ARKANSAS REHABILITATION ASSOCIATION
PROUDLY PRESENTS 2015 TRAINING CONFERENCE:

WAVES OF CHANGE:
TAKING CHARGE OF TOMORROW
PROGRAM
Waves of Change: Taking Charge of Tomorrow

Sunday May 17, 2015
1:00-6:00pm: Exhibits and Silent Auction Set Up Conference Center
6:00 ARA Board meeting Fountain Room

Monday May 18, 2015
8:00-4:00 Exhibits, Silent Auction, Election, REGISTRATION in Board Room

10:00: Welcome to Hot Springs
David Watkins, Hot Springs City Manager

10:10-11:30 Opening Session
Representative Mary Broadaway: “Building Better Futures”
Room: Exhibit Hall C
This session will discuss important new legislation in our state that will provide young people who have disabilities the opportunity to receive community college education leading to vocational certification and expanded career possibilities. (1 hour credit)

11:45-1:00 Divisions Luncheon (All are Invited)
Speaker: Dr. Al Condeluci “Social Capital: The Value of Relationships”
Room: Crystal Ballroom
This session will discuss the huge disparity that exists between people with and without disabilities in community engagement opportunities, and ways that we can change this reality. All of this is important because Social Capital has been associated with most all that is good about life, including: health, happiness, self-confidence, employment, advancement, achievement, and even life expectancy. (1 hour credit)
### Concurrent Sessions

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>1:30-2:30</td>
<td><strong>Underage Drinking: Predicting Alcohol Dependence and Poor Educational Attainment</strong></td>
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<td><strong>Horsman</strong></td>
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<td>Room: <strong>Café II</strong></td>
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<td>The exploratory study examined variables (1) using logistic regression to identify a model for underage drinking history as a predictor of concomitant alcohol dependence and poor educational attainment among individuals aged 25 and above, and (2) obtain a better understanding of how demographic variables (age, gender, race/ethnicity) influence the prediction.</td>
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<td><strong>Taking care of me: Compassion and Mindfulness</strong></td>
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<td><strong>Ochs</strong></td>
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<td>Room: <strong>Magnolia</strong></td>
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<td>Most of us have a tendency to put our psychological well-being on the “back-burner.” We focus on other individuals’ mental health. This presentation will focus on our own psychological well-being. Participants will complete and self-score two instruments. Then we will discuss and apply our individual results.</td>
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<td><strong>Forgiveness and the Rehabilitation Process</strong></td>
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<td><strong>Willmering</strong></td>
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<td>Room: <strong>Exhibit Hall C</strong></td>
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<td>Forgiveness has received much attention in the fields of religion and spirituality, and mental health. Empirical data demonstrates that individuals who engage in forgiveness enjoy increased psychological and physical health. This session will highlight the meanings of forgiveness, discuss how the topic has been applied in multiple settings and suggest ways rehabilitation professionals might ethically incorporate these concepts when working with consumers. Specific CRCC Principles and Standards that will be discussed when considering the use of forgiveness in the Rehabilitation Process include autonomy, beneficence, non-maleficence, and respect for diversity/cultural considerations.</td>
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<td><strong>The service dog as a reasonable accommodation in the workplace for individuals with PTSD/TBI</strong></td>
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<td><strong>Horton</strong></td>
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<td>Room: <strong>Hickory Room (3rd Floor Tower)</strong></td>
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<td></td>
<td>This is a presentation and demonstration of the value of a service dog to people with PTSD and/or TBI. PTSD and TBI will be described with the DSM 5 criteria and also from personal accounts of people who have these disorders. The ADA will be discussed as it applies to service animals and there will be a discussion on service dogs in the workplace. There will be a demonstration of some of the tasks a service dog can do by a person/dog team from Soldier on Service Dogs.</td>
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2:30 – 3:00 Break
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<tr>
<th>Time</th>
<th>Concurrent Sessions</th>
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<tbody>
<tr>
<td>3:00-4:15</td>
<td><strong>Concurrent Sessions</strong></td>
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<td><strong>Sex, Lies and Disability</strong></td>
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<td><em>Hickerson</em></td>
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<td><strong>Magnolia</strong></td>
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<td>This presentation will explore myths surrounding sexuality and disability, and survey current trends in the literature regarding this intimate feature of the human experience.</td>
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<td><strong>Do you look good in Orange?</strong></td>
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<td><em>NOTE: This is a designated Support Staff Session, but All Are Welcome to Attend</em></td>
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<td><em>O'Dell</em></td>
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<td><strong>Café II</strong></td>
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<td>This session, designed for ARS support staff and interested others, familiarizes participants with state rules, regulations, procedures, and laws connected with purchasing. A review of agency/facility forms and procedures will be conducted and will assist with becoming audit ready.</td>
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<td><strong>The Intersection of Poverty and Disability: Ethical Considerations</strong></td>
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<td><em>Sassin</em></td>
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<td><strong>Exhibit Hall C</strong></td>
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<td>The presentation will address the intersection of poverty in today’s rehabilitation process. Ethical practice and consideration in how to mitigate health/educational disparities, poverty and institutional barriers for at risk populations will be addressed to assist the rehabilitation professional in providing effective interventions in his or her practices. Implementing the social justice model into individual practices will increase the effectiveness of the rehabilitation counselor and help them fulfill considerations in the ethical codes of ethics. Specific CRCC Codes and principles that will be addressed include beneficence, non-maleficence, honoring autonomy, and respect for diversity and nondiscrimination. Participants will have the ability to discuss the learning objectives during the presentation and after in a question and answer format.</td>
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<td><strong>Zero Reject: Supporting “Difficult” Individuals When Others Refuse</strong></td>
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<td><em>Evans</em></td>
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<td><strong>Crystal Ballroom</strong></td>
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<td>This session will address keys to successfully supporting individuals with the highest level of need and those who present the greatest challenges to the service system based on 15 years of experience working for a &quot;zero reject&quot; support provider.</td>
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**6:00-9:00**  
President’s Reception-Springs Hotel Terrace-Host: Rick Fleetwood/Snell Orthotics
We are very fortunate to have poster presentations presented by these very talented students.

