

CURRICULUM VITAE
of
DR. JAMES R. HARDING II

◆ **THOUGHT LEADERSHIP** ◆

- Received two Presidential appointments to the United States Access Board –
- Appointed for Gubernatorial service seven times by three governors of the state of Florida –
 - Served as Chairman for the Blueprint 2000 Citizens Advisory Committee –
- Honored with Gubernatorial appointment as the Chair of the Commission for the Transportation Disadvantaged –

◆ **INDUSTRY INFLUENCE** ◆

- Author of two five-star-rated books: “Now What?” and “ADA Adventure” –
- Negotiated a \$420 million, 6-year contract with the state of Florida’s Agency for Healthcare –
- Led the charge to pass House Bills 1175 and 4871 providing \$360 million for critical transportation needs –
- Secured appropriations totaling \$17.4 million to fund/ develop Billy Joe Rish Park, a 98-acre accessible park –

◆ **HONORS & ACCOLADES** ◆

- AACSB Innovations That Inspire 2022 –
 - UWF Impact Story 2020 –
 - Henry Viscardi Achievement Award 2020 –
 - FSU ALL-Access Champion of the Year 2019 –
 - FSU Phi Beta Kappa Teacher of the Year 2018 –
- Member of Governor-Elect Crist’s Education and Disability Transition Team –
- Recognized as the first graduate with a disability of Leadership Tallahassee and Leadership Florida –
- Member of the Quality of Life Grant Review Team for the Christopher & Dana Reeves Foundation –
- Lived Experience Consultant for the Congressionally Directed Medical Research Program (CDMRP) –

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Disability expert with an exceptional record of advocacy for the disabled community, engaging at the local, state, and national levels to improve the quality of life, access, and services for 60 million Americans.

Committed to **maximizing independence and self-sufficiency** for persons with disabilities by applying America's public and private policies and procedures to the built environment and employment sector. **Partner with state and national organizations** to ensure the highest degree of reasonable accommodation and integration of diverse disabled populations. Recognized as a **community ambassador and change agent**—earned repeated presidential and gubernatorial appointments—driving change across a broad spectrum of industries. Outstanding public speaker, influential collaborator, high-impact negotiator, and motivational team leader and builder.

EDUCATION

Florida State University, Tallahassee, FL	
Doctor of Education (Ed.D.), Higher Education	1999
<i>Specialization in Leadership and Public Policy</i>	
Educational Specialist (Ed. S.), Higher Education	1996
<i>Specialization in Public Policy</i>	
University of West Florida, Pensacola, FL	
Master of Education (M.Ed.), Educational Leadership / Curriculum & Instruction	1993
<i>Specialization in English</i>	
Wright State University, Dayton, OH	
Bachelor of Arts (BA), English	1991

NON-DEGREE EDUCATION

Collaborative Institutional Training Initiative (CITI) (Florida State University)	
Human Subjects Research	2020
Human Subjects Research Refresher Course	2023

PROFESSIONAL EXPERIENCE

FLORIDA STATE UNIVERSITY, Tallahassee, FL
Teaching Faculty III, Senior Lecturer, Management Department, College of Business 2025-present

Teaching Faculty II, Management Department, College of Business 2019-2025

Developed and implemented a new curriculum for the College of Business Management Department and HR students via the "Disability Inclusion in the Workforce" (MAN 4310) course. Improved course quality by achieving two liberal studies designations (Scholarship in Practice and Diversity in Western Experience) and the Garnet and Gold Leadership Designation. Developed and implemented Accessibility Merit Badges in conjunction with FSU's Nole Network.

Updated curriculum and teaching "Leadership" (MAN 4143) course. Expanded course exploration into leadership by adding the Joseph Campbell Monomyth Framework and the mentoring components to give students both an interpersonal and professional outlook on leadership in practice.

Engaged in research in partnership with the Office of Accessibility Services via the (IDS 1107) Engage 100 course to improve the higher education experience for students with disabilities.

- ◆ **Delivered targeted instruction on inclusion of Persons with Disabilities (PWDs)**, supporting the institution with its University of Choice Initiative to transform FSU into a college of choice for students and faculty with disabilities.
- ◆ **Recruited corporate leaders for the annual College of Business Leadership and Diversity Symposium**, and facilitated relationships with industry leaders such as Disney, Delta Airlines, JP Morgan, IBM, SAP, Hyatt, Royal Caribbean Cruises, and others.

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- ◆ **Presented papers/curriculum at national and statewide conferences, and** discussed FSU's transformational inclusive practices and its role as a leader in the diversity and inclusion space.
- ◆ **Facilitated FSU off-campus relationships for student engagement,** to improve FSU community outreach, job readiness, and further brand FSU within the disability community.

