

# Thomas E. Pomeranz

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## EDUCATION

### Indiana University:

*Doctor of Education in School Administration*  
Minors: Special Education/Mental Retardation  
Business Administration  
*Master of Science in Education*  
Specialization: Children with Mental Retardation  
*Bachelor of Science in Education*

### Notre Dame University:

*Post Graduate Studies*  
Experimental Psychology

## PROFESSIONAL EXPERIENCE

### Chief Executive Officer

*Universal Life Stiles LLC* – Indianapolis, IN

November, 1999 - present

Provide technical assistance and consultation to organizations and agencies in the human services field  
Deliver keynote presentations and conducts training seminars in the disability field  
Develop and market a wide range of staff training materials related to the topic of Universal Enhancement

### Policy Fellow/Visiting Lecturer

*Minot State University North Dakota Center for Persons with Disabilities* – Minot, ND  
University Center of Excellence

December, 2006 – present

### Chief Clinical Officer

*VOCA Corporation* - Dublin, Ohio

December, 1993 – Nov. 1999

Advised management on the clinical aspects of operations, service delivery and professional services  
Monitored the quality of clinical service functions and serves as a technical resource  
Provided leadership in the implementation of total quality initiatives  
Established a consulting service division  
Served as a technical resource to the Mergers and Acquisitions team  
Provided ongoing clinical training to staff at all levels in the organization

### Adjunct Faculty/Visiting Lecturer

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

1981 - 2005

### National Director of Training and Consultative Services

*VOCA Corporation* - Dublin, Ohio

Lead effort to develop, market and deliver clinical training, management consultation and technical assistance nationally

Provided technical assistance in supporting positive behavioral change, active habilitation, inclusion, leadership development and management training

Provided training and consultation to management, professional and paraprofessional staff

Wrote articles for publication in professional journals

<b>Vice President of Training and Support Services</b> <i>VOCA Corporation - Columbus, Ohio</i> Coordinated the development and delivery of all training services and technical assistance.	1990 - 1991
<b>Vice President of Operations</b> <i>VOCA Corporation - Columbus, Ohio</i> Supervised all corporate and regional operations for corporation of \$45 million annual revenue	1986 - 1990
<b>Coordinator of Habilitation Services</b> <i>VOCA Corporation - Columbus, Ohio</i>	1985 - 1986
<b>Assistant Superintendent - Habilitation</b> <i>Bellefontaine Habilitation Center - St. Louis, Missouri</i>	1983 - 1985
<b>Director of Health Services Continuing Education</b> <i>St. Louis University; Center for Continuing Education and Research - St. Louis, Missouri</i>	1981 - 1983
<b>Coordinator of Field Experiences</b> <i>St. Louis University; Department of Hospital and Health Care Administration - St. Louis, Missouri</i>	1980 - 1981
<b>Assistant Superintendent of Treatment</b> <i>St. Louis State Hospital Complex - Missouri</i> Missouri Department of Mental Health; Division of Comprehensive Psychiatric Services	1978 - 1980
<b>Treatment Planning Consultant</b> <i>Farmington State Hospital - Missouri</i> Missouri Department of Mental Health; Division of Comprehensive Psychiatric Services	Special Assignment 1978
<b>Executive Director</b> <i>Huntington County Association for Retarded Citizens, Inc. - Huntington, Indiana</i>	1975 - 1977
<b>Assistant Professor/Coordinator</b> <i>Madison College - Harrisonburg, Virginia</i> Virginia Project for Early Education of Young Handicapped Children	1974 - 1975
<b>Special Project consultant/Doctoral Residency</b> <i>State Department of Education - Richmond, Virginia</i>	1973 - 1974
<b>Graduate and Administrative Assistant</b> <i>Indiana University; Special Education Department - Bloomington, Indiana</i>	1972 - 1973
<b>Associate Instructor</b> <i>Indiana University - Bloomington, Indiana</i>	1972
<b>Title I 89-313 Regional Consultant</b> <i>Indiana Department of Mental Health; Northern Regional Center - South Bend, Indiana</i>	1971 - 1972
<b>Hospital Administrator</b> <i>Northern Indiana Children's Hospital - South Bend, Indiana</i>	1969 - 1971
<b>Learning Disability Specialist (part-time)</b> <i>Visual Guidance Clinic - South Bend, Indiana</i>	1969 - 1971