The following poster presentations will be displayed during the reception on the terrace. Please support these fine students by visiting them and discussing their presentations. Poster presentations are presented by:

- Linnea Heintz - “Using Positive Priming to Impact Acceptance in the Workplace”
- Denise Christopher – “The Benefits of Sexual Education for Individuals with Intellectual Disabilities”
- Jennifer Krenn – “Integrative Treatment for Individuals with Psychiatric Disabilities and Co-occurring Disorders”
- Ksenia Mukhanova – “Promoting Positive Behavior: Strategic Employment Strategies for Individuals with Autism”

These Presentations will be displayed in the Exhibit Hall, and students will be present to discuss them on Monday, May 18, at 2:30.

- Ariel Nations: Turning a Blind Eye: Sex Education and Visual Impairment
- Brandi Rannals: Bridging the Gap Between Vocational Services and Labor Force Trends for Employees with Autism Spectrum Disorder
- Katie Kyle: Depression In The Workplace...What Mindfulness Can Do For Productivity
- Reginald Chandler: Competitive Employment Focused Intervention for Rehabilitation Consumers with Schizophrenia
- Megan Mitchell: Workplace Supports for Working Mothers: Maintaining Employment
Tuesday, May 19, 2015

7:30 – 8:30: Coffee and Beverages

8:00 – 12:00: Registration

8:00 – 3:15: Silent Auction - Run-off Election if needed

8:00-10:00

8:30 – 10:00 General Session

Room: Exhibit Hall C

Dr. Elizabeth Lorah

Today the Center for Disease Control estimates that 1:68 births will result in a diagnosis of autism. Therefore, tomorrow 1:68 of our employees, colleagues, and friends will have a diagnosis of autism. This session will provide general information on autism and strategies, including the use of modern technology, for the inclusion of individuals with autism in the workplace and the community as a whole. (1.5 hours credit)

Break: 10:00-10:30 Conference Center

10:30-11:30

Concurrent Sessions

Preparing High School Students for the transition to College or vocational school

Quinn

Room: Café II

This presentation will examine the differences that all students with disabilities need to know that exist between the high school and college experience. It will present ways to find the right fit for each student's post-secondary experience, and ways to help prepare them for this transition.

School to Work Transition: A Working Partnership Between Public School and Nonprofit Agency

Nicholas

Room: Magnolia

This presentation will describe an existing partnership between a nonprofit Community Rehabilitation Program and a public high school to provide transition opportunities for students beginning in the 10th grade. Information about the program startup, unforeseen problems, and eventual solutions will be explored.

Making Your Office Deaf Friendly: Communication Strategies for Non-Signers

Ketchum/Sugg

Room: Hickory (3rd Floor Tower)

NOTE: This is a designated Support Staff Session, but All Are Welcome to Attend

The Strategies for communication with hard of hearing person and with profoundly/totally deaf persons are different. The purpose of this workshop is to help you to be prepared with
communication when serving consumers who are deaf, hard of hearing, or deafblind. This includes the use of technology-high and low tech-and the use of interpreters and transcribers.

**10:30-11:30 Concurrent Sessions, Cont.**

<table>
<thead>
<tr>
<th>Disability Policy Knowledge: Advocacy and Ethical Expectations for Rehabilitation Counselors Akande</th>
<th>Room: Exhibit Hall C Ethics Credit</th>
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<tbody>
<tr>
<td>This presentation reports research findings regarding Rehabilitation Counselor knowledge of disability policy and application of this knowledge in service provision. Through narrative interviews and the CRCC Code of ethics, the presenter will discuss educational, practical, and research needs for supporting advocacy efforts and best practices through disability policy knowledge. This presentation specifically addresses Section C (Advocacy and Accessibility) of the current CRCC Code of Professional Ethics, as it explores rehabilitation counselor education and knowledge of local, regional, and national systems and laws for the purposes of advocacy, the facilitation of client self-advocacy, and comprehensive service provision.</td>
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12:00 – 1:30

**ARA Awards Luncheon (all invited) Crystal Ballroom**

2:00-3:00 Concurrent Sessions

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<tr>
<th>Web-based Assessment Tools: Do New Resources Create New Ethical Considerations? Garner</th>
<th>Room: Exhibit Hall C Ethics Credit</th>
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<td>There are many free or low-cost online resources that rehabilitation professionals can use for assessment and career planning with clients. Examples of online assessment instruments, both government- and private sector-based, will be provided in this review along with a discussion of how the CRC Code of Ethics guides the use of these instruments. The specific sections of the CRC Code of Ethics to be discussed are: Sections G.1- G.8 (Evaluation, Assessment, and Interpretation) and J.4. (Technology-Assisted Assessment).</td>
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<th>Resources for Assistive Technology Kimbrough</th>
<th>Room: Magnolia</th>
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<td>This presentation will provide insight and education to the areas of AT acquisition, local resources, device trainings and funding. Other areas of focus will be, IEP’s, AT justifications, VR and ACS Waiver implications, and Medicaid/Medicare.</td>
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### 2:00-3:00 Concurrent Sessions, cont.