FLORIDA STATE UNIVERSITY, Tallahassee, FL

2016-2019

Instructional Specialist, Office of the Provost

Engage in a hybrid role allowing for direct instruction opportunities through teaching the (MAN 4390) "Current Issues in Human Resources" and (IDS 1107) Engage 100 for first-year students with disabilities courses. Served as a guest lecturer on disability inclusion across FSU colleges.

- ◆ **Delivered targeted instruction on the inclusion of PWDs,** supporting the institution with its University of Choice Initiative to transform FSU into a college of choice for students and faculty with disabilities.

AGENCY FOR PERSONS WITH DISABILITIES, Tallahassee, FL

2009-2016

Management Review Specialist

Charged with advancing access, employment, and equality for persons with disabilities through public-private partnerships. Served as a lead representative with the authority to initiate and manage employment, transportation, and community affairs within a \$1.2B state agency with supervision of 25 employees in 15 area offices.

- ◆ **Engaged in national, state, and local partnership advocacy with key partners, including...**



- ◆ **Developed and implemented scholarship programs**—Game Changer and Billy Joe Rish Scholarships—offered to waitlist families, partnering with key stakeholders to provide this rare opportunity to families.
- ◆ **Managed a \$1M federal employment grant,** \$39M in transportation services, and the facilitation of the 225-member, Governor-appointed Family Care Council.

FLORIDA DEPARTMENT OF EDUCATION, Tallahassee, FL

2002-2009

Partnership Specialist III

Served as a key advocate for persons with disabilities, Vocational Rehabilitation (VR), and the Florida Department of Education (DOE). Educated lawmakers and the community regarding VR services for persons with disabilities and conducted frequent presentations at state and national conferences. Administered a \$360M budget as Chairman of the Transportation Disadvantaged Commission to bring more choices and self-sufficiency to disabled and elderly citizens throughout the state. Led 8,900 employees who provided more than 52M trips annually.

- ◆ **Acted as a valued representative for national and statewide committees and organizations** including the U.S. Access Board, Transportation Disadvantaged Commission, and the Florida Building Commission (FBC).
- ◆ **Drove the acquisition of 52,000 competitive full-time jobs across the state,** shaping policy that resulted in persons with disabilities achieving, retaining, and/or maintaining gainful employment.
- ◆ **Elected as FBC's Waiver Counsel Vice-Chair** and a voting member of the Accessibility Technology Advising Committee, ensuring all buildings/structures comply with Florida Vertically Accessibility issues.
- ◆ **Collaborated with 800+ Florida businesses to assist them in meeting ADA requirements;** served on a tribunal that made recommendations to expedite the compliance process.

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SELF-EMPLOYED, Tallahassee, FL

1990-present

Disability Consultant

Authored *Now What?* and *ADA Adventure* and recognized as an ADA subject matter expert, working closely with state and national organizations to promote a specific agenda that supports the integration of persons with disabilities into the mainstream of American life. Travel across the country to meet with business leaders, speak at national events, and tour public facilities to ensure that the disabled community's needs are being considered, planned for, and addressed across the employment, education, business, politics, healthcare, and recreation landscape.

- ◆ **Served as a grant reviewer** for the Congressionally Directed Medical Research Program (CDMRP), Christopher/Dana Reeves Foundation, federal agencies, and other system change initiatives.
- ◆ **Served as Vice Chairman on Governor Crist's Commission on Disabilities;** led a team in developing and delivering the State of the State Disability Report to the Governor's office on July 1, 2008.
- ◆ **Co-authored multiple legislative initiatives,** including the Americans with Disabilities Act Accessibility Guidelines in 2004 and the Volunteer Voting System Guidelines in 2006.
- ◆ **Engaged as an expert witness on multiple legal cases;** guided the passing of 5 separate state laws (SB 202, HB 1175, HB 4871, HB 7005, and SB 794) and 3 executive orders advancing disability policy.
- ◆ **Co-founded and led a Florida Disability Mentoring Day,** raising more than \$1M for the program; placed 7,000+ individuals with disabilities in jobs of their choosing across the state.
- ◆ **Provided numerous trainings to private, not-for-profit, or government entities** for improved compliance with ADA standards, and sensitivity awareness and implemented a one-stop clearinghouse for disability issues.