## ACHIEVEMENTS

AAMR Humanitarian Award Region V, 2003  
Honoree - The Century Project for significant contributions to the field of mental retardation and developmental disabilities during the 20<sup>th</sup> 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., (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](http://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. and Tierra Del Sol, (January 2006) The Principles and Practices of Building Community; A Training Series containing seven DVDs for training people working in the field of disabilities, Program Development Associates, Cicero, NY
- 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, 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” High Tide Press, Homewood, Illinois
- 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), p.
- 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

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

People's Care, Chino Hills, CA 2010-present  
Beatrice State Developmental Center Beatrice, NE 2009-present  
Capitol City Residential Health Center, Indianapolis, IN 2011-present  
The ARC of Schuyler, Watkins Glen, NY 2010-present  
Chemung ARC, Elmira, NY 2010-present  
Abilities United, Palo Alto, CA 2011  
Partners in Policymaking, Topeka, KS 2011-present  
S&H Products, Sidney, OH 2011  
MOSAIC Nebraska, Axtell, NE 2010-present  
Hav-It Services, Harvey, ND 2011-present  
ABLE Inc. Dickinson, ND 2011-present  
Wall Residences, Floyd, VA 2011  
Rockbridge Area Community Services Board, Lexington, VA 2011  
County Social Services, Charles City, IA 2011-present  
Open Door Center, Valley City, ND 2010-present  
Exceptional Persons, Waterloo, IA 2010-present  
Ontario ARC, Canandaigua, NY 2011-present  
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 2009-2010  
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  
Polk County Health Services, Des Moines, IA 2009  
Ambitions, Los Angeles, CA December 2008  
Kern Regional Center, Bakersfield, CA November 2008  
St. Vincent New Hope, Indianapolis, IN October 2008  
Wyoming Life Resource Center, Lander, WY September 2008  
Genesis, Hayward, CA August 2008  
P.A.C.E., Pasadena, CA July 2008  
South Dakota Assoc. of Community Based Services, Vermillion, SD June 2008  
Integrated Life Choices, Lincoln, NE June 2008-present  
Transitions of Western IL, Quincy, IL May 2008  
InAlliance, Sacramento, CA, May 2008  
Valley Mountain Regional Center, Stockton, CA May 2008  
Orange Co ARC, Costa Mesa, CA March 2008  
Jacksonville Developmental Center, Jacksonville, IL March 2008

STEP, Carmichael, CA February 2008  
California Drug and Youth Rehabilitation, Los Angeles, CA February 2008  
Choices for Community Living, Dover, DE December 2007  
Central VA Community Services Board, Lynchburg, VA November 2007  
Association of Community Professionals of NE, Grand Island, NE October 2007-2009  
ARC Ventura County, Ventura, CA August 2007  
Mountain Lake Services, Port Henry, NY 2007-2008  
Rivers Edge Charter Academy, North East Palm Bay, FL January 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, January 2006  
Interhab, Seneca, KS, January 2006  
MOSAIC, Garden City and Liberal, KS, February and June 2006  
Glenwood Resource Center, Glenwood IA, February-November 2006  
Catholic Guardian Society, New York, NY, 2006-2008  
Salem Villages, Gainesville, FL, February 2006  
Border Region MH/MR Center, Laredo, TX, February 2006  
DHMH Southern Maryland Regional Office, Laurel, MD, March 2006  
DHMH Western Maryland Regional Office, Hagerstown, MD, March 2006  
DHMH Eastern Maryland Regional Office, Salisbury, MD, March 2006  
Easter Seals of Southern California, Pasadena, CA, 2006-2009  
Lakemary Center, Paola, KS, March 2006  
New Vista Community, Las Vegas, NV, 2006-present  
Westside Regional Center, Culver City, CA, 2006-present  
Jewish Foundation for Group Homes, Rockville, MD, May 2006  
Rivershore, Inc., Lewiston, NY, 2006-2009  
Modern Support Services, Glendale, CA, 2006-present  
Southeastern VA Training Center, Richmond, VA, June 2006  
Richmond of New York, Mount Cisco, NY, 2006-2009  
Central VA Community Services Behavioral Healthcare, Lynchburg, VA, July 2006  
Topeka ARC, Topeka, KS, July 2006  
Polk County Health Services, Des Moines, IA, 2006-2009  
Opportunity Village, Clear Lake, IA, 2006-present  
New Hope Village, Carroll, IA, 2006-2009  
Enable, Bismarck, ND, October 2006  
ARC of Peoria, Peoria, IL, October 2006  
Life's WORC, Garden City, NY, October 2006  
Broome-Tioga ARC, Binghamton, NY December 2006  
Franziska Racker Centers, Ithaca, NY, November 2005  
Idaho State School, Nampa, ID, October 2005  
ARC of the Ozarks, Springfield, MO, August 2005  
Northern Wisconsin Center, Chippewa Falls, WI, August 2005  
Northern Virginia Training Center, Fairfax, VA, July 2005  
MOSAIC, Des Moines, IA, May 2005  
Bethesda Homes, Watertown, WI, April 2005  
Joseph Brandenburg Center, Cumberland, MD, March 2005  
Wendell Foster Campus for Developmental Disabilities, Owensboro, KY, March 2005  
United Cerebral Palsy/National Office, Washington DC, March 2005  
Nueces MH/MR Center, Corpus Christi, TX, March 2005  
Sumnount Developmental Center, Tupper Lake, NY, February 2005  
Indiana Association of Rehabilitation Facilities, 2005-2009



