

Curriculum Vita
Thomas E. Pomeranz

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EDUCATION

Indiana University:

Doctor of Education in School Administration 1972
Minors: Special Education/Intellectual Disabilities
Business Administration
Master of Science in Education 1969
Specialization: Children with Developmental Disabilities
Bachelor of Science in Education 1968

Notre Dame University:

Post Graduate Studies
Experimental Psychology

PROFESSIONAL EXPERIENCE

Chief Executive Officer

November, 1999 - present

Universal Life Styles LLC – Indianapolis, IN

Provide training, technical assistance and management and clinical consultation to organizations, agencies, State Departments in the human services field
Deliver keynote presentations and conduct training seminars in the disability field
Develop a wide range of staff training materials related to the field of disabilities

Advisory Board

July 1, 2014 – present

Medisked, LLC – Rochester, NY

A Human Services software company dedicated to improve the quality of life, reduce costs, increase capacity in Human Services agencies and Home Care.

Policy Fellow/Visiting Lecturer

Minot State University North Dakota Center for Persons with Disabilities
(University Center of Excellence)

December, 2006 – 2015

Chief Clinical Officer

December, 1993 – Nov. 1999

VOCA Corporation - Dublin, Ohio

Advises management on the clinical aspects of operations, service delivery and professional services
Monitors the quality of clinical service functions and serves as a technical resource
Provides leadership in the implementation of total quality initiatives
Establishes a consulting service division
Serves as a technical resource to the Mergers and Acquisitions team
Provides ongoing clinical training to staff at all levels in the organization

Adjunct Faculty/Visiting Lecturer

1981 - 2005

St. Louis University Medical Center; Clinical Faculty for Health Services Education and Research

National Director of Training and Consultative Services	July, 1991 - December, 1993
<u>VOCA Corporation</u> - Dublin, Ohio	
Lead effort to develop, market and deliver clinical training, management consultation and technical assistance nationally	
Provide technical assistance in supporting positive behavioral change, active habilitation, inclusion, leadership development and management training	
Provide training and consultation to management, professional and paraprofessional staff	
Write articles for publication in professional journals	
Vice President of Training and Support Services	1990 - 1991
<u>VOCA Corporation</u> - Columbus, Ohio	
Coordinate the development and delivery of all training services and technical assistance	
Vice President of Operations	1986 - 1990
<u>VOCA Corporation</u> - Columbus, Ohio	
Supervise all corporate and regional operations for corporation of \$45 million annual revenue	
Coordinator of Habilitation Services	1985 - 1986
<u>VOCA Corporation</u> - Columbus, Ohio	
Assistant Superintendent - Habilitation	1983 - 1985
<u>Bellefontaine Habilitation Center</u> - St. Louis, Missouri	
Director of Health Services Continuing Education	1981 - 1983
<u>St. Louis University</u> ; Center for Continuing Education and Research	
Coordinator of Field Experiences	1980 - 1981
<u>St. Louis University</u> ; Department of Hospital and Health Care Administration	
Assistant Superintendent of Treatment	1978 - 1980
<u>St. Louis State Hospital Complex</u> - Missouri	
Missouri Department of Mental Health; Division of Comprehensive Psychiatric Services	
Treatment Planning Consultant	Special Assignment 1978
<u>Farmington State Hospital</u> - Missouri	
Missouri Department of Mental Health; Division of Comprehensive Psychiatric Services	
Executive Director	1975 - 1977
<u>Huntington County ARC</u> - Huntington, Indiana	
Assistant Professor/Coordinator	1974 - 1975
<u>Madison College</u> - Harrisonburg, Virginia	
Virginia Project for Early Education of Young Handicapped Children	
Special Project consultant/Doctoral Residency	1973 - 1974
<u>State Department of Education</u> - Richmond, Virginia	
Graduate and Administrative Assistant	1972 - 1973
<u>Indiana University</u> ; Special Education Department - Bloomington, Indiana	
Associate Instructor	1972

Indiana University - Bloomington, Indiana

Title I 89-313 Regional Consultant

1971 - 1972

Indiana Department of Mental Health; Northern Regional Center - South Bend, Indiana

Hospital Administrator

1969 - 1971

Northern Indiana Children's Hospital - South Bend, Indiana

Learning Disability Specialist (part-time)

1969 - 1971

Visual Guidance Clinic - South Bend, Indiana

ACHIEVEMENTS

AAIDD Humanitarian Award Region V, 2003

Honoree - The Century Project for significant contributions to the field of mental retardation and developmental disabilities during the 20th Century – Region V AAMR, 2003

AAMR Education Award Region V for Significant Contributions in the Dissemination of Information about Mental Retardation, 1997

Doctoral Research Grant - Indiana University

Doctoral Fellowship - Indiana University

Research Grant - Indiana State Department of Mental Health

Special Education Traineeship - Indiana University

Traineeship - Indiana State Department of Public Instruction

Little 500 Foundation Traineeship - Indiana University

Life Teaching License - State of Indiana

Endorsement, Special Education and Mental Retardation, Grades K-12

Certification, Missouri Board of Nursing Home Administrators

Encore Presenter Awards for 1990, 1991, 1992 – PAR Conventions

PROFESSIONAL AFFILIATIONS

American Network of Community Options and Resources (ANCOR)/LINKS Editorial Board

SELECTED PUBLICATIONS

Pomeranz, T.E., OMNI Behavioral Health, Lincoln, NE Producer; (December 2015), "In Place-Just In Time Coaching: Best Practice Strategies for Maximizing Staff Performance", Six Sessions/Three DVDs, Distributor Icarus Films, Brooklyn, NY