Additional professional experience includes:

Program Specialist – Office of the Director of Vocational Rehabilitation Services	2000-2002
Interim Executive Director – Occupational Access and Opportunity Commission	1999
Special Assistant to House Appropriations Chair – Florida House of Representatives	1996
Intern Policy and Budget – Executive Office of the Governor	1995
Certified Teacher for the State of Florida – Escambia and Leon Counties	1993-1998

NATIONAL, STATE, & COMMUNITY SERVICE

U.S. Architectural and Transportation Barriers Compliance Board

U.S. Election Assistance Commission (EAC) Advisory and Technical Guidelines Committees

Blueprint 2000

Boy Scouts of America, Disability Advisory Board Member

Delta Airlines, Disability Advisory Board, Chairman of Special Activities Committee

Evergreen Life Services Board Member (ELS)

Governor's Commission on Disabilities

Governor's Working Group on Americans with Disabilities, Florida

Florida Alliance for Assistive Services and Technology (FAAST)

Florida Building Commission (FBC) Waiver Council Member

The Able Trust

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Transportation Disadvantaged (TD) Commissioner for Department of Education
 Capital Regional Transportation Planning Agency (CRTPA)
 Tallahassee Chamber of Commerce, Leadership Tallahassee Class XIX
 Leadership Florida, Class XXVII
 UWF and FSU Alumni Board of Directors
 Big Bend Business Leadership Network Member (Greater Tallahassee)
 The Florida Family Network on Disabilities (FND)

APPOINTMENTS**Presidential:**

United States Access Board	2007-2011
United States Access Board (Vice Chairman, 2005-2006)	2002-2006
United States Election Assistance Commission Advisor and Technical Boards	2004-2006

Gubernatorial:

The Able Trust	2009-2015
Chairman, Transportation Disadvantage Commission	2006-2011
Governor's Commission on Disabilities, Vice Chairman	2007-2009
Governor's ADA Working Group	1999-2006
Board of Regents, State University System, Florida (2x)	1996-1998

Secretary / Cabinet:

Florida Alliance for Assistive Services and Technology, (Co-Chairman, 2016-2020)	2015-2020
Florida Building Commission	2001-2009
Transportation Disadvantage Commission	2001-2006

Mayor:

Tallahassee Transportation Planning Advisory Committee (TPAC)	2001-2012
Citizens Search Committee for new Police Chief, Tallahassee, FL	1996

County Commission:

Blueprint 2000 Citizen Advisory Committee (CAC), (Chairman, 2019-2020)	2014-2020
Tallahassee Transportation Citizens' Advisory Committee (TCAC)	2003

HONORS & AWARDS

FSU Undergraduate Teaching Award Nomination	2026
Florida Network on Disabilities (FND) Outstanding Service Award	2025
FSU Undergraduate Teaching Award Nomination	2024
Delta Airlines Disability Advisory Board Service Award	2024

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FSU Undergraduate Teaching Award Nomination	2023
AACSB Innovations That Inspire Award	2022
FSU Career Center Experiential Learning Recognition	2022
FAAST Michael Phillips AT Award	2021
FSU Undergraduate Teaching Award Nomination	2020
Blueprint 2000 CAC Service Award	2020
Henry Viscardi Achievement Award	2020
UWF Alumni Impact Award	2020
FSU Diversity and Inclusion Mini-Grant	2020
FSU/Student Disability Resource Center All Access Champion	2019
FSU Phi Beta Kappa Teacher of the Year	2018
Leadership Tallahassee Servant Leadership Award	2017
Florida Network on Disability (FND) Service Award	2016
APD 15-Year Service Award	2016
Mary Kane Leadership and Advocacy Award Ability 1 st	2014
Respect and Appreciation for Distinguished Promotion in Diversity and Inclusivity	2013
Sons of the Revolution Member	2013
Proclamation from the Panama City, FL Mayor	2013
Civil Rights Warrior Award	2012
Orange County ADA Access Award	2011
University of South Florida, You Make the Difference Recognition	2011
US Access Board Service Award	2007-2011
Good Wheels Leadership and Service to the TD Commission Award	2011
APD Ten-Year Service Award	2011
Able Trust Disability Leadership Award	2009
DMD Appreciation, Governor Crist	2009
Leadership Florida Class XXVII Graduation	2009
Florida Building Commission, Accessibility Waiver Counsel, Service Award	2008
Ability 1st Disability Mentoring Day Recognition Award	2008
UWF National Alumni Association Outstanding Alumnus	2008
VR Excellent Customer Service Award, Florida (2x)	2008
International Association of Rehab Professionals Appreciation Award	2007
Florida Department of Education Meritorious Performance Award	2007
U.S. Access Board Service Award	2006
VR Excellent Customer Service Award, Florida (3x)	2006

