion.

## **TEACHING RELATED EXPERIENCE**

### **University of Scranton (PCPS)**

August 2007 – May 2008

Adjunct Faculty – Health Administration/ Human Resource Department

800 Linden Street, Scranton, Pennsylvania, 18510, USA

- Undergrad Health Admin instructor - Cultural Diversity and Intro to Public Health, Develop novel course and testing materials to improve comprehension, invited guest lecturer at Health Admin Graduate School and OT Departments.

## **QUALIFICATIONS**

- LTC Administration, project management, site construction, and clinical service development in China. Skilled with PPD, Rehab Optima, Point Click Care (PCC), MDS 3.0, Cypress, Casamba, AOD rehab software, and POC. ACO's, bundled payment, Medicare and Outpatient Rehab Facility Compliance, Rehab Program Design, and Census and Caseload Development.

## **CAREER DEVELOPMENT**

- FEMA Introduction to Incident Command Systems ICS-100 Certification, June 12, 2019
- First Clinical Proctor for GRS Academy's Rehab Professional Development (RPD) training and competency program, Dec 2016.
- GRS Health Coach Professional (HCP) Certificate Program developer, China, 2015 – 2016
- Representative to Guangzhou, China to aid in development of Rehab Facility, July 2014
- Physical Agent Modalities (PAM) certification program completed May 2014
- COTA Educational Conference and Trade Show Presenter, Raleigh, NC, 2013
- GRS Program Manager Leadership Training, Kennett Square, PA, June 2013
- ACHCA/CAHCF Educational Conf. & Trade Show Presenter, Cromwell, CT, Nov 2011
- Long-Term Living, Managing Therapy Denials, Rehab Care, October 25, 2011
- PPS 2012 Update and Final Rule FY 2012 Conference, Waterbury, CT, September 2011
- MDS 3.0 Intensive Training Course, Harmony Healthcare, Waterbury, CT, September 2010
- Demystifying MDS 3.0 Conference, Waterbury, CT, May 2010
- Rehab Management Leadership Training, Kindred Healthcare, Louisville, KY, May 2009
- Cambodian House of Family Admin Residency, Phnom Penh, Cambodia, Jan 2005, Feb 2008
- 17<sup>th</sup> Annual Art and Science of Health Promotion Conference, San Francisco, March 2007
- Fourth International Conference on Health Care Systems, Bratislava, Slovakia, July 2006
- National Council on Disability Participant, Washington DC, June 2005
- Rotary International Exchange Program to the Philippines, Manila, April 2005
- Slovakian Rehabilitation Health Care Systems Overview, Bratislava, Slovakia, Nov. 2004
- Fulbright Scholarship Applicant. Analysis of Slovak Physiotherapy Treatment for Orthopedic Impairment. Trnava Medical University affiliation, Trnava, Slovak Republic, March 2004
- China Study Abroad to Gain Understanding of China Healthcare System, UofS Grad., 2002