Pomeranz, T.E., (September 2008-Issue 03 - 2008) "Overcoming Anomy: The Impact of Positive Rituals on Quality of Life" NeuroTrauma Letter, International Brain Injury Association, www.internationalbrain.org

Pomeranz, T.E. and Eby-McKenzie, Julie, (January 2007-Volume 37 No.1) "A Paradigm Shift for Adult Day Services" LINKS American Network of Community Options and Resources, pp 19-22

Pomeranz, T.E., (May 2006-Volume 36 No.5) "Don't Blame Them – Train Them" LINKS American Network of Community Options and Resources, pp 9-10

- Pomeranz, T.E., Tierra Del Sol, Sunland, CA Producer, (January 2006) "The Principles and Practices of Building Community" – Skills of Courtesy – Quality of Interaction; Age Appropriateness – Achieving Adult Status; Supported Routines – Best Practice Strategies for a Fulfilling Life; Positive Behavioral Supports – Meeting Unmet Needs; Universal Language – It's All in How You Say It; Instructional Strategies for Effective Teaching; Transition – From Consumers to Producers; (Seven DVD Series); Icarus Films, Producer
- Pomeranz, T.E. (January 2006) Vision Library for Enhancing Quality of Life, A series of CD ROMs containing slides used by Dr. Tom Pomeranz in his training on twelve topical areas, Distributor Program Development Associates, Cicero, NY
- Pomeranz, T.E., (December 2005) Improving the Quality of Life for Citizens With Developmental Disabilities in the State of Maryland; A Curriculum for Training Direct Support Professionals, Maryland Department of Health and Mental Hygiene, Baltimore, MD
- Pomeranz, T.E. (June 2003-Volume IV No. 3) "Assuring Quality Services in Financially Troubling Times" Q Notes; National Association of QMRP's, pp 1, 6
- Pomeranz, T.E. (May 2003 – Volume 33 No. 5) "Best Practice Strategies for Abuse Prevention: What Would You Do?" LINKS American Network of Community Options and Resources, pp 12-13, 32
- Pomeranz, T.E. (January 2003 – Volume 33 No. 1) "Universal Enhancement in Place Just/Just In Time Training: The Four Coaching Strategies LINKS American Network of Community Options and Resources, pp13-14
- Pomeranz, T.E. (November-December 2002 – Volume 32 No.10) "Universal Enhancement In Place/Just In Time Training: Having a Presence." LINKS American Network of Community Options and Resources, pp10-12
- Pomeranz, T.E. (July-August 2002 – Volume 32 No. 7) "Universal Enhancement In Place/Just In Time Training: A Focus on Quality of Interactions." LINKS, American Network of Community Options and Resources, pp 18-19
- Pomeranz, T.E. (January 2002 – Volume 32 No.1) "The Changing Training Environment." LINKS, American Network of Community Options and Resources, pp 15-16
- Pomeranz, T.E. (April 2001) - The Principles and Practices of Universal Enhancement Volume I "It Matters How We Say It", Volume II "Challenging the Gatekeepers", Volume III "Obstacles to Opportunities", Volume IV-"Venturing Beyond the Iron Gate" "The Principles and Practices of Universal Enhancement", 2nd Edition High Tide Press, a Division of Trinity Foundation, Joliet, IL
(Utilized by Grandview University, Des Moines, IA as the text for the course Universal Enhancement)
- Pomeranz, T.E. (January 2001) – Universal Enhancement Supporting People in Having A Life, Video, Program Development Associates, Cicero, New York
- Pomeranz, T.E. (January 2001) – Universal Enhancement, Audio Cassette, Program Development Associates, Cicero, New York
- Pomeranz, T.E. (July/August 1997 - Volume 14 No. 4) "Where's The Cookie Jar?" THE NADD NEWSLETTER *The Association for Persons with Developmental Disabilities and Mental Health Needs*, p 55
- Pomeranz, T.E. (April 1997) - Volume XXVII No. 04) "I Am Somebody: Beyond Inclusion." LINKS. American Network of Community Options and Resources, p 24

- Pomeranz, T.E. (July 1996). "Spontaneity: The Spice of Life". National Community Review, (a monthly update), p. 2
- Pomeranz, T.E. (October 1995 - Volume XX No. 10). "Positive Rituals: Steps Toward Getting a Life." LINKS. American Network of Community Options and Resources, p 11
- Pomeranz, T.E. (September 1995 - Volume 18). Issue 3). "Steps Toward Getting a Life". Review Ohio Health Care Association, p 10
- Pomeranz, T.E. (January 1994). "Clinical Services: A Paradigm Shift" National Community Review, (a monthly update)
- Pomeranz, T.E. (March 1992 - February 1994). "Training for Today" (monthly training column). LINKS. American Network of Community Options and Resources.
- Pomeranz, T.E. (summer, 1993). "A Thousand and One Helpful Hints" Think Out Loud. *P's & Q's News/ANCOR: American Network of Community Options and Resources* Vol. II, Issue 1 (summer, 1993), p. 2.
- Pomeranz, T.E. "View Point" Anomie - Confessions of an Operant Intrusionist. *Newsletter/TASH: The Association for Persons with Severe Handicaps*, Nov. 1993, pp. 20-21.
- Pomeranz, T.E. "What a Difference a Word Makes: Empathy or Sympathy Relating to Persons with Mental Retardation." *Ohio Long - Term Care Review*, Vol. 16, Issue 3, August 1993, p. 8.
- Pomeranz, T.E. (1982). Home care givers resource module. University of Missouri, Division of Aging Studies