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VR Sapphire Award for Exemplary Customer Service, Florida	2006
FSU Alumni Association Award	2006
Transportation Disadvantaged Recognition of Achievement Award	2006
Performance Bonus for Work with Vocational Rehabilitation	2006
da Vinci Lifetime Achievement Award	2004
Federal United We Ride Award	2004
National Association of Alcohol, Drugs, and Disability Certification of Appreciation	2004
Gubernatorial Certificate of Appreciation (Disability Mentoring Day)	2003
Appointed by President George W. Bush to the U.S. Access Board	2002
FSU created the annual "Student, JR Harding Award"	2002
United Way Appreciation Award for Community Service (CHP)	2002
Leadership Tallahassee Class XIX	2001
American Cancer Society Highest Individual Fundraiser for 2001 Relay	2001
Certificate of Recognition for Relay for Life Contribution	2001
ADA Torch Spirit Appreciation Award	2000
Advocacy Award, Brooks Health System in accordance with their Celebration of Independence	2000
ADA Torch Run Participant	2000
Distinguished Service Award, Florida Student Association	1999
Distinguished Service Award, Republican Party, Florida	1999
Service Award, Florida Board of Regents, State University System	1998
Service Award, Florida Student Association	1996-1998
Service Award, Florida Board of Regents, State University System	1997
Service Award, Florida Atlantic University, Student Government	1997
Graduate Student Citizenship Award, Florida State University	1997
Dissertation Research Grant Award, Florida State University	1997
Community Service Metal, State of Rhode Island, Town of Johnston	1995
Outstanding University Service Award, University of West Florida	1993
Eagle Scout, Boy Scouts of America	1981

PUBLICATIONS

July 2025: Harding, J. "We Must Recommit to Spirit of ADA" Tallahassee Democrat P. A04.

July 2024: Harding, J. "Proud to be a Floridian" Tallahassee Democrat P. A04.

January 2024: Dong, S., Harding, J., Sakowitz, L., Pokorny, A., & Paige, S. (2024). Transition experiences for freshmen with disabilities in a public research one university. *Journal of Postsecondary Education and Disability*, 37(1), 61-72.

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- August 2023:** Dong, S., Harding, J., Pokorny, A., Sakowitz, L., & Ridgeway, L. (2023). An intervention program on assisting transition for first-year college students with disabilities. *Journal of College Student Retention: Research, Theory and Practice*.
- July 2023:** Harding, J. "ADA Report Card: A way to reimagine access and independence" Tallahassee Democrat P. 11A.
- June 2023:** Harding, J. "Make EV models and charging stations accessible to all drivers" Tallahassee Democrat P. A12
- June 2023:** Harding, J. "Rish Park is on the road to a healthy recovery" Tallahassee Democrat P. A13
- July 2022:** Harding, J. "Complacency must not deter challenges still faced by persons with disabilities" Tallahassee Democrat P. A13
- March 2022:** Harding, J. "Rish Park funding will diversify our tourism options" Tallahassee Democrat P. A14
- February 2022:** Harding, J. "Long-awaited reopening of Rish Park welcomed by people with disabilities" Tallahassee Democrat P. A04
- September 2021:** Dong, S., Harding, J., Sakowitz, L.^(m), & Pokorny, A.^(m) (in press). *Assisting transition for college freshmen with disabilities*. The presentation was submitted for approval. Annual Symposium on Diversity & Inclusion in Research & Teaching DIRECTO Florida State University. The conference has been canceled due to COVID.
- February 2020:** "JP-PAS Program Lends Needed Support, Gains Terrific ROI" Tallahassee Democrat
- February 2020:** "There's More Work to Do as Americans with Disabilities Act Turns 30" Tallahassee Democrat
- November 2019:** "People, Insurance Companies Don't Agree on Meaning of Emergency" Tallahassee Democrat
- November 2019:** "What We Need to Do to Have More Workplace Accessibility" Workology HR Podcast
- November 2016:** "Courage Not Weakness: Accepting Support in the Differently-Able Community;" DifferentBrains.com, blog 16 November
- September 2016:** Harding, J. ADA Compliance: Now What? Florida Restaurant and Lodging Association fall magazine; P 56
- September 2016: Summer news update** "International Association of Rehab Providers"
- March 2016:** "Point of View: Floridians with Disabilities Face Employment Hurdles" Palm Beach Post, 28 March
- June 2015: ADA Adventure**
- May 2014:** "A Barrier-Free Beach Vacation at Rish Park." Parenting Special Needs Magazine
- December 2013:** "Paradise Just Around the Corner." NSCIA Life in Action Magazine
- June 2011: Now What?**
- July 2008:** Contributing author, Governor's Commission on Disabilities Report
- February 2008:** Harding J. Disability Mentoring Day: New Mobility P. 10
- September 2006:** Contributing author to the Voluntary Voting Systems Guidelines (VVSG), US Election Assistance Commission
- October 2005:** Harding, J. Don't penalize customers for paying bills online (letter to the editor) Tallahassee Democrat. 21 October
- September 2004:** Harding, J. Transportation is Freedom; New Mobility. P. 10
- July 2004:** Contributing author to the new ADAAG, US Access Board
- Winter/Spring 2004:** Harding, J. Transportation is Freedom; Community Transportation. P 12.

