

Thomas E. Pomeranz

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EDUCATION

Indiana University:

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

Notre Dame University:

Post Graduate Studies
Experimental Psychology

PROFESSIONAL EXPERIENCE

Chief Executive Officer

November, 1999 - present

Universal Life Stiles LLC – Indianapolis, IN

Provides technical assistance and consultation to organizations and agencies in the human services field
Delivers keynote presentations and conducts training seminars in the disability field
Develops and markets a wide range of staff training materials related to the topic of Universal Enhancement

Policy Fellow/Visiting Lecturer

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

December, 2006 – present

Chief Clinical Officer

December, 1993 – Nov. 1999

VOCA Corporation - Dublin, Ohio

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

Adjunct Faculty/Visiting Lecturer

1981 - 2005

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

National Director of Training and Consultative Services

July, 1991 - December, 1993

VOCA Corporation - Dublin, Ohio

Lead effort to develop, market and deliver clinical training, management consultation and technical assistance nationally
Provide technical assistance in supporting positive behavioral change, active habilitation, inclusion, leadership development and management training
Provide training and consultation to management, professional and paraprofessional staff
Write articles for publication in professional journals

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

ACHIEVEMENTS

AAMR Humanitarian Award Region V, 2003

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

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

Doctoral Research Grant - Indiana University

Doctoral Fellowship - Indiana University

Research Grant - Indiana State Department of Mental Health

Special Education Traineeship - Indiana University

Traineeship - Indiana State Department of Public Instruction

Little 500 Foundation Traineeship - Indiana University

Life Teaching License - State of Indiana

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

Certification, Missouri Board of Nursing Home Administrators

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

PROFESSIONAL AFFILIATIONS

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

SELECTED PUBLICATIONS

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

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

Pomeranz, T.E. and Tierra Del Sol, (January 2006) The Principles and Practices of Building Community; A Training Series containing six DVDs for training people working in the field of disabilities, Program Development Associates, Cicero, NY

Pomeranz, T.E. (January 2006) Vision Library for Enhancing Quality of Life, A series of CD ROMs containing slides used by Dr. Tom Pomeranz in his training on twelve topical areas, Program Development Associates, Cicero, NY

Pomeranz, T.E., (December 2005) Improving the Quality of Life for Citizens With Developmental Disabilities in the State of Maryland; A Curriculum for Training Direct Support Professionals, Maryland Department of Health and Mental Hygiene, Baltimore, MD

Pomeranz, T.E. (June 2003-Volume IV No. 3) "Assuring Quality Services in Financially Troubling Times" Q notes National Association of QMRP's, pp 1, 6

Pomeranz, T.E. (May 2003 – Volume 33 No. 5) "Best Practice Strategies for Abuse Prevention: What Would You Do?" LINKS American Network of Community Options and Resources, pp 12-13, 32

Pomeranz, T.E. (January 2003 – Volume 33 No. 1) "Universal Enhancement in Place Just/Just In Time Training: The Four Coaching Strategies" LINKS American Network of Community Options and Resources, pp13-14

- Pomeranz, T.E. (November-December 2002 – Volume 32 No.10) “Universal Enhancement In Place/Just In Time Training: Having a Presence.” LINKS *American Network of Community Options and Resources*, pp10-12
- Pomeranz, T.E. (July-August 2002 – Volume 32 No. 7) “Universal Enhancement In Place/Just In Time Training: A Focus on Quality of Interactions.” LINKS, *American Network of Community Options and Resources*, pp 18-19
- Pomeranz, T.E. (January 2002 – Volume 32 No.1) “The Changing Training Environment.” LINKS, *American Network of Community Options and Resources*, pp 15-16
- Pomeranz, T.E. (April 2001) - The Principles and Practices of Universal Enhancement Volume I “It Matters How We Say It”, Volume II “Challenging the Gatekeepers”, Volume III “Obstacles to Opportunities”, Volume IV-“Venturing Beyond the Iron Gate” High Tide Press, Homewood, Illinois
- Pomeranz, T.E. (January 2001) – Universal Enhancement Supporting People in Having A Life, Video, Program Development Associates, Cicero, New York
- Pomeranz, T.E. (January 2001) – Universal Enhancement, Audio Cassette, Program Development Associates, Cicero, New York
- Pomeranz, T.E. (July/August 1997 - Volume 14 No. 4) “Where’s The Cookie Jar?” THE NADD NEWSLETTER *The Association For Persons With Developmental Disabilities and Mental Health Needs*, p 55
- Pomeranz, T.E. (April 1997) - Volume XXVII No. 04) “I Am Somebody: Beyond Inclusion.” LINKS. *American Network of Community Options and Resources*, p 24
- Pomeranz, T.E. (July 1996). “Spontaneity: The Spice of Life”. National Community Review, (a monthly update), p. 2
- Pomeranz, T.E. (October 1995 - Volume XX No. 10). “Positive Rituals: Steps Toward Getting A Life.” Links. *American Network of Community Options and Resources*, p 11
- Pomeranz, T.E. (September 1995 - Volume 18. Issue 3). “Steps Toward Getting A Life”. Review *Ohio Health Care Association*, p 10
- Pomeranz, T.E. (January 1994). “Clinical Services: A Paradigm Shift” National Community Review, (a monthly update), p.
- Pomeranz, T.E. (March 1992 - February 1994). “Training for Today” (monthly training column). LINKS. *American Network of Community Options and Resources*.
- Pomeranz, T.E. (summer, 1993). “A Thousand and One Helpful Hints” Think Out Loud. *P’s & Q’s News/ANCOR: American Network of Community Options and Resources* Vol. II, Issue 1 (summer, 1993), p. 2.
- Pomeranz, T.E. “View Point” Anomie - Confessions of an Operant Intrusionist. *Newsletter/TASH: The Association for Persons with Severe Handicaps*, Nov. 1993, pp. 20-21.
- Pomeranz, T.E. “What a Difference a Word Makes: Empathy or Sympathy Relating to Persons with Mental Retardation.” *Ohio Long - Term Care Review*, Vol. 16, Issue 3, August 1993, p. 8.
- Pomeranz, T.E. (1982). Home care givers resource module. University of Missouri, Division of Aging Studies