PROFESSIONAL ACTIVITIES

Training, Clinical and Management Consultation (partial listing; for complete client listing please refer to website)

Interhab, Wichita, KS 2020
 Elwyn, Pennsylvania 2019-2020
 R.L. Harris Wortham, Inc., 2019
 Creating Education and Behavior Momentum (CEBM), Lafayette, CA 2019
 South Carolina Human Services Providers Association Columbia, SC 2019
 Elwyn, New Jersey, Vineland, NJ 2019
 The Centers for Habilitation (TCH) Tempe, AZ 2019
 Michigan Assisted Living Association (MALA), Lansing, MI 2019
 Tessie Cleveland Community Service Corporation, Los Angeles, CA 2019
 The American Network of Community Options and Resources (ANCOR), Alexandria, VA 2019
 Future Focus, Culver City, CA 2018-2019
 The Tungland Corporation, Tucson, AZ 2018
 Jackson County Developmental Services, Parkersburg, W. Va. 2017
 Hope Association, Rumford, ME 2016
 Anthem (Managed Care I/DD), Tennessee/Arkansas 2015-present
 Group Main Stream (GMS), Westbrook, ME 2015-2018
 Diversified Assessments, Kenova West Virginia, 2015-present
 Level Up Solutions, Los Angeles, CA 2015-2018
 ARC of Meriden-Wallingford, Meriden, CT 2015-2019
 Tierra Del Sol Foundation, Sunland, CA 2002-2008; 2015
 Northeast Care Center, North Royalton, OH 2014-2015
 People's Care, Chino Hills, CA 2010-present
 Beatrice State Developmental Center Beatrice, NE 2009-2012
 LADD, Dowagiac, MI, 2013-2018

Orangeburg County Disability/Special Needs Board, Orangeburg, SC 2014
Home of Guiding Hands, El Cajon, CA, 2014`
Partners Health Plan (Managed Care/I/DD), 2014-2016
Collaborative Industries, Lincoln, NE, 2014-2016
Trinity, Joliet, IL & Reno, NV, 2013-2015
Community Services Foundation, Tinley Park, IL, March 2015
Friendship Manor LLC, Rock Island, IL March 2015
Ludeman Developmental Center, Park Forest, IL 2015, Lackawanna, NY 2015
Peak Performance Center, Inglewood, CA Jan-Feb 2015
Office of DC Long Term Care Ombudsman Program, Washington, DC 2013-2014
Friendship, Inc. Fargo, ND 2012-2015
Babcock Center, West Columbia, SC 2013; 2015-2019
LifeDesigns, Bloomington, IN 2009; 2013; 2014
Vendor Advisory Committee/South Central LA Regional Center, Los Angeles, CA, 2014
Bureau of State Operated Developmental Centers (IL), Dwight, IL, 2014
South Central Developmental Services of Nebraska/Region II, Cozad, NE, 2014-2015
North Metro Community Services, Westminster, CO 2013
South Carolina Department of Disabilities & Special Needs, Columbia, SC 2013
Arrowhead West, Dodge City, KS 2013
FVO Solutions, Inc., Pasadena, CA 2013
The Enrichment Center, Winston-Salem, NC 2013
COMPASS, Indianapolis, IN 2013
Mesa Vista, Inc. Orem, UT 2013
Capitol City Residential Health Center, Indianapolis, IN 2011-2012
The ARC of Schuyler, Watkins Glen, NY 2010-2012
Chemung ARC, Elmira, NY 2010-2011
Abilities United, Palo Alto, CA 2011
Partners in Policymaking, Topeka, KS 2011-2013
S&H Products, Sidney, OH 2011
Hav-It Services, Harvey, ND 2011-2012
G&G Living Centers, Inc. Guttenberg, IA 2003; 2012-2013
Ulster-Greene ARC, Kingston, NY 2012
Developmental Disabilities Resource Center, Lakewood, CO 2012
Quality Services for the Autism Community, Floral Park, NY 2012
ABLE Inc. Dickinson, ND 2011
Wall Residences, Floyd, VA 2011
Rockbridge Area Community Services Board, Lexington, VA 2011
County Social Services, Charles City, IA 2011-2013
Open Door Center, Valley City, ND 2010-2015
Exceptional Persons, Waterloo, IA 2010-2014
North Dakota Association of Community Providers 2012-2012
Ontario ARC, Canandaigua, NY 2011-2012
REM North Dakota, Minot, ND 2011
Putnam ARC, Brewster, NY 2011
Richland Opportunities, Sidney, MT 2011
Easter Seals of Iowa, Des Moines, IA 2010
In Unison, Temecula, CA, 2010
Institute of Applied Behavior Analysis, Los Angeles, CA 2010
ENCOR, Omaha, NE, 2009-2010
Gratiot County Community Mental Health Center, Alma, MI 2010
Ideal Program Services, Los Angeles, CA 2009-2013
Alta CA Regional Center, Sacramento, CA 2006-2009
Families Helping Families, New Orleans, LA 2009