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Spring, 2003: Harding, J. Adaptive Technologies and Persons with Disabilities; FAAST ACCESS (Volume 1, Issue 2). P 25.

December 2002: Harding, J. Accessibility: Tallahassee should lead by example (letter to the editor) Tallahassee Democrat. 21 December

November 2002: Harding, J. Left speechless at lack of Veterans' Day coverage (letter to the editor) Tallahassee Democrat. 13 November

May 2002: Harding, J. Flawed process led to self-serving decision (letter to the editor) Tallahassee Democrat. 29 May

March 2002: Harding J. Fans want a fair shake at Final Four tickets iCan online

February 2002: Harding, J. A City Commission Meeting that will live in infamy (letter to editor) Tallahassee Democrat. 6 FEB p 6A

August 2001: Harding, J. Applauding Commitment to the Disabled (letter to the editor) Tallahassee Democrat. 5 AUG

November 2000: Harding, J. *Florida VR: An Alternative Perspective*; AccessLife.com, November 10, 2000

March 1999: "Performance Measures for Native and Transfer Students at Florida State University," dissertation, FSU, Tallahassee, Florida.

September/October 1998: Harding, J. *Liberal Arts Technicalities, Trusteeship* (The Association of Governing Boards for the Universities and Colleges), p.31.

June 1998: "Born to Ride," The Pragmatist, Tallahassee, Florida.

1997-1998: Strategic Master Plan for 1998-2003. Authored the Student Affairs section of Florida State University System Strategic Master Plan, Tallahassee, Florida.

MEDIA, CONFERENCES, & PRESENTATIONS

Possess an extensive list of media appearances, conference presentations, and keynote speeches. Full list on request.

2025 May: Invited as a Keynote Speaker for the Inaugural Northwest Florida Disability Conference in Panama City, Florida. Presented on the Past, Present, and Future of Inclusion in Higher Education.

2023 June: Invited Presenter to the 26th Annual Family Cafe. Florida State University student group (UoC) presented the past, the present, and future access issues in higher education from the perspective of a student with a disability.

2023, March: Dong, S., & Harding, J. (presented 2023). *Enhancing transition experiences for first-year college students with disabilities*. Poster presentation at 2023 Marvalene Hughes Research in Education Conference, College of Education, FSU, Marvalene Hughes Research in Education Conference, College of Education, FSU. (Local)

2023, January: Dong, S., & Harding, J. (presented 2023). *Enhancing transition outcomes for first-year college students with disabilities*. Presentation at Hawaii International Conference on Education, Hawaii International Conference on Education, Honolulu, Hawaii. (International)

2022, April: Invited panelist for Bridging Resilience Divides: Technology, Transportation, and Communication conference. Focus was emerging technology and persons with disabilities. Tallahassee, FL

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2022, April: Invited keynote speaker for American Academy of Science.

2022, March: Invited Keynote speaker for ABVE conference.

2021, December: Invited panelist for WCI (Workers' Compensation Institute) "Can We Do That? The Legal and Case Management Parameters of Return to Work and Job Accommodation", Orlando, FL.

2019, June: Invited Speaker, "Excelling in College as a PWD" 21st Annual Family Café Conference, Orlando, FL

2019, January: Invited Speaker, "ADA and Workforce Inclusion" Annual Southwest International Association of Rehab Provider Conference, Tampa, FL

2017, September: Invited Panelist Speaker and Facilitator during the annual Trailblazing Conference 2017, Ft. Lauderdale, FL

2017, June: Invited Speaker, "Excelling in College as a PWD" Annual Family Café, Orlando, FL

2016, September: Invited Speaker, "Technology in the Workforce" Annual Trailblazer 2016, Ft. Lauderdale, FL

2016, September: Invited Guest Speaker, "Abilities of Persons with Disabilities" Keiser University, Tallahassee, FL

2016, June: Invited Guest Speaker, "Scuba Diving Demonstration" 18th Annual Family Café, Orlando, FL

2016, June: Invited Guest Speaker, "Employment 21st Century" 18th Annual Family Café, Orlando, FL

2016, May: Invited Guest Speaker "The Abilities of Persons with Disabilities" Keiser University, Tallahassee, FL

2016, April: Invited Guest Lecture "Disability Awareness and Sensitivity" Hyatt Regency Orlando, Orlando, FL

2016, March: Invited Guest Speaker, "Abilities of Persons with Disabilities" Blackwater Resources, Tallahassee, FL

2016, March: Invited Guest Lecturer, "Possibilities of Life" College of Education, Florida State University, Tallahassee, FL

2016, January: Invited Guest Lecturer, "Abilities: Quadriplegic" Keiser University OT Program, Tallahassee, FL

2015, October: Invited Guest Lecturer, "Possibilities of Life" College of Education, Florida State University, Tallahassee, FL

2015, September: Invited Guest Lecturer; "Abilities: A Quadriplegic" Keiser University OT Program, Tallahassee, FL

2015, September: Invited Guest Lecturer "Inclusion: Persons with Disabilities"; College of Business, Florida State University, Tallahassee, FL.