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<tr>
<th>Session</th>
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<tr>
<td>Self-care for counselors and caregivers</td>
<td>Café II</td>
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<td><strong>O’Boyle</strong></td>
<td><strong>Room: Café II</strong></td>
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<td>In a typical day, rehabilitation counselors and other caregivers provide support to numerous individuals. There is a constant outward energy flow that can lead to burn out. Learning these self-care techniques can mitigate the effects of burn out, help maintain greater energy and peace, and ultimately, improve client services.</td>
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| Back to the Future: New Field Tech Approaches for 2015 | Hickory (3rd Floor Tower) |
| Room: Hickory (3rd Floor Tower) | **NOTE: This is a designated Support Staff Session, but All Are Welcome to Attend** |
| The Information Systems Department will cover several new and existing hardware and software items that have been deployed to enhance staff’s ability to assist ARS clients. Items covered will include, new hot-spots, tablet computing, mobile apps, cloud storage, logmein managed wi-fi for field offices, and mobile workers’ rights and responsibilities. | |

**3:00-3:15 Break Conference Center**

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### 3:15-4:15 Concurrent Sessions

<table>
<thead>
<tr>
<th>Session</th>
<th>Room</th>
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<tr>
<td>Burnout, Compassion Fatigue, and the Helping Professional</td>
<td>Exhibit Hall C</td>
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<td><strong>Olson</strong></td>
<td><strong>Room: Exhibit Hall C</strong></td>
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<td><strong>NOTE: This is a designated Support Staff Session, but All Are Welcome to Attend</strong></td>
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<td>This presentation will review the definition of burnout and compassion fatigue. Participants will discuss what leads to these problems. We will discuss negative ways of dealing with these problems. We will discuss positive ways of dealing with these problems. We will close with a group discussion of how people in the room deal with work stress.</td>
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| Legalization and Decriminalization of Marijuana: Vocational Rehabilitation Implications | Magnolia |
| **Lusk/Paul** | **Room: Magnolia** |
| As positive research continues to emerge and more states move to legalize and decriminalize medicinal marijuana use, individuals with disabilities may opt to use this as a legitimate form of treatment. As a result, VR counselors must be prepared to address challenges related to its use. | |
**3:15-4:15 Concurrent Sessions, cont.**

<table>
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<th>Time</th>
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<tr>
<td>3:15-4:15</td>
<td><strong>The Promise Initiative 2014—an update: 12 Months of Accomplishment</strong></td>
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<td><strong>Williams</strong></td>
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<td><strong>Room: Crystal Ballroom</strong></td>
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<td>This presentation will offer an update on the Department of Education’s five-year, $32 million grant under the PROMISE initiative. The PROMISE project hopes to provide 1,000 teens with disabilities on SSI with their first paid work experiences, improve educational and work outcomes for teens with disabilities, and reduce reliance on SSI. Progress to the first and second year goals for the project will be provided.</td>
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<th>Time</th>
<th>Session</th>
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<tr>
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<td><strong>Reasonable Accommodations for Employees with Psychiatric Disabilities: Real-world Solutions</strong></td>
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<td><strong>Hurley</strong></td>
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<td><strong>Room: Hickory (3rd Floor Tower)</strong></td>
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<td>This presentation will review the ADA Title I regulations for reasonable accommodations for employees with psychiatric disabilities as well as the changes to the statute under the ADA Amendments Act of 2009. In order to illustrate the current legal climate, Title I psychiatric disability allegation prevalence statistics will be provided from National EEOC ADA Research Project (NEARP). Specific reasonable accommodation ideas for employees with disabilities will be offered.</td>
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**NOTE:** These ARA Division Meetings will be held from 4:30 pm – 5:00 pm:

**ARCEA—Conference Room C; AAMRC—Magnolia**

**Wednesday, May 20, 2015**

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<tr>
<th>Time</th>
<th>Session</th>
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<tr>
<td>7:30 - 8:30</td>
<td><strong>Coffee and Beverages</strong></td>
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<td>8:00-9:00</td>
<td><strong>General Session</strong></td>
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<td><strong>Room: Crystal Ballroom</strong></td>
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<td>“A Guide to Moral Decision Making” – Dr. Keith Vire <strong>Ethics Credit</strong></td>
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<td>This presentation will focus on making moral and ethical decisions in a confusing world. The distinction between moral and ethical decisions and behavior will be discussed. This presentation specifically addresses Sections D (Professional Responsibility), and E (Relationships with Other Professionals), of the Code of Professional Ethics as it explores the differences as well as the similarities between Ethical Practice and Moral Behavior. Other sections of the Code are discussed as well.</td>
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**9:15-10:45 Concurrent Sessions**

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<tr>
<th>Time</th>
<th>Session</th>
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<tr>
<td>9:15-10:45</td>
<td><strong>Supported Employment: Is Sub-minimum Wage Dead in the Water?</strong></td>
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<td><strong>Vire, Kelley, Turrentine</strong></td>
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<td><strong>Room: Magnolia</strong></td>
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<td>Section 511 of the reauthorized Workforce Innovation and Opportunity Act (WIOA), mandates that individuals with disabilities ages 24 and younger may not be employed by those paying subminimum wage before seeking out vocational rehabilitation services. WIOA mandates that at least 15 percent of a state’s VR federal funding be designated to help young people transition from school to work. Nationally, the expansion of Supported Employment is being touted as one possible answer to these mandates.</td>
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The Cop and the Social Worker, Lessons in Ethics

**McDonald, Collins, Gravett**

Room: **Exhibit Hall C**

Using storytelling and audience participation we build on two principals: (1) Ethics, which is something we practice daily using a foundation of ethical behavior in everyday events for decisions on big issues and (2) building on similarities as opposed to surface differences such as race, religious or political affiliations. This session will address the CRCC ethical principles of beneficence, non-maleficence, and respect for diversity.

Video Conferencing: Using “Go To Meeting” to Increase Efficiency and Productivity

**NOTE: This is a designated Support Staff Session, but All Are Welcome to Attend**

**Apolinar**

Room: **Hickory (3rd Floor Tower**

An introduction and overview of Go To Meeting, the video conferencing tool used by Arkansas Rehabilitation Services. The presenter has over seven years of experience in this field, and has expertise in video conferencing.