Howard Training Center, Modesto, CA 2009
Contra Costa ARC, Martinez, CA 2009
Universal Day Services, Burbank, CA 2009
UCP of San Joaquin, Calaveras and Amador Counties, Stockton, CA 2009
Western Tidewater Community Services Board, Suffolk, VA 2007-2009
Resource Center Chautauqua County, Chautauqua, NY 2008-2014
Ambitions, Los Angeles, CA 2008
Kern Regional Center, Bakersfield, CA 2008
St. Vincent New Hope, Indianapolis, IN 2008
Wyoming Life Resource Center, Lander, WY 2008
Genesis, Hayward, CA 2008
P.A.C.E., Pasadena, CA 2008
South Dakota Assoc. of Community Based Services, Vermillion, SD 2008
Integrated Life Choices, Lincoln, NE 2008-present
Transitions of Western IL, Quincy, IL 2008
InAlliance, Sacramento, CA 2008
Valley Mountain Regional Center, Stockton, CA 2008
Orange Co ARC, Costa Mesa, CA 2008
Jacksonville Developmental Center, Jacksonville, IL 2008
STEP, Carmichael, CA 2008
California Drug and Youth Rehabilitation, Los Angeles, CA 2008
Choices for Community Living, Dover, DE 2007
Central VA Community Services Board, Lynchburg, VA 2007
Association of Community Professionals of NE, Grand Island, NE 2007-2009
ARC Ventura County, Ventura, CA 2007
Mountain Lake Services, Port Henry, NY 2007-2008
Rivers Edge Charter Academy, North East Palm Bay, FL 2007
Inland Regional Center, San Bernardino, CA 2007-2009
The ARC of Greater New Orleans, Metairie, LA 2007-2009
ACLD, Bethpage, NY 2007-2008
Southwestern VA Training Center, Hillsville, VA, 2006
InterHab, Topeka, KS, 2006 - present
MOSAIC, Garden City and Liberal, KS, 2006
Glenwood Resource Center, Glenwood IA, 2006
Catholic Guardian Society, New York, NY, 2006-2008
Salem Villages, Gainesville, FL, 2006
Sedgwick County Developmental Disabilities Programs, Wichita, KS, 2006; 2014
Border Region MH/MR Center, Laredo, TX, 2006
DHMH Southern Maryland Regional Office, Laurel, MD, 2006
DHMH Western Maryland Regional Office, Hagerstown, MD, 2006
DHMH Eastern Maryland Regional Office, Salisbury, MD, 2006
Easter Seals of Southern California, Pasadena, CA, 2006-2009
Lakemary Center, Paola, KS, 2006
New Vista Community, Las Vegas, NV, 2006-2014
Westside Regional Center, Culver City, CA, 2006-present
Jewish Foundation for Group Homes, Rockville, MD, 2006
Rivershore, Inc., Lewiston, NY, 2006-2009; 2014
Modern Support Services, Glendale, CA, 2006-present
Southeastern VA Training Center, Richmond, VA, 2006
Richmond of New York, Mount Cisco, NY, 2006-2009
Central VA Community Services Behavioral Healthcare, Lynchburg, VA 2006
Topeka ARC, Topeka, KS 2006
Polk County Health Services, Des Moines, IA, 2006-2009

Opportunity Village, Clear Lake, IA, 2006-2015
New Hope Village, Carroll, IA, 2006-2009
Enable, Bismarck, ND 2006; 2012
ARC of Peoria, Peoria, IL, 2006
Life's WORC, Garden City, NY, 2006
Broome-Tioga ARC, Binghamton, NY 2006
Franziska Racker Centers, Ithaca, NY 2005
Idaho State School, Nampa, ID, 2005
ARC of the Ozarks, Springfield, MO, t 2005
Northern Wisconsin Center, Chippewa Falls, WI, 2005
Northern Virginia Training Center, Fairfax, VA, 2005
MOSAIC, Des Moines, IA, May 2005; Axtell, NE 2010-2012
Bethesda Homes, Watertown, WI, 2005
Joseph Brandenburg Center, Cumberland, MD, 2005
Wendell Foster Campus for Developmental Disabilities, Owensboro, KY 2005
United Cerebral Palsy/National Office, Washington DC 2005
Nueces MH/MR Center, Corpus Christi, TX 2005
Sumnount Developmental Center, Tupper Lake, NY 2005
Indiana Association of Rehabilitation Facilities (INARF) 2005-2009; 2012
Jay Nolan Community Services, Mission Hills, CA 2004
LifeSkills Inc, Bowling Green, KY 2004
AHRC Nassau County, Plainview, NY, 2004-2014
Jawonio, New Hempstead, NY, 2004
Nebraska Dept of Health and Human Services, Omaha, NE 2004-2006
NorthStar, O'Neill, NE 2004
The Resource Center/Chautauqua, Jamestown, NY, 2004-2008
Child Serve, Johnston, IA 2004
AHRC, New York, NY, 2004-2010
United Cerebral Palsy of MD, Baltimore, MD 2004
Muscatatuck Developmental Center, Butlerville, IN 2003
Sunmount DDSO, Tupper Lake, NY 2003
Hills and Dales, Dubuque, IA 2003; 2013-2014; 2021
San Gabriel/Pomona Regional Center, Pomona, CA 2003
Lutheran Social Services, Minneapolis, MN 2003
Frank D. Lanterman Regional Center, Los Angeles, CA, 2003-present
ABLE, Dickinson, ND 2003
Opportunity Foundation, Williston, ND 2003
Upstate Home for Children and Adults, Oneonta, NY 2003
New Hope Community, Loch Sheldrake, NY, 2003-2007
Rio Grande State Center, Harlingen, TX 2003
Christian Opportunity Center, Pella, IA 2003
People, Inc., Williamsville, NY, 2003; 2016
Central State ICF-MR, Louisville, KY 2003
Taconic Developmental Disabilities Services Organization, Wassic, NY 2003
Minot State University, Bismarck, Fargo and Grand Forks, ND, 2003-2007
Community Advantage, Longmont, CO 2003
The John F. Murphy Homes, Lewiston, ME 2002; 2015-2016
Institute on Disability and Human Development, University of Illinois at Chicago, Bloomington/Normal, IL,
2002, Mt. Vernon, IL 2002, Chicago, IL 2002
Indiana Institute on Disability and Community, Center on Community Living and Careers, Indiana
University, Indianapolis, IN, July 2002
UCP of Los Angeles – Los Angeles, CA, 2002-2008
Champaign Residential Services – Urbana, OH 2002