Jay Nolan Community Services, Mission Hills, CA October 2004  
LifeSkills Inc, Bowling Green, KY October 2004  
AHRC Nassau County, Plainview, NY, 2004-present  
Jawonio, New Hempstead, NY, October 2004  
Nebraska Dept of Health and Human Services, Omaha, NE, October 2004-present  
NorthStar, O'Neill, NE, September 2004  
The Resource Center/Chautauqua, Jamestown, NY, 2004-2008  
Child Serve, Johnston, IA, July 2004  
AHRC, New York, NY, 2004-2010  
United Cerebral Palsy of MD, Baltimore, MD, February 2004  
Muscatatuck Developmental Center, Butlerville, IN, August 2003  
Sunmount DDSO, Tupper Lake, NY, August 2003  
Hills and Dales, Dubuque, IA, August 2003  
San Gabriel/Pomona Regional Center, Pomona, CA, June 2003  
Lutheran Social Services, Minneapolis, MN, July 2003  
Frank Lanterman Regional Center, Los Angeles, CA, 2003-present  
ABLE, Dickinson, ND, May 2003  
Opportunity Foundation, Williston, ND, May 2003  
Upstate Home for Children and Adults, Oneonta, NY, May 2003  
New Hope Community, Loch Sheldrake, NY, 2003-2007  
Rio Grande State Center, Harlingen, TX, April 2003  
Christian Opportunity Center, Pella, IA, April 2003  
G & G Living Centers, Inc., Guttenberg, IA, April 2003  
People, Inc., Williamsville, NY, March -April 2003  
Central State ICF-MR, Louisville, KY, March 2003  
Taconic Developmental Disabilities Services Organization, Wassic, NY, March 2003  
Minot State University, Bismarck, Fargo and Grand Forks, ND, 2003-2007  
Community Advantage, Longmont, CO, January 2003  
The John F. Murphy Homes, Lewiston, ME, October 2002  
Institute on Disability and Human Development, University of Illinois at Chicago, Bloomington/Normal, IL,  
September 2002, Mt. Vernon, IL, October 2002, Chicago, IL, October 2002  
Tierra Del Sol Foundation, Sunland, CA September 2002-2008  
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, February 2002  
The Columbus Organization – Somerset, KY November, 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 November  
2001  
UCP of New York State – Albany, NY October 2001  
ResCare Training Technologies, Principal Consultant November 1999-December 2001  
UCP of Utica - Utica, NY March 2001  
UCP of Rochester - Rochester, NY March 2001  
Life Time Assistance Rochester, NY 2001-2006  
Broome Developmental Center Binghamton, NY March 2001  
Rauch, Inc. New Albany, IN March 2001  
Heritage Christian Home East Rochester, NY February 2001  
Anne Carlson Home for Children Jamestown, ND February 2001  
Advocacy and Resource Center Plattsburgh, NY January 2001  
Region IX Council on DD Sikeston, MO January 2001  
National Volunteers of America Arlington, TX January 2001

Easter Seals of Delaware- Charlestown, MD September 2000  
Moorehead, Dotts and Associates- Corpus Christi, TX April 2000  
Fairbanks Resource Center- Fairbanks Alaska- April 2000  
Nueces County MH/MR Community Center – Texas – February 2000  
FEGS New York, NY March 2000  
Potomac Center- Rumney, WV- March 2000  
Sierra Regional Center Sparks, NV March 2000  
Home of Hope Vinita, OK January 2000