**START Overview (Systemic Therapeutic, Assessment, Resources, and Treatment); Who we are & what we do; an Arkansas START**

**Emerson**

Room: **Café II**

Participants will learn about the history of the START model, its core components, and how START has been implemented in Arkansas. The session will provide an overview of the Arkansas START system is being implemented from the National Center for services and is integrated into local systems of care to enhance access to supports for people with intellectual disabilities with concurrent mental health needs.

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### 10:45-11:15 BREAK to check out of rooms

11:15-2:00 ARA Lunch, Business Meeting/General Session: **Crystal Ballroom**

**GENERAL SESSION SPEAKER:** Commissioner Alan McClain will talk about his philosophy of service and will take questions from our members. (1 hour CRC, CEU credit)

Thank you all for coming, and please drive safely!!
Wow, what a year! Conference planning is well underway and nearing completion. We are returning to the newly renovated Arlington Hotel in beautiful Hot Springs, AR after a two year absence. We think you will like the changes they have made.

The conference theme this year is “Waves of Change.” Every one of us has experienced change in our professional lives-some changes are better than others. It would benefit us all to learn how to roll with these changes and make the best of whatever the situation may be. Having said this, I hope you will be pleased with some of the changes we have made to the conference this year.

I would like to encourage any of you that might be interested in helping with next year’s conference, to let myself or any member of the Board know. We need more individuals to get involved with making this conference as good as it can be, year after year.

All conference related information can be found at [http://www.arrehabassociation.org/](http://www.arrehabassociation.org/). You can use this site to register for the conference and when the schedule of sessions has been solidified, you will find that on the site as well. In order to get the conference rate, you will need to register with The Arlington no later than April 17th. After this date, the conference rate can NOT be guaranteed.

I look forward to seeing each and every one of you May 18-20 in Hot Springs.

Amanda Connell

2014-15 ARA President
LEADERSHIP

Arkansas Rehabilitation Association- 2014-2015 Board of Directors

Amanda Connell  President
Keith Vire  Past President
Kathy Mansker  Vice President
Laura Allen  Treasurer
Janie Crafford  Secretary
Carrie Woodall  Board Member
Cheryl O’Dell  Board Member
Dr. Penny Wilmering  Board Member
Dr. Bent Williams  Board Member
Julie White  Board Member
Shane Bronson  Student Representative
Chet Stuart  Ex-Officio Member and Property Manager
Wayne Marsac  SW/NRA Regional Treasurer
Ellice Scales  AAMRC President
Jimmy Hatmaker  AARTS President
Erica Olson  ARCEA President
Angela Holloway  SW/NRA Representative

Arkansas Association of Multicultural Rehabilitation Concerns

Barbara Starks  President
Ellice Scales  President-Elect
Dale Turrentine  Secretary
Carolyn Turner  Treasurer/Past President
Judy Smith  Board Member at Large
Deandriea Bass  Board Member at Large
Verline Davis  Board Member at Large
Latisha McClendon  Board Member at Large

Arkansas Association of Rehabilitation Technicians & Specialists

Jimmy Hatmaker  President
Kathy Mansker  Past President
Silver Valovich  Treasurer
Cheryl O’Dell  Secretary
Carrie Woodall  Board Member
Joanna Cockman  Board Member
Arleen Curtis  Board Member
Judy Merryman  Board Member

ARA Presidents and Terms of Office

John Ed Whitaker  1964-1965
Jim Cook  1965-1966
Ervin H. Hodges  1966-1967
Thomas Johnson  1967-1968
H. E. Tye  1968-1969
Leon Thornton 1969-1970
Thomas White 1970-1971
Roy Jack Tomlin 1971-1972
Harry Vines 1972-1973
Robert Hobbs 1973-1974
Andrew Jones 1974-1975
Mack Blackwell 1975-1976
Gloria Kemp Wright 1976-1977
Maxine Britt 1977-1978
George Richardson 1978-1979
Tommy Henson 1979-1980
Charles Tapp 1981-1982
Horace McGuire 1982-1983
J. V. McLelland 1983-1984
Vaughn Kesterson 1984-1985
Walter “Buddy” Carmack 1985-1986
Theodoshia Cooper 1986-1987
Donnie Teague 1987-1988
Kenneth Musteen 1988-1989
Sandra Massey 1989-1990
Harold Thomas 1990-1991
Dr. Keith Vire 1992-1993
Terry Stevenson 1993-1994
Tammie Orlicek 1994-1995
Billy Barnett 1995-1996
Deborah Wooten 1996-1997
Freddie Smith 1997-1998
Jesse Gatewood 1998-1999
Jim Beard 1999-2000
Nina Webb 2000-2001
Charles Tapp 2001-2002
Robyn Hendrix 2002-2003
Mae Robinson 2003-2004
Lou Tabor 2004-2005
Wayne Marsac 2005-2006
Barry Vuletich 2006-2007
David McDonald 2007-2008
James Quinn 2008-2009
Deborah Wooten 2009-2010
Dr. Tresvil Pack 2010-2011
Dr. Penny Willmering 2011-2012
Dr. Keith Vire 2012-2013
Dr. Keith Vire 2013-2014
Amanda Connell 2014-2015

Secretary/Treasurer Terms of Office
Madeleine Bizzell 1964-1973
Glenda Darling 1973-1977
Kristy Horton 1977-1978
Charles Tapp 1978-1979
Kristy Horton June-October 1979
Mary Linn November 1979-2009

Secretary Terms of Office
Kathy Mansker 2009-2010
Amanda Paterek. 2010-2011
Deborah Wooten 2011-2013
Cheryl O’Dell 2013-2014
Janie Crafford 2014-2015

Treasurer Terms of Office
Mary Linn 2009-2012
Carrie Woodall 2012-2014
Laura Allen 2014-2015

**SCHOLARSHIPS**

*ARA Scholarships*
The scholarships were established as follows:

R. Lewis Urton Scholarship 1980
E. Russell Baxter Scholarship 1991
Vince H. Bond Scholarship 1991
Harold E. Thomas Scholarship 1991
ARA President’s Scholarship 1995
Danny McKissic Scholarship 2008
Butch Barnes Scholarship 2009
AARTS/Ken Musteen Scholarship 2004
Cheryl O’Dell Scholarship 2008
AAMRC Book Scholarship 2009
Rick Fleetwood Scholarship 2014
ARA Scholarship Committee 2015

Jim Spragins Co-Chair
Paul Hickerson Co-Chair
Janie Crafford Member
Chet Stuart Member
Myrtle McIvor Member
Chi Chi Okoronkwo Member

Congratulations to our 2015 Scholarship winners!