The Columbus Organization – Somerset, KY 2001-April, 2002
 Independent Group Home Living, East Moriches, NY 2002-present
 New York State Assoc. of Community and Residential Agencies – Manhattan, Albany, Rochester, NY 2001
 UCP of New York State, Albany, NY 2001
 ResCare Training Technologies, Principal Consultant 1999 - 2001
 UCP of Utica - Utica, NY March 2001
 UCP of Rochester - Rochester, NY March 2001
 Life Time Assistance Rochester, NY 2001-2006; 2012-2014
 Broome Developmental Center Binghamton, NY 2001
 Rauch, Inc. New Albany, IN 2001
 Heritage Christian Home East Rochester, NY 2001
 Anne Carlson Home for Children Jamestown, ND 2001
 Advocacy and Resource Center Plattsburgh, NY 2001
 Region IX Council on DD, Sikeston, MO 2001
 National Volunteers of America Arlington, TX 2001
 Easter Seals of Delaware- Charlestown, MD 2000
 Moorehead, Dotts and Associates- Corpus Christi, TX 2000
 Fairbanks Resource Center- Fairbanks Alaska - 2000; 2002; 2012; 2013; 2015; 2020-2021
 Nueces County MH/MR Community Center – Texas –2000
 FEGS New York, NY 2000
 Potomac Center- Rumney, WV 2000
 Sierra Regional Center, Sparks, NV 2000
 Home of Hope Vinita, OK 2000

Key Note, Plenary & Featured Presentations Delivered (partial listing)

- “Management and Administrative Strategies to Address the COVID-19 Pandemic”, Keynote – California Association of Adult Day Services, Virtual, November 17, 2020
- “The Transition of Day Supports: From Consumers to Producers”, Keynote – West Virginia Behavioral Healthcare Providers Association, Roanoke, West Virginia, May 10, 2018
- “Changing Expectations: Leading the Charge for Change”, Keynote – Developmental Disabilities Providers Network (DDPN), San Diego, CA, November 29, 2017
- “Challenge: Quality of Life”, Keynote – California Association of Health Facilities (CAHF), Palm Springs, CA, November 12, 2017
- “Finding the Balance Between Risks and Rights”, Keynote –Tennessee – NADD, Nashville, TN, August 24, 2017
- “So Many Changes- How Do They All Relate and How Will They Bring Improvement” – State Council On Developmental Disabilities, Los Angeles Region, Los Angeles, California, March 2, 2017
- “Transition from Site Based Services to An Inclusive Life”, Opening Session – Tennessee Community Organizations (TNCO), Murfreesboro, TN, October 26, 2016
- “Igniting a Vision for Change”, Keynote – IL Association for Rehabilitation Facilities (IARF), Naperville, IL
- “Igniting a Vision for Change”, Plenary – ANCOR – Washington, DC, May 5, 2015
- “Organizational Transformation”, - Featured Presenter - Developmental Disabilities Association of Western New York, Rochester, NY, October 14, 2014
- “Raising the Bar: Strategies for Supporting People to Have a Meaningful Life” – Keynote – YAI, New York, NY, April 29, 2014
- “The Role of Direct Support Professionals as Teachers, Coaches, Mentors & Allies” – Keynote – Indiana Association of Rehab Faculties (INARF) Direct Support Professionals of Indiana (DSPIN) Indianapolis, IN, September 19, 2014
- “Empowering People to Have a Meaningful Life” – Pre-Conference – National Association for QDDPs, 19th Annual Conference, Nashville, TN, August 5, 2014
- “Positive Behavioral Supports: Meeting Unmet Needs & Life! Be a Part of It: Person Centered Planning”, Keynote - Alabama Conference of Executives for the ARC, Fayette, AL, October 30, 2014

“There is Life After High School: The Pathway to Adult Status” – Keynote – San Gabriel/Pomona Parents’ Place Family Resource & Empowerment Center 7th Annual Transition Conference, West Covina, CA, November 9, 2013

“Supported Routines - Strategies for a Fulfilling Life” & de’grading, de’humanizing, de’moralizing, de’valuing – The Primary Causes of Abuse and Neglect – Featured Speaker – Idaho Partnership Council/Partnerships Conference on Human Services, Boise, ID, October 18, 2013

“If It’s To Be, It’s Up To Me!” – Keynote – National Association of QDDPs, 18th Annual Conference, Reno, NV, August 7, 2013

“Sensitivity: An Empathetic Approach” – Keynote – Drake University College of Pharmacy and Health Sciences; Pharmacy & Health Sciences Day 2013, Des Moines, IA, March 5, 2013

“Celebrating Quality of Life for People with Developmental Disabilities” – Keynote – Midland ARC, Midland, TX, November 2012

“Addressing Interfering Behaviors: A Rethinking of the Operant Paradigm” – Keynote – Indiana Association of Behavioral Consultants Annual Conference, Indianapolis, IN, October 25, 2012

“Active Treatment” – Keynote - American Health Care Association (AHCA), Washington, DC, October 7, 2012

“Improving Quality of Life in Financially Troubling Times” – Keynote – Interagency Council, New York, NY, June 14, 2012

“Transition: From Consumer to Producer” – Keynote – ND Association of Community Providers, Bismarck, ND, June 6, 2012

“Coaching Universal Enhancement: In Place Just In Time” – Plenary Session – Michigan Assisted Living Association (MALA), Lansing, MI, May 8, 2012