PROFESSIONAL ACTIVITIES

Contracted Training and Clinical Consultation (partial listing)

Southwestern VA Training Center, Hillsville, VA, January 2006
Interhab, Seneca, KS, January 2006
Mosaic, Garden City and Liberal, KS, February and June 2006
Glenwood Resource Center, Glenwood IA, February-November 2006
Catholic Guardian Society, New York, NY, March 2006
Salem Villages, Gainesville, FL, February 2006
Border Region MH/MR Center, Laredo, TX, February 2006
DHMH Southern Maryland Regional Office, Laurel, MD, March 2006
DHMH Western Maryland Regional Office, Hagerstown, MD, March 2006
DHMH Eastern Maryland Regional Office, Salisbury, MD, March 2006
Easter Seals of Southern California, Pasadena, CA, March 2006
Lakemary Center, Paola, KS, March 2006
New Vista Community, Las Vegas, NV, April 2006
Westside Regional Center, Culver City, CA, May 2006
Jewish Foundation for Group Homes, Rockville, MD, May 2006
Rivershore, Inc., Lewiston, NY, May 2006
Modern Support Services, Glendale, CA, May 2006
Southeastern VA Training Center, Richmond, VA, June 2006
Richmond of New York, Mount Cisco, NY, June 2006
Central VA Community Services Behavioral Healthcare, Lynchburg, VA, July 2006
Topeka ARC, Topeka, KS, July 2006
Polk County Health Services, Des Moines, IA, August 2006
Opportunity Village, Clear Lake, IA, September 2006
New Hope Village, Carroll, IA, September, 2006
Enable, Bismarck, ND, October 2006
ARC of Peoria, Peoria, IL, October 2006
Life's WORC, Garden City, NY, October 2006
Broome-Tioga ARC, Binghamton, NY December 2006
Franziska Racker Centers, Ithaca, NY, November 2005
Idaho State School, Nampa, ID, October 2005
ARC of the Ozarks, Springfield, MO, August 2005
Northern Wisconsin Center, Chippewa Falls, WI, August 2005
Northern Virginia Training Center, Fairfax, VA, July 2005
MOSAIC, Des Moines, IA, May 2005
Bethesda Homes, Watertown, WI, April 2005
Joseph Brandenburg Center, Cumberland, MD, March 2005
Wendell Foster Campus for Developmental Disabilities, Owensboro, KY, March 2005
United Cerebral Palsy/National Office, Washington DC, March 2005
Nueces MH/MR Center, Corpus Christi, TX, March 2005
Sumnount Developmental Center, Tupper Lake, NY, February 2005
Jay Nolan Community Services, Mission Hills, CA October 2004
LifeSkills Inc, Bowling Green, KY October 2004
Nassau County AHRC, Plainview, NY, October 2004
Jawonio, New Hempstead, NY, October 2004
Nebraska Dept of Health and Human Services, Omaha, NE, October 2004
NorthStar, O'Neill, NE, September 2004

The Resource Center/Chautauqua, Jamestown, NY, September 2004
Child Serve, Johnston, IA, July 2004
AHRC, New York, NY, June 2004