KATIE WARREN, R. LEWIS URTON SCHOLARSHIP, ARKANSAS TECH UNIVERSITY

SHARA DAVIS, E. RUSSELL BAXTER SCHOLARSHIP, UNIVERSITY OF ARKANSAS-LITTLE ROCK

DENISE CHRISTOPHER, VINCENT H. BOND SCHOALRSHIP, UNIVERSITY OF ARKANSAS-FAYETTEVILLE

BOBBIE J. CAMPBELL, BUTCH BARNES SCHOLARSHIP, UNIVERSITY OF ARKANSAS-FAYETTEVILLE

SAVANNAH MOTZKO, RICK FLEETWOOD SCHOLARSHIP, UNIVERSITY OF CENTRAL ARKANSAS

RACHEL ROBERTS, AND DUSTY FORD, ARA PRESIDENT’S SCHOLARSHIP, UNIVERSITY OF CENTRAL ARKANSAS

MEGAN MITCHELL-HAROLD THOMAS SCHOLARSHIP, ARKANSS STATE UNIVERSITY
Representative Broadaway is a parent of a son with autism. She is a state representative and serves as Vice Chair of Aging and Legislative Affairs-House Aging Subcommittee. She is a Member of the House Judiciary, Rules, and Aging, Children and Youth Legislative and Military Affairs Committee. Representative Broadaway serves as a member of the Autism Task Force Interim Study Proposal which studies the Post-Secondary Opportunities provided to students with intellectual and development disabilities at Institutions of Higher Education.

DR. ELIZABETH LORAH, Ph.D., BCBA-D

Dr. Elizabeth R. Lorah is an assistant professor in the Special Education department at the University of Arkansas. She received her Doctor of Philosophy in Educational Psychology from Temple University in Philadelphia, PA. She has more than a decade of experience in behavior analysis and autism treatment. Her research interests include the use of technology in autism intervention. In addition to her research, Dr. Lorah teaches courses in Applied Behavior Analysis.
DR. AL CONDELUCI, Ph.D

Al Condeluci is CEO of Community Living and Support Services (CLASS), a community based support system for folks with all types of disabilities in Pittsburgh, PA. He holds an MSW and PhD from the University of Pittsburgh, where he is on faculty in the School of Health and Rehabilitation Sciences and the School of Social Work. Al serves as a consultant, collaborator and lectures extensively around the country often on material from his books.

He lives in McKees Rocks, PA, just outside Pittsburgh, on the family hill with his wife, children and some 30 other members of the extended Condeluci family.

KEITH VIRE, Ph.D.

Dr. Vire received his Ph.D. in Rehabilitation from the University of Arkansas, and currently serves as the CEO of Arkansas Support Network, Inc. in Springdale, Arkansas. ASN is an agency promoting total community inclusion for persons with disabilities. Dr. Vire has been actively involved in local housing and transportation issues for years, especially with attention to the needs of persons with disabilities, and has served on many boards and committees which promote improved quality of life for low income persons and persons with disabilities. He was a founding member and past president of the Board of Directors of the Ozark Foodbank, and is currently serving as Past President of the Arkansas Rehabilitation Association. He is the current President of the Arkansas Waiver Association. Dr. Vire was appointed by Governor Beebe to serve on the State Rehabilitation Council for a second term. In addition, Dr. Vire has served as a volunteer board member of the
Arkansas ARC, Ozark Regional Public Transit, SOURCES for Community Independent Living Services, Inc., Nonprofit Resources, Inc., the Arkansas Disability Coalition, Arkansas Literacy Council, Ozark Guidance Center, and the Northwest Arkansas Workforce Investment Board. He is past president of the Board of Directors of the Arkansas Literacy Council and the Washington-Madison County Partnership for Children and Families and the Temporary Employment Assistance (TEA) program. In September, 2003, Dr. Vire was chosen as a Walton Distinguished Doctoral Fellow at the University of Arkansas in Fayetteville. He completed his Ph.D. in Rehabilitation Research and Education in 2005. Dr. Vire was recently appointed by Governor Hutchinson to serve on the Governor’s Advisory Council on Medicaid Reform.

COMMISSIONER ALAN McCLAIN
ARKANSAS REHABILITATION SERVICES

Alan McClain has been Commissioner of Arkansas Rehabilitation Services since February 2015. Mr. McClain came to ARS from the Workers' Compensation Research Institute where he served as the Regional Director. Prior to joining WCRI, he served as the Chief Executive Officer of the Arkansas Workers’ Compensation Commission for 8 years.

Mr. McClain had workers’ compensation experience dating to 1987 prior to becoming CEO. He was Assistant Director of the Public Employee Claims Division at the Arkansas Insurance Department from 1998-2000, Claims Determination Manager at the Arkansas Insurance Department from 1993 to 1998, and worked in the private sector from 1987 to 1992 in the Claims Management Services Division for Sedgwick James of Arkansas.

The Monticello native received his bachelor’s degree in political science in 1987 from Hendrix College in Conway, Arkansas, and a master of public administration from the University of Arkansas at Little Rock in 1993.