“Positive Behavioral Supports: Meeting Unmet Needs” – Keynote – ND Association of Community Providers, Bismarck, ND June 16, 2011

“Best Practice Instructional Strategies” and related topics – Plenary Sessions – Kerry’s Place, Toronto, Ontario, Canada June 2-3, 2011

“Raising the Bar” – Key Note – Kansas Partners in Policymaking, Topeka, KS March 5, 2011

“Enhancing Quality of Life in Financially Troubling Times” – Keynote – Missouri Association of County Developmental Disabilities Services, Lake Ozark, MO, October 13, 2011

“Universal Enhancement: Raising the Bar” – Key Note – FOCUS, Frankenmuth, MI, October 21, 2011

“Enhancing Quality of Life in Financially Troubling Times” – MARC – Midland, TX, October 1, 2011

“Universal Enhancement: Overcoming Life’s Obstacles” – Chautauqua Resource Center, The Chautauqua Institute, July 7, 2010

“To Boldly Go Where Everyone Else Has Gone Before” – Keynote – TN Council on DD Nashville, TN, February 19, 2010

“Promoting an Envidable Life” – Keynote – Lenawee County/Brenda Ross Fund, Adrian, MI, September 15, 2010

“Leadership: Enhancing Personal Power” – VA Association of Reimbursement Officers, Staunton, VA September 17, 2010

“Universal Enhancement: Raising the Bar for Individuals with TBI” – Kansas Neurological Institute, Topeka, KS, June 10, 2009

“Assuring Individual Rights: The Price of Liberty” – Keynote – Indiana Association of Rehab Faculties, Indianapolis, IN, March 13, 2009

“Supported Routines: Strategies for a Fulfilling Life” – Michigan Association of Community Mental Health Boards, September 30, 2009

“Good Enough For Me?” – Key Note – Staten Island Developmental Disabilities Council – Staten Island, NY – November 13, 2008

“To Boldly Go Where Everyone Else Has Gone Before” – Keynote - The ARC of the United States – Albuquerque, NM - November 6, 2008

“Leadership: The Use of Personal Power in Advocacy” – Keynote – The National Conference of Executives, ARC of the United States – Albuquerque, NM – November 5, 2008

“From Consumer to Producers: Day Program Transition” – Keynote – Supported Life Institute – Sacramento, CA – October 10, 2008

“Universal Enhancement: Raising the Bar” – Keynote – Oklahoma Dept. of Health and Human Services – Oklahoma City, OK – September 26, 2008
 “Universal Enhancement: Overcoming Life’s Obstacles” – Keynote – So. Dakota Association of Community Based Services – Vermillion, SD – June 5, 2008
 “Enhancing Leadership through Personal Power” - Keynote– CA Supported Living Network – San Diego, CA, April 24, 2008
 “From Consumers to Producers-Day Program Transition” - Keynote – California ARC – Bakersfield, CA April 18, 2008
 “Achieving A Full Life Through Universal Enhancement: An Administrative Perspective” All Day Plenary – Association of Public Developmental Disabilities Administrators, Phoenix, AZ – February 18, 2008
 “Positive Behavioral Supports: Meeting Unmet Needs” – Plenary - YAI, New York, NY, May 4, 2007
 “Don’t Blame Them, Train Them” – Key Note – INARF, Indianapolis, IN, March 15, 2007
 “From Consumers to Producers-Day Program Transition” – Keynote – The CA Association of Regional Center Agencies, San Diego, CA, February 5, 2007
 “Positive Behavioral Supports: Meeting Unmet Needs” – Keynote – “A Scenario Approach to Active Learning” – Featured Presenter – New York State Association of Day Service Providers, Saratoga Springs, NY, November 2, 2006
 “If It’s To Be, It’s Up To Me” – Key Note - “Leadership Through Personal Power” – Breakout Session - Center for Disability Services, Albany, NY, November 1, 2006
 “To Boldly Go Where Everyone Else Has Gone Before” – Keynote – “Positive Behavioral Supports: Meeting Unmet Needs” – Featured Speaker – New York State Department of Health Brain Injury Program, Annual Brain Injury Conference, Albany, NY, October 12, 2006
 “Supported Routines: An Administrative Perspective” – Keynote – Annual Meeting - National Conference of Executives (National ARC), Pittsburg, PA, July 30, 2006
 “To Boldly Go Where Everyone Else Has Gone Before” – Keynote - Developmental Disabilities Awareness Day, Buffalo, NY, May 18, 2006
 “Supported Routines –Strategies for a Fulfilling Life” – Keynote - CRP-RCEP IV Annual Conference University of Tennessee Center on Disability and Employment, Knoxville, TN, April 11, 2006
 “Leadership: The Use of Personal Power in Advocacy” – Annual Conference Community Partnerships of Idaho, Boise, ID, October 27-29, 2005
 “Without a Presence There Is No Future” – Keynote – Annual Conference Governor’s Planning Council on Developmental Disabilities, Cheyenne, WY, October 20, 2005
 “Universal Enhancement – Overcoming Life’s Obstacles” – Featured Presenter – Annual Conference American Health Care Association, Las Vegas, NV, October 19, 2005
 “Positive Behavioral Supports: Meeting Unmet Needs” – Featured Presenter - Fall Conference Project Choices, Fairview Heights, IL, October 14, 2005
 “Universal Enhancement” – Featured Presenter – Annual Conference So. Dakota Association of Community Based Services, Pierre, SD, September 22, 2005
 “Universal Enhancement and Parents’ Dreams” – Keynote - Wyoming Parent Information Center, Annual Conference, Casper, WY, April 30, 2005
 “Assuring Individual Rights-The Price of Liberty” – Minot State University Audio Conference, Minot, ND, December 7, 2004
 “Without A Presence There Is No Future” – Keynote - 2004 Annual Conference California Rehabilitation Association, Riverside, CA, October 28, 2004
 “Assuring Individual Rights – The Price of Liberty” – Featured Presenter 2004 Annual Conference, InterHab, Seneca, KS, October 21, 2004
 “Universal Enhancement” – Key Note – 10th Annual Fall Conference, SCOPE, Mankato, MN, October 20, 2004
 “Universal Enhancement: Beyond the Regulation” – Keynote – Rekindling the Flame, Community Partnerships of Idaho, Boise, ID, October 14-16, 2004
 “Universal Enhancement: Overcoming Life’s Obstacles as an Older Adult” – Featured Presenter – Nebraska Health Care Assoc/Nebraska Assisted Living Assoc Annual Convention, Lincoln, NE September 22, 2004