2015, June: The Annual Family Cafe in Orlando, FL: Barrier-Free Paradise - Rish Park, Florida Disabled Outdoor Association scuba diving demonstration and Delta Air Lines - Air Travel for Persons with Disabilities

2015, April: Florida Agricultural and Mechanical University Annual Management Seminar: "Now What? My Journey and Persons with Disabilities."

2015, February: Florida State University Special Education classroom presentation on students with disabilities in Tallahassee, FL

2014, November: Dr. Phillips High School Possibilities Presentation at the annual Teach In event in Orlando, FL

2014, November: Broward College Veterans and Persons with Disabilities Presentation

2014, October: Adult and Community Education Students with Disabilities Presentation in Tallahassee, FL

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- 2014, September:** Disability Sensitivity Training for the Hyatt in Orlando, FL.
- 2014, June:** Invited Speaker for the 15th Annual Family Cafe in Orlando, FL. Rish Park and Traveling with a Disability.
- 2014, April:** Invited Trainer for the West Palm Beach Fair Housing symposium. Disability Etiquette and Sensitivity.
- 2014, March:** Keynote speaker for Peabody hotel in Memphis, Tennessee, disability training - the JR story, Now What?
- 2014, January:** Presenter at Leadership Florida Program for Class XXXIII in St. Petersburg, FL.
- 2013, November:** Keynote speaker at the University of South Florida St. Pete College of Business Walgreens Bayside Business Forum in St. Petersburg, FL.
- 2013, November:** Invited speaker for the Florida State University's Delta Tau Delta Iris Ball in Tallahassee, FL.
- 2013, November:** Panel member for the Elder Affairs Aging in Place Symposium in Jacksonville, FL.
- 2013, October:** Keynote speaker for the Disability Employment and Awareness Day at the Panama City, FL, Naval Station. "What Can You Do?"
- 2013, September:** Keynote presenter for the Orange County ADA Educational Series. "Accessible Gas Stations." Orlando, FL.
- 2013, July:** Main stage speaker at the Boy Scout Jamboree. "Scouting for Life." West Virginia.
- 2013, June:** Invited speaker for the 15th Annual Family Cafe in Orlando, FL. Two speeches: "Aging in Place" and "Rish Park."
- 2013, May:** Invited keynote speaker for the Annual Associates training at the Peabody in Orlando, FL. "Now What?"
- 2013, February:** Invited as a keynote speaker for the 8th Annual University of West Florida Transition Conference in Pensacola, FL. February 14, 2013. "Imagine the Possibilities"
- 2013, January:** Invited presenter for the 34th Annual INTIX Conference in Orlando, FL. January 30, 2013. "Abilities"
- 2012, November:** Invited speaker to the Tallahassee, FL Rotary Club Luncheon. November 14, 2012 "Possibilities"
- 2012, October:** Invited as a keynote speaker for the NASA Disability Awareness Campaign in Cape Canaveral, FL. October 18, 2012
- 2012, April:** Invited Keynote speaker to the 4th Annual Best Buddies Banquet, Tallahassee, FL. April 7, 2012.
- 2012, April:** Invited as a keynote speaker for the Rose Lee Archer & Palm Beach State College community forum on "Building an Inclusive Workforce through Leadership." West Palm Beach, FL April 13, 2012.
- 2012, March:** Invited Distinguished Guest Lecturer to the Harris Rosen College of Hospitality, University of Central Florida, March 2, 2012.
- 2012, February:** Invited Public Speaker to the Florida Institute of Technology regarding "Now What?", February 6, 2012.
- 2011, December:** Invited Public Speaker to the Florida Keys Coalition regarding "Now What?" December 28, 2011.
- 2011, September:** Invited speaker to Co-Existing Disabilities, Sabotaging Success Conference. Pennsylvania, September 29-30, 2011.

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2011, May: Invited motivational speaker for the 15th annual Academic Advisor Conference for the University of South Florida, St Petersburg, FL, May 26, 2011.

2010, November: Invited speaker to the International Rehab Association Conference in Tampa, FL. Presented on life, disability, and politics, November 5, 2010.