He previously served as chair of the Self-Insurance Committee of the Southern Association of Workers Compensation Administrators (SAWCA) and of the International Association of Industrial Accident Boards & Commissions (IAIABC). Currently Mr. McClain serves on the Executive Committees of each of those organizations, and as the 2010-2011 IAIABC President.
Concurrent Speakers Information (Listed in order of appearance on the agenda)

**Horsman, Euchay Ngozi**- Dr. Horsman is currently Assistant Professor in the Department of Counseling, Adult, and Rehabilitation Education, at the University of Arkansas at Little Rock, and has researched the topic of substance abuse, especially alcohol abuse at length. Dr. Horsman has provided services to individuals seeking treatment for substance use disorders, and has taught courses on the topic.

**Ochs, Lisa**- Dr. Ochs received her J.D. from Washburn University School of Law, Topeka, Kansas, in 1995 and her Ph.D. in Rehabilitation Education and Research from the University of Arkansas, Fayetteville, in 1999. She has been employed as an Associate Professor of Counseling at Arkansas State University-Jonesboro, since May 2004. Dr. Ochs is a Certified Rehabilitation Counselor.

**Willmering, Penny**- Dr. Willmering is a Professor of Rehabilitation Science at Arkansas Tech University. She has been in the field for over 35 years, and has held a variety of employment positions working with individuals with disabilities. Her research interests include compassion satisfaction, ethics, and professional development. She currently serves as Chair of the Commission on Undergraduate Standards and Accreditation, Board Member of the Commission on Rehabilitation Education, and as Past President and current board member of the Arkansas Rehabilitation Association. In addition, Dr. Willmering serves on the Arkansas Board of Examiners in Counseling. She holds a CRC and an LPC, and is a fellow in the National Rehabilitation Counseling Association. In August 2014 she began serving as the Program Director for the Rehabilitation Science Program at Arkansas Tech University.

**Horton, Catrina** – Ms. Horton is a Ph.D. candidate at the U of A Fayetteville, where her dissertation topic is “Service Dogs as an Intervention for veterans with PTSD and/or TBI”. Ms. Horton has done extensive research on the topic of service animals. She is a certified rehabilitation counselor and is interested in the service dog as an accommodation in the workplace. Ms. Horton volunteers with an organization called “Soldier on Service Dogs” that trains and provides service dogs for veterans at no cost to them.
Hickerson, Paul – Mr. Hickerson is a Certified Rehabilitation Counselor and a Licensed Professional Counselor. He is a Ph.D. Candidate at the University of Arkansas in Fayetteville, and is currently serving as a visiting professor of Rehabilitation Science at Arkansas Tech University. He has worked as a Vocational Rehabilitation Counselor for Arkansas Rehabilitation Services, and as a mental health therapist for private nonprofit agencies in Northwest Arkansas. Mr. Hickerson has extensive experience in working with sexually acting-out youth.

O’Dell, Cheryl, CPPB – Ms. O’Dell has worked for the State of Arkansas for 30 years in Arkansas Rehabilitation Services at the Hot Springs Rehabilitation Center. She started at the “bottom” and gradually worked her way up by learning from those experienced individuals that she was privileged to work with. Ms. O’Dell has worked in the procurement and asset management field for over 15 years. She worked for the past two years to obtain national certification as a Certified Professional Public Buyer “CPPB”. Ms. O’Dell has served as President of the AARTS division of ARA and has served on the board in other capacities for over 10 years. She has been a member of ARA for over twenty years and continues to support all of the branches and divisions of Vocational Rehabilitation Services.

Sassin, John- Dr. Sassin has worked extensively for the past 30 years in the fields of head injury rehabilitation, vocational rehabilitation, and special education. His work has included developing and directing continuum of care programs for difficult-to-treat individuals with neurobehavioral, physical, and developmental disabilities. Dr. Sassin’s experience includes being a Chief Executive Officer, Director of Rehabilitation Services (C.O.O.), management, clinical supervision, finance, case management, and marketing for acute and post-acute facilities. He has chaired and served on the board of directors of professional organizations that pertain to his specialties at the national and state levels. Dr. Sassin has presented internationally. He has also trained rehabilitation professionals throughout the region on the effects of traumatic brain injury, supported living for people with disability, and vocational programs: supported and competitive. Currently, is the Undergraduate Rehabilitation Services Coordinator/Assistant Professor at Langston University in Tulsa. He holds an undergraduate degree in special education from Northern Michigan University, a master’s degree from The University of North Texas in Rehabilitation Counseling and has a Ph.D. in Rehabilitation Education and Research from the University of Arkansas-Fayetteville.

Evans, Syard – Ms. Evans has worked for Arkansas Support Network for 15 years, and is currently the Deputy CEO. She is a Ph.D. candidate at the University of Arkansas in Fayetteville. Ms. Evans is a Certified Rehabilitation Counselor, (CRC), a Licensed Associate Counselor, (LAC), and has certifications as a Personal Care Provider, Positive Behavior Support Specialist, Trained Facilitated Communication Facilitator, Person Centered Planning Facilitator, Commission on Law Enforcement Standards and Training (CLEST) Certified Trainer, and is an American Red Cross CPR/First Aid Instructor. She competes in Strongman competitions and is a CrossFit Level 1 Trainer.

Quinn, Annie- Dr. Quinn has a Master’s degree in Special Education and recently received her Ph.D. in Curriculum and Instruction. She studied the field of Autism extensively while completing her course work and has given multiple presentations on autism. She has a profound hearing
impairment and has worked with students with hearing impairments.

**Nicholas, Candia, M.S, CRC** - After the birth of her daughter in 2004, Ms. Nicholas became involved in the disability community. In 2005, she became president of Down Syndrome Connection of NWA. In this role, she worked with families, educators and professionals on the appropriate way to include children with disabilities in the community, in the school setting and in daily life. Ms. Nicholas currently serves on the board of Arkansas Waiver Association, and is Past president of Down Syndrome Connection of NWA, and a Graduate of Family Leadership Project. She is currently employed at Arkansas Support Network as Director of Family Support and Development Activities.