"Positive Behavioral Supports" - ANCOR Audio Conference, September 13 and October 18, 2004
 "Overcoming Life's Obstacles" – Key Note - County Case Management Services of Iowa 12th Annual County Case Management Conference, Des Moines, IA, August 12, 2004
 "Positive Behavioral Supports" – Project Choices Summer Institute, Springfield, IL, July 14, 2004
 "Without A Presence There Is No Future" – Keynote – North Dakota Family Connections Conference, Fargo, ND, June 12, 2004
 "Everyone Has a Right to a Valued Life" – Keynote – Annual Conference Assoc of Residential Resources of Minnesota (ARRM), St. Paul, MN, May 12, 2004
 "A Race to Excellence" – Keynote – 17th Annual Issues Forum, Region VII CRP-RCEP, Kansas City, MO, April 8, 2004
 "A Race to Excellence" – Keynote – Association of Community Providers Annual Conference, Ames, IA, April 16, 2003
 "We're Not Children Anymore" – Keynote – 2003 California Association of Health Facilities DD Symposium, Riverside, CA, April 8-9, 2003
 "Leadership Training: Enhancing Agency Effectiveness" "Human Rights Committee Training: Making the Committee Work" and "In Place Just In Time Training" – Developmental Services Network, Advanced QMRP Training, Corona, CA, March 24, 2003
 "Enhancing Agency Image: Creating a Culture Of Quality in Financially Troubling Times" – Keynote – Leadership: A Valued Outcome For Everyone – Annual Conference, Cerebral Palsy Association Of New York State, Albany, NY, October 21, 2002
 "Bridging the Gap Between Values, Knowledge and Actions: Ensuring and Protecting Rights" – Key Note ICF/MR Advanced Surveyor Training – Centers for Medicaid and Medicare – Baltimore, MD – May 5, 2002
 "If It's To Be – It's Up To Me: A Celebration of Support Staff" – Keynote – Full Lives: Making It Happen – First Annual Direct Support Conference – Anchorage, Alaska - April 25, 2002
 "Universal Enhancement: Beyond the Regulations" – 18th Annual Sharing Our Best Conference" – Developmental Disabilities System – Beatrice, NE – April 23, 2002
 "Universal Enhancement" – Quality Care Health Foundation/Fifth Annual ICF/MR Symposium – Riverside, CA – April 10, 2002
 "Your Role in Assuring Individual Rights" – Indiana Association of Rehabilitation Facilities – 2002 Annual Conference – Indianapolis, IN – March 6-7, 2002
 "Enhancing Quality of Life in Financially Troubling Times" – Key Note – ANCOR – San Diego, CA – January 14, 2002
 "Universal Enhancement: Raising the Bar: Beyond Standards, Regulations and Accreditation" – Keynote – National Association of QMRPs Annual Conference, 2001
 "Universal Enhancement Strategies – Life in the Community" – Keynote – Southeast AAMR Annual Conference – Atlanta, GA – November 15-16, 2001
 "If It's To Be, Its Up To Me" – Keynote – Alliance of Long Island Agencies Annual Conference – Hauppauge, NY – November 2, 2001
 "Pathways to Inclusion" – Key Note – The Columbus Organization, California Excellence in Residential Services Conference – Palm Springs, CA – September 6, 2001
 "Raising the Bar: Beyond Regulations and Standards" – Keynote – National Association of QMRPs – Nashville, TN – August 8, 2001
 "Universal LifeStiles-Preventing Institutionalization for Older Adults" – Keynote – University of Kentucky School of Social Work – Lexington, KY - July 11, 2001
 "Universal Enhancement: A Pathway To Inclusion" – Keynote - Illinois DHS, Illinois State Board of Education, University of Illinois Medical School – Peoria, Ill. April 3-5 2001
 "Universal Enhancement Approaches to Staff Recruitment and Retention" - Keynote- New York State ARC- Buffalo, NY- October 21, 2000
 "Enhancing Agency Image: Improving Quality of Life"- Keynote- Private Providers Association of Texas- Austin, TX- October 10, 2000
 "UE Strategies for Raising Quality Expectations" – Key Note – MO Assoc. Of County DD Services – Lake Ozark, MO October 5, 2000

“An Institution is Not a Place” - Keynote- Iowa Association of Community Providers- Des Moines, IA- September 28, 2000

“Universal Enhancement: Pathway to Inclusion”- National Association of QMRP’s- New Orleans, LA – August 1, 2000

“Planning for the Right Outcomes” – Wayne State University DD Institute- Detroit, MI- May 17, 2000