2010, October: Invited Keynote speaker for the annual Community Transit Organization Conference in Aubrey, Australia, October 18-20, 2010.

2010, October: Invited as a guest lecturer for the University of Central Florida, Rosen College of Hospitality. Presented on life, disability and the hospitality industry, October 8, 2010.

2010, September: Invited speaker to the Jacksonville Mobility Summit in St Augustine, FL, with Congressman John Mica (Chairman of the US Congress Transportation Committee), September 7-9, 2010.

2010, June: Invited speaker for the 12th annual Family Cafe. Presented on the APD 5-year Employment Plan and Transportation, a public-private partnership, June 17-20, 2010.

2009, November: Invited speaker to the annual State of the State Disability Angelus community program, November 2, 2010.

2009, November: Invited presenter for the annual National Association of RV Parks and Campgrounds (ARVC). Presented new outdoor accessibility guidelines developed by the US Access Board, November 9-10, 2010.

2009, August: Invited to speak at the annual Florida HR conference. Presented on the Untapped Workforce, August 27-29, 2009.

2009, June: Invited to present at the 11th annual Family Café. Presented on Working in the Community and Transportation- The Coordinated System, June 5-7, 2009.

2008, June: Invited to present at the 10th annual Family Café/Family Collaboration Advocacy Friendship Empowerment Conference. Presented on “Disability Mentoring Day will Jumpstart your future” and “Billy Joe Rish Park”, Orlando, FL, June 13-15, 2008.

2008, May: Invited to present at the annual Florida Veterans Conference on Legislative Session 2008, regarding transportation issues, Jacksonville FL, May 6, 2008.

2008, February: Invited guest lecturer at the Harris Rosen School of Hospitality, University of Central Florida, presented on Disability, Life, and the impact of the ADA on the hospitality industry, Orlando, FL, February 29, 2008.

2007, October: Invited guest lecturer at the Harris Rosen School of Hospitality, University of Central Florida, presented on Disability, Life, and the impact of the ADA on the hospitality industry, Orlando, FL, October 5, 2007.

2007, June: Invited to present at 9th Annual Family Café/Family Collaboration Advocacy Friendship Empowerment Conference. The presentation focused on planning and preparation for obtaining employment to gain more independence. Orlando, Florida, June 7-10, 2007.

2007, May: Invited to speak for the Veterans in Cocoa Beach, Florida, on an Overview of the Transportation Disadvantage Program.

2007, April: Invited to speak at the American Association of People with Disabilities Conference in Orlando, Florida, on Florida Disability Mentoring Day Fundraising.

2007, April: Invited to speak at the International Association of Rehabilitation Providers Annual Conference in Washington, DC on Why Rehab Professionals Matter.

2006, July: Invited to speak at the Orange County ADA Accessibility Seminar & Town Hall Meeting in Orlando, Florida, on accessibility issues.

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2006, June: Invited to provide congressional testimony regarding outdoor accessibility on behalf of the US Access Board, Washington, DC, June 2006.

2006, June: Invited to present at the 8th Annual Family Café/Family Collaboration Advocacy Friendship Empowerment Conference. The presentation focused on planning and preparation for obtaining employment to gain more independence. Orlando, Florida, June 1-3, 2006.

2006, May: Invited to serve on a panel at the annual conference of the International Association of Rehab Professionals in Minnesota.

2006, March: Invited to represent the U.S. Access Board at the annual ADA Conference in Miami, Florida, speaking on the new 2004 ADA Guidelines.

2005, August: Invited to present at the Annual Association of Supportive Employment Conference. The presentation focused on creative job skills/interview strategies for the 21st Century. Orlando, Florida, August 25-26, 2005.

2005, August: Invited to present for the Florida Department of Health Conference on Communicating Effectively with Persons with Special Needs during emergencies. Orlando, Florida, August 18, 2005.

2005, June: Invited to present at 7th Annual Family Café/Family Collaboration Advocacy Friendship Empowerment Conference. Presentation focused on creative job skills/interview strategies for the 21st Century. Orlando, Florida, June 2-4, 2005.

2005, April: International Association of Rehabilitation Professionals (IARP) 2005 Annual Conference, April 14-16, 2005. Invited to present on Public/Private partnerships.

2005, March: Florida A & M University. Invited to present at the “Successful PR in a Diverse Society” Conference, March 4-6, 2005 on Diversity and VR.

2004, November: Guest speaker Heritage Middle School-Anti-bullying/fighting intervention program. Deland, Florida, November 16.

2004, October: Bell Greve Speaker for the Ohio Rehabilitation Association 2004 Annual Training Conference. Columbus, Ohio, October 5-8.