**Tammy Taylor** – Ms. Taylor is the School-To-Work Transition Program teacher at Arkansas Support Network. She holds a Bachelor’s degree in Specialized Education K-12, with a minor in Human Development and Family Studies. Her past work experience includes teaching in the public school system, as well as in a charter school. Ms. Taylor’s family moved from North Carolina to Arkansas a little over a year ago. She has two young boys who attend public school in Siloam Springs. Ms. Taylor is very excited to have the opportunity to teach vocational skills to transition age students.

**Ketchum, Holly** - A native of Little Rock, Ms. Ketchum began her professional career as a VR counselor with Arkansas Rehabilitation Services in 2001. Based at the Little Rock field office, she served a caseload comprised primarily of consumers who were deaf, hard of hearing, or deaf-blind. In 2011, she was assigned responsibility to serve a Program Specialist, Services for the Deaf and Hard of Hearing. As program specialist, she has statewide responsibility for providing technical assistance, consultation, and training to VR counselors and allied professionals that serve consumers who are deaf, hard of hearing, or deaf-blind. She is also responsible for developing and managing inter-agency agreements, coordinating interagency services, and ensuring compliance with disability rights laws and policies as they relate to people who are deaf, hard of hearing, or deaf-blind. She currently services on the Advisory Council for the Telecommunication Access Program (TAP), the Arkansas Crime Victims with Disabilities, and the Advisory Board for Interpreters between Hearing Individuals and Individuals who are deaf, deaf-blind, hard of hearing, or Oral-Deaf. She was also served as an officer and board member with the Arkansas Association of the Deaf (AAD) for more than 20 years.

**Sugg, Cheryl, NIC** – Ms. Sugg has worked for Arkansas Rehabilitation Services for 18 years. Cheryl received her State credential QAST Level 5 in 1994 and her National Interpreter Certification in 2010. In her position as Coordinator she has worked to develop "Video QAST Testing" for interpreters, and improve SSP services provided to the Deaf blind Community in Central Arkansas. Ms. Sugg travels the state providing workshops regarding interpreter services.

**Akande, Abigail** – Dr. Akande received a Ph.D. in Rehabilitation from the University of Arizona, Tucson, and is currently on the faculty at the University of Arkansas at Little Rock. As a former Adjunct Professor at the University of Arizona and a current Professor at UALR, Dr. Akande has
taught courses to undergraduate and graduate students related to disability legislation, ethics, and multicultural concerns. In addition, she has worked as a practitioner in several different states and have witnessed the importance of a knowledge of state legislation and its role in service provision.

**Garner, William** - Dr. Garner has 37 years of experience in the Rehabilitation Counseling profession including 31 years in Rehabilitation Education. He has worked with distance education for the last 16 years and was instrumental in founding the online Rehabilitation Counseling program at the University of Arkansas at Little Rock, which was the first completely online program, of any type, in the state of Arkansas. Dr. Garner has acted as a consultant to the Commission on Rehabilitation Counselor Certification for the last 20+ years and served as a member of the Arkansas Board of Examiners in Counseling.

**Kimbrough, Corey** – Mr. Kimbrough has a B.S. in Psychology from Southern Arkansas University, and has served in the private sector as case manager for ACS services for individuals with disabilities. He is currently employed as a Program Manager for Increasing Capabilities Access Network (ICAN), a program of Arkansas Rehabilitation Services.

**O’Boyle, Bonnie, M.S., CRC** – Ms. O’Boyle has worked with people who have disabilities in one capacity or another for about 20 years, the last 12 years as a Rehabilitation Counselor with Arkansas Rehabilitation Services. She does a lot of public speaking and has led presentations in Austin, Houston, and Memphis, as well as at many local venues. Ms. O’Boyle has published a book of fiction. She is a very calm and centered person, and has found numerous techniques over the years that contribute to a peaceful demeanor.

**Meadows, Lee** – Mr. Meadows has a B.A. from the University of Arkansas at Pine Bluff, and an MPA from Minnesota State University. He is employed as the Chief Information Officer for Arkansas Career Education. Mr. Meadows has fifteen years experience in information management, and eight years in Management.

**Olson, Erica, M.S., CRC, LAC** – Ms. Olson is a graduate of the Rehabilitation program at the University of Arkansas in Fayetteville. She has worked as a Vocational Rehabilitation counselor for Arkansas Rehabilitation Services for six years. Ms. Olson is from Springdale, Arkansas and is the proud sister of Tim, who has significant disabilities.

**Lusk, Stephanie** – Dr. Lusk has been teaching the area of rehabilitation, specifically addiction and co-occurring psychiatric disabilities, for over 12 years. She has published one edited book on counseling addicted families and implications for vocational rehabilitation counselors. Most recently, Dr. Lusk has published articles in the Journal of Applied Rehabilitation Counseling, Rehabilitation Research, Policy, and Education, and New Horizons in Adult Education and Human Resource Development. These publications focus on the VR counselor’s role in serving individuals with substance use disorders, the management of medicinal marijuana in states where it is now legal, and how to best work with employers.
Paul, Teresia M. – Ms. Paul is currently a doctoral student and graduate assistant in the Rehabilitation Education and Research program at the University of Arkansas in Fayetteville. Prior to beginning the program, she served as a Mental Health Therapist at Unity Healing Center, a regional youth treatment center for Native American adolescents for over five years. She has traveled to Nigeria and Indonesia researching the impact of culture on the treatment of substance use and co-occurring disorders. While in Jakarta, Indonesia she served as a guest lecturer at Atma Jaya University and presented on "The Correlation between Culture, Mental Illness, and Addiction: A Nigerian Perspective."