### **Key Note Addresses and Plenary Sessions Delivered (partial listing)**

- “Positive Behavioral Supports: Meeting Unmet Needs” – Key Note – ND Association of Community Providers, 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” – Key Note – 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 Envable 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
- “Supported Routines: Best Practice 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” – Key Note - The ARC of the United States – Albuquerque, NM - November 6, 2008
- “Leadership: The Use of Personal Power in Advocacy” – Key Note – The National Conference of Executives, ARC of the United States – Albuquerque, NM – November 5, 2008
- “From Consumer to Producers: Day Program Transition” – Key Note – Supported Life Institute – Sacramento, CA – October 10, 2008
- “Universal Enhancement: Raising the Bar” – Key Note – Oklahoma Dept. of Health and Human Services – Oklahoma City, OK – September 26, 2008
- “Universal Enhancement: Overcoming Life’s Obstacles” – Key Note – So. Dakota Association of Community Based Services – Vermillion, SD – June 5, 2008
- “Enhancing Leadership Through Personal Power” - Key Note– CA Supported Living Network – San Diego, CA – April 24, 2008
- “From Consumers to Producers-Day Program Transition” Key Note – 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” – Key Note – The CA Association of Regional Center Agencies, San Diego, CA, February 5, 2007
- “Positive Behavioral Supports: Meeting Unmet Needs” – Key Note – “A Scenario Approach to Active Learning” – Breakout Session – 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” – Key Note – “Positive Behavioral Supports: Meeting Unmet Needs” – Breakout Session – New York State Department of Health Brain Injury Program, Annual Brain Injury Conference, Albany, NY, October 12, 2006
- “Supported Routines: An Administrative Perspective” – Key Note – Annual Meeting - National Conference of Executives (ARC), Pittsburg, PA, July 30, 2006
- “To Boldly Go Where Everyone Else Has Gone Before” – Key Note - Developmental Disabilities Awareness Day, Buffalo, NY, May 18, 2006
- “Supported Routines – Best Practice Strategies for a Fulfilling Life” – Key Note - 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” – Key Note – 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
- “Effective 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” – Key Note - 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” – Key Note - 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 – 10<sup>th</sup> Annual Fall Conference, SCOPE, Mankato, MN, October 20, 2004
- “Universal Enhancement: Beyond the Regulation” – Key Note – 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 12<sup>th</sup> 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” – Key Note – North Dakota Family Connections Conference, Fargo, ND, June 12, 2004
- “Everyone Has A Right to A Valued Life” – Key Note – Annual Conference Assoc of Residential Resources of Minnesota (ARRM), St. Paul, MN, May 12, 2004
- “A Race to Excellence” – Key Note – 17<sup>th</sup> Annual Issues Forum, Region VII CRP-RCEP, Kansas City, MO, April 8, 2004
- “A Race to Excellence” – Key Note – Association of Community Providers Annual Conference, Ames, IA, April 16, 2003

- “We’re Not Children Anymore” – Key Note – 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” – Key Note – 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” – Key Note – Full Lives: Making It Happen – First Annual Direct Support Conference – Anchorage, Alaska - April 25, 2002
- “Universal Enhancement: Beyond the Regulations” – 18<sup>th</sup> 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
- “UE Strategies – Life in the Community” – Key Note – Southeast AAMR Annual Conference – Atlanta, GA – November 15-16, 2001
- “If It’s To Be, Its Up To Me” – Key Note – 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” – Key Note – National Association of QMRPs – Nashville, TN – August 8, 2001
- “Universal LifeStiles-Preventing Institutionalization for Older Adults” – Key Note – University of Kentucky School of Social Work – Lexington, KY - July 11, 2001
- “Universal Enhancement: A Pathway To Inclusion” – Key Note - 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” - Key Note- New York State ARC- Buffalo, NY- October 21, 2000
- “Enhancing Agency Image: Improving Quality of Life”- Key Note- 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” - Key Note- 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”- Key Note- New York state Association of Community and Residential Agencies- Albany, N.Y.- October 27,1999
- “Role Expectations of Direct Contact Staff in the 21<sup>st</sup> Century” - Key Note- Ohio Association of County Boards of MR/DD- Columbus, OH- June 2, 1999

“A Human Being vs. A Human Doing-Beyond Activity Schedules” – Key Note- 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” – Key Note – 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 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**

### ***A Blueprint for Change***

Member of The 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 intellectual and other developmental disabilities. Lead to the creation of the Blueprint for Change, Building Pathways to Empowerment. Indiana ARC, February 2010 – 2011 [www.arcind.org](http://www.arcind.org)

### ***Road to Community***

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

### ***Frank D. Lanterman Regional Center***

Develop 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- present

### ***Westside Regional Center***

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

### ***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