2004, May: Invited to present at the 6th Annual Family Café/Family Collaboration Advocacy Friendship Empowerment Conference. Presentation focused on creative job skills/interview strategies for the 21st Century. Orlando, Florida, May 28-May 30.

2004, May: Invited to present at the IARP, International Association of Rehabilitation Providers International Convention in Scottsdale, Arizona, May 14-16, 2004.

2004, February: Recruited and facilitated a Corporate Work Panel at the Emerging Workforce Conference in Ft. Lauderdale, February 9-10, 2004.

2003, November: Invited to present on behalf of the U.S. Access Board at the ADA Working Group Conference, November 2-4, 2003

2003, September: Invited to present at the 3rd Annual World Congress on Disabilities Symposium. The two presentations were Interview Strategies for the 21st Century and Untangling the TD System. Orlando, FL, September 17-19, 2003.

2003, June: Presented before the Digital Divide Council on the topic of 504

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2003, May: Invited to present at the 5th Annual Family Café/ Family Collaboration Advocacy Friendship Empowerment Conference. Presentation focused on creative job skills/interview strategies for the 21st Century. Orlando, Florida, May 29-June 1.

2002, December: Invited by the Assistant Secretary of the Office of Special Education, US Department of Education to participate in the RSA Summit regarding the reauthorization Section 504 of the Rehabilitation Act. Washington, D.C., December 11-12, 2002.

2002, October: Invited to present at the 3rd Annual World Congress on Disabilities Symposium. The three presentations were Development and Execution of an IPE in Vocational Rehabilitation, Creative Strategies for Securing Gainful Employment, and Untangling Transportation Traps. Orlando, FL, October 3-5, 2002.

2002, August: Invited to present at the 4th Annual Florida APSE Conference. The Florida Association for Persons in Supported Employment is a membership organization formed to improve and expand integrated employment opportunities, services, and outcomes for persons with severe disabilities. Presentation titled “It’s your Future-Take Charge Now” addressed the rights and responsibilities of first-time job seekers. Safety Harbor (Tampa), FL, August 28-30, 2002.

2002, May: Invited to present at The 4th Annual Family Collaboration Advocacy Friendship Empowerment Conference. Presentation focused on teaching consumers how to best develop and execute an Individual Plan for Employment in collaboration with a VRS/Private counselor of choice. Orlando, Florida, May 16-19.

2001, September: Invited to present at the 1st National Listening Session. Presented on Critical Barriers facing persons with disabilities. Ronald Regan building, Washington, DC.

2001, September: Invited to present at the 3rd Annual Florida Family Care Counsel Conference (FCC). Presented paper on Shaping Change In The 21st Century, with a focus on disability policy. Fort Lauderdale, Florida, September 22 - 24, 2000.

2001, May: Invited to present at 3rd Annual Governor’s Summit on Disabilities. Hosted by Family Collaboration Advocacy Friendship Empowerment (CAFÉ). Presented paper on Consumer Individual Plan for Employment Development and Execution. Kissimmee, Florida, May 18-20, 2001.

2000, June: Invited to present at the 2nd Annual Florida Association for Persons in Supported Employment (APSE) Conference. Presented workshops on the topics of “Consumer Choice – Are You Getting What You Want” and “Working Collaboratively With the Consumer.” Orlando, Florida, June 28 – 30, 2000.

2000, June: Invited to present at the 2nd Annual Governor’s Summit on Disabilities, sponsored by the Collaboration Advocacy Friendship and Empowerment (Family C.A.F.E.). Workshop on shaping change in the 21st century. Orlando, Florida, June 2 – 4, 2000.

2000, May: Composed, organized and hosted 10 separate Consumer Education Forums Statewide for the Occupational Access and Opportunity Commission. Florida, May 2000.

1999, September: Keynote speaker at Able Trust Disabled Symposium, Orlando, Florida, September 28-30, 1999.

1997, March: Testified before the Senate Confirmation hearing for an unprecedented second term as Student Regent with Florida State University System. Florida Senate Education Committee, Tallahassee, Florida.

1996, March: Testified before the Senate Confirmation Board for Student Regent with Florida State University System. Florida Senate Education Committee, Tallahassee, Florida.

1995, May: Keynote speaker at Johnson Rhode Island Prevention Center Conference, Johnson, Rhode Island.

1994, June: Keynote speaker at New Jersey’s Annual Conference on Disabilities and Addiction, Newark, New Jersey.

1991-1994: Presented “Think First” Outreach Program, Pensacola, Florida.

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1989-Present: Annual presenter at National and International Conferences on Disabilities and Addiction, Chicago, Illinois; Johnson, Rhode Island; Newark New Jersey; Washington, District of Columbia; New York University, New York; Pensacola, Florida; Wright State University, Dayton, Ohio.