Williams, Brent - Since 1994 Dr. Williams has provided direct service for and administrated not-for-profit disability service agencies, and since 1999 he has conducted research, taught and provided administration for graduate rehabilitation counseling programs. Dr. Williams has been affiliated with eleven not-for-profit service agencies and six universities. As a trainer for the Rehabilitation Continuing Education Center in Menomonie Wisconsin, he provided over 400 training hours for the staff and the administrators of state VR and not-for-profit service agencies. Dr. Williams is the Chief Investigator for the PROMISE Grant, a five-year, $32 million grant from the Department of Education. The PROMISE project hopes to provide 1,000 teens with disabilities on SSI with their first paid work experiences, improve educational and work outcomes for teens with disabilities, and reduce reliance on SSI.

Hurley, Jessica E. – Dr. Hurley received her Ph.D., in Rehabilitation Leadership from Virginia Commonwealth University. Since 2005, Dr. Hurley has worked as a Research Associate on the National EEOC ADA Project, first at Virginia Commonwealth University, and then, beginning in August 2014, at the University of Arkansas at Little Rock. This work involves the data-mining of the EEOC’s ADA Title I allegation data and has resulted in over 25 peer-reviewed publications, one dissertation, and the presentation and exhibition of Project findings at several National Conferences.

Kelley, Lisa - For the past 5 years, Ms. Kelley has worked in Program Planning and Development at ARS focusing on Ticket to Work and Federal Reporting. Her background is in training and she particularly trains in leadership and management training and development.

Turrentine, Dale, CRC - Ms. Turrentine is a Certified Rehabilitation Counselor/Certified Employment Support Professional. She has more than 30 years’ experience in serving individuals with disabilities through service provision and advocacy. Currently, she is employed at Arkansas Rehabilitation Services as the Community Program Development Section Manager. This section facilitates development, certification and compliance of Community Rehabilitation Programs, Employment First and Supported Employment vendors, plus monitoring for quality assurance of these programs.

McDonald, David, M.S. – Mr. McDonald is employed by Arkansas Rehabilitation Services as the manager for District VII (Little Rock). He received his BS from the University of the Ozarks and his MS from the University of Central Arkansas. Mr. McDonald was a contributing author for “Crisis of
Conscience, Arkansas Methodist and the Civil Rights Struggles” and “The Pocahontas Colored School, A Trip to the Memphis Zoo and the Clash With Jim Crow”. He has ten years’ experience working with families and victims of abuse.

Collins, Marc – Mr. Collins has spent his entire professional life in the United States Navy and as a police officer. In the Navy, he served at the Aviation Anti-Submarine Warfare Operator Center in Memphis, the Naval Air Station in Jacksonville, Florida and the Navel Strike Warfare Center in Fallon, Nevada. He was a police officer in Fallon, Nevada before returning home to Arkansas. Officer Collins has worked for the Little Rock Police Department since 1995. For thirteen years, he was on the SWAT team and for most of that time, as a sniper. He is an instructor in all special operations weapons, tactical explosives, tactical rappelling, basic and advanced hostage rescue and a SWAT instructor.

Stacy Gravett – Mrs. Gravett has been an employee of the state of Arkansas for 23 years and for ARS since 2013. She has two Bachelor’s degrees and a Masters in Rehabilitation Counseling. She is a CRC and a member of NRA and ARA. She and her husband, Todd have adopted a child, she has worked as a waitress, coordinated health care for indigent children, worked with hospitals and on a university campus. Her wide range of experience helped formulate her understanding and application of the Code of Ethics governing her work as a Certified Vocational Rehabilitation Counselor. Ms. Gravett’s husband is a Sergeant for the North Little Rock Police Department and their two year old child controls their lives.

Apolinar, Mark – Mr. Apolinar received a B.S. in Marketing from Stony Brook University in New York in 2011. He is employed by Arkansas Rehabilitation Services as a web developer, Mr. Apolinar has worked in the technology field for over 7 years, and has extensive experience in training and education in the tech field.

Emerson, Whitney, M.S., LAC CRC – Ms. Emerson serves as a Director for Statewide program that provides systemic consultation and crisis prevention/ intervention services for individuals dually diagnosed MI and I/DD in Arkansas. She has been with the START program since its inception as a pilot program in 2011, and received National Certification as a START Coordinator through The Center for START Services in June 2012 after an extensive internship that began 09/2011. She was appointed as Director April 2013. In addition to her START duties, Ms. Emerson also provides counseling services for adults and children dually diagnosed with MI/ID.

Vire, Keith – Dr. Vire currently serves as the CEO of Arkansas Support Network, Inc. in Springdale, Arkansas. ASN is an agency promoting total community inclusion for persons with disabilities. Dr. Vire has been actively involved in local housing and transportation issues for years, especially with attention to the needs of persons with disabilities, and has served on many boards and committees which promote improved quality of life for low income persons and persons with disabilities. He was a founding member and past president of the Board of Directors of the Ozark Foodbank, and is currently serving as Immediate Past President of the Arkansas Rehabilitation Association. Dr. Vire was recently appointed by Governor Beebe to serve on the State Rehabilitation Council for a
second term. In addition, Dr. Vire has served as a volunteer board member of the Arkansas ARC, Ozark Regional Public Transit, SOURCES for Community Independent Living Services, Inc., Nonprofit Resources, Inc., the Arkansas Disability Coalition, Arkansas Literacy Council, Ozark Guidance Center, and the Northwest Arkansas Workforce Investment Board. He is past president of the Board of Directors of the Arkansas Literacy Council and the Washington-Madison County Partnership for Children and Families and the Temporary Employment Assistance (TEA) program. In September, 2003, Dr. Vire was chosen as a Walton Distinguished Doctoral Fellow at the University of Arkansas in Fayetteville. He completed his Ph.D. in Rehabilitation Research and Education in 2006.

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