“Universal Enhancement: Helping People Get A Life” – DD Nurses Assoc. – Burlington, VT – April 15-17 2001

“A Human Being is A Human Doing: Beyond Regulation” – Keynote- New York State Commission on Quality Care- Schenectady, NY – March 28, 2000

“Universal Enhancement”-Key Note - Madison County ARC- Oneida, NY –November 18-19, 1999

“Raising the Bar-Beyond Activity Schedules”- Keynote- New York state Association of Community and Residential Agencies- Albany, N.Y. - October 27, 1999

“Role Expectations of Direct Contact Staff in the 21st Century” - Keynote- Ohio Association of County Boards of MR/DD- Columbus, OH- June 2, 1999

“A Human Being vs. A Human Doing-Beyond Activity Schedules” – Keynote- Indiana Association of Rehabilitation Facilities, Inc. - Indianapolis, IN-March 9, 1999

“Universal Enhancement: A Pathway to Inclusion” – Third National Conference of QMRPs – San Antonio, TX – August 19, 1998

“Universal Enhancement: A Pathway to Inclusion” – Keynote – International Conference on Developmental/Intellectual Disabilities – Larnaca, Cyprus, March 28, 1998

“Managing Pervasive Supports for Persons with Developmental Disabilities in Non-Traditional Settings” – AIC Conference - February 10, 1998

“Universal Enhancement” - Key Note - Oklahoma AAMR – Tulsa, OK - October 14, 1997

“Universal Enhancement: Achieving the Vision” - AAMR Annual Conference- San Antonio, TX - June 1, 1996

“Universal Enhancement Coaching - Bringing Out the Best in People” - SEAAMR Annual Conference- Memphis, TN - November 16-18, 1995

“Universal Enhancement - Bringing Out the Best in People” - AAMR Region IX Conference- Lancaster, PA - October 18-20, 1995

“Universal Enhancement: Strategies for Supporting a Quality of Life” - AAMR Conference- Austin, TX - October 10, 1995

“Universal Enhancement” - AAMR Region IX 1993 Fall Conference- Martinsburg, WV - November 5, 1993

“Universal Enhancement - The Road to Life in Community” - AAMR Region V Fall Conference- St. Louis, MO - September 22, 1993

“Achieving Inclusion: Strategies for Overcoming ICF/MR Regulations” - Young Adult Institute (YAI) 14th Annual Conference- New York, NY May 6, 1993

“Beyond Inclusion” - National Association of Private Residential Resources- San Diego, CA - February 15, 1993

Selected Special Projects

People’s Care, Inc.

Develop a strategic plan to provide individuals with I/DD the opportunity to transition from facility based Day Supports to integrated and meaningful community participation 2020 - present

Anthem-Arkansas Project

Provide classroom and on-site training and coaching for front-line staff and their supervisors to enhance the system’s capability assuring successful transition from institutional settings to community life for individuals that are dually diagnosed in the State of Arkansas 2021

Elwyn California

Develop a comprehensive proposal addressing the need and justification for California DDS to approve an increased Waiver rate to continue and expand small 4 person homes supporting individuals with complex medical challenges and avoid institutionalization 2020 - present

Westside Regional Center

Develop a curriculum and conduct training to existing and potential providers of service in Southern CA to expand service capacity for individuals with developmental disabilities leaving California Developmental Centers. Culver City, CA 2006 - present

Nebraska Department of Health & Human Services/Division of Developmental Disabilities

In conjunction with OMNI Behavioral Health Services, provided a series of trainings to Nebraska provider agencies to enhance ability to improve the quality of life of individuals with developmental disabilities throughout the State of Nebraska. Provided series of trainings to families, Public Schools and related professions on enhancing inclusionary education for children with intellectual and other developmental disabilities. January 2014 – December 2014.

Black Hawk County Board of Supervisors, Iowa

Developed a detailed transition plan for the transition of individuals with intellectual and other developmental disabilities residing in a Distinct Part ICF/ID Unit in a Skilled Nursing Facility (SNF. to community-based provider agencies located in their home communities. Plan included National and State of Iowa trends in the ICF/ID program, implications of the Olmstead Act, incorporation of key stakeholders in planning process, implementation of the transition plan, available transition funding, analysis of financial implications to the SNF.

The Collaborative Education Institute (CEI)

Developed Webinar trainings and Post Assessment Evaluations for Pharmacy Students and Student Preceptors on the subject of sensitivity, communication and respect for people with disabilities. Distributed to 30 universities with Schools of Pharmacy and over 1500 Preceptors of pharmacy students to proctor and mentor pharmacy students in interacting with people with disabilities. 2013

A Blueprint for Change

Member of "Big Minds" Group; a group of national leaders in the field of developmental disabilities, to generate new ideas and a new direction for services and supports for individuals with developmental disabilities. Lead to the creation of the Blueprint for Change, Building Pathways to Empowerment. Indiana ARC, 2010 – 2011 www.arcind.org

Road to Community

Consultant to a consortium of agencies, developmental centers, universities and mental health centers to expand service capacity in Northern Iowa to meet the needs of individuals with developmental disabilities and co-occurring mental health issues to enable them to return to or remain in their home communities. Des Moines, IA, 2010

Frank D. Lanterman Regional Center

Developed a curriculum and conduct training to existing and potential providers of service in Southern CA to expand capacity for individuals leaving California Developmental Centers. Los Angeles, CA 2006 – 2012

Maryland Department of Health and Mental Hygiene Eastern Shore Regional Office

Developed curriculum “Improving the Quality of Life for Citizens with Developmental Disabilities in the State of Maryland” to train direct support professionals. State of Maryland 2004-2005