United Cerebral Palsy of MD, Baltimore, MD, February 2004
Muscatatuck Developmental Center, Butlerville, IN, August 2003
Sunmount DDSO, Tupper Lake, NY, August 2003
Hills and Dales, Dubuque, IA, August 2003
San Gabriel/Pomona Regional Center, Pomona, CA, June 2003
Lutheran Social Services, Minneapolis, MN, July 2003
Frank Lanterman Regional Center, Los Angeles, CA, May, 2003
ABLE, Dickinson, ND, May 2003
Opportunity Foundation, Williston, ND, May 2003
Upstate Home for Children and Adults, Oneonta, NY, May 2003
New Hope Community, Loch Sheldrake, NY, May 2003
Rio Grande State Center, Harlingen, TX, April 2003
Christian Opportunity Center, Pella, IA, April 2003
G & G Living Centers, Inc., Guttenberg, IA, April 2003
People, Inc., Williamsville, NY, March -April 2003
Central State ICF-MR, Louisville, KY, March 2003
Taconic Developmental Disabilities Services Organization, Wassic, NY, March 2003
Minot State University, Bismarck, Fargo and Grand Forks, ND, February 2003
Community Advantage, Longmont, CO, January 2003
The John F. Murphy Homes, Lewiston, ME, October 2002
Institute on Disability and Human Development, University of Illinois at Chicago, Bloomington/Normal, IL,
September 2002, Mt. Vernon, IL, October 2002, Chicago, IL, October 2002
Tierra Del Sol Foundation, Sunland, CA September 2002
Indiana Institute on Disability and Community, Center on Community Living and Careers, Indiana
University, Indianapolis, IN, July 2002
UCP of Los Angeles – Los Angeles, CA, April 2002
Champaign Residential Services – Urbana, OH, February 2002
The Columbus Organization – Somerset, KY November, 2001-April, 2002
New York State Assoc. of Community and Residential Agencies – Manhattan, Albany, Rochester, NY
November 2001
UCP of New York State – Albany, NY October 2001
ResCare Training Technologies, Principal Consultant November 1999-December 2001
UCP of Utica - Utica, NY March 2001
UCP of Rochester - Rochester, NY March 2001
Life Time Assistance Rochester, NY March 2001
Broome Developmental Center Binghamton, NY March 2001
Rauch, Inc. New Albany, IN March 2001
Heritage Christian Home East Rochester, NY February 2001
Anne Carlson Home for Children Jamestown, ND February 2001
Advocacy and Resource Center Plattsburgh, NY January 2001
Region IX Council on DD Sikeston, MO January 2001
National Volunteers of America Arlington, TX January 2001
Easter Seals of Delaware- Charlestown, MD September 2000
Moorehead, Dotts and Associates- Corpus Christi, TX April 2000
Fairbanks Resource Center- Fairbanks Alaska- April 2000
Nueces County MH/MR Community Center – Texas – February 2000

FEGS New York, NY March 2000
Potomac Center- Rumney, WV- March 2000
Sierra Regional Center Sparks, NV March 2000
Home of Hope Vinita, OK January 2000

Professional Papers Delivered (partial listing)

- “Positive Behavioral Supports: Meeting Unmet Needs” – Key Note – “A Scenario Approach to Active Learning” – Breakout Session – New York State Association of Day Service Providers, Saratoga Springs, NY, November 2, 2006
- “If It’s To Be, It’s Up To Me” – Key Note - “Leadership Through Personal Power” – Breakout Session - Center for Disability Services, Albany, NY, November 1, 2006
- “To Boldly Go Where Everyone Else Has Gone Before” – Key Note – “Positive Behavioral Supports: Meeting Unmet Needs” – Breakout Session – New York State Department of Health Brain Injury Program, Annual Brain Injury Conference, Albany, NY, October 12, 2006
- “Supported Routines: An Administrative Perspective” – Key Note – Annual Meeting - National Conference of Executives (ARC), Pittsburg, PA, July 30, 2006
- “To Boldly Go Where Everyone Else Has Gone Before” – Key Note - Developmental Disabilities Awareness Day, Buffalo, NY, May 18, 2006
- “Supported Routines – Best Practice Strategies for a Fulfilling Life” – Key Note - CRP-RCEP IV Annual Conference University of Tennessee Center on Disability and Employment, Knoxville, TN, April 11, 2006
- “Leadership: The Use of Personal Power in Advocacy” – Annual Conference Community Partnerships of Idaho, Boise, ID, October 27-29, 2005
- “Without a Presence There Is No Future” – Key Note – Annual Conference Governor’s Planning Council on Developmental Disabilities, Cheyenne, WY, October 20, 2005
- “Universal Enhancement – Overcoming Life’s Obstacles” – Featured Presenter – Annual Conference American Health Care Association, Las Vegas, NV, October 19, 2005
- “Effective Positive Behavioral Supports: Meeting Unmet Needs” – Featured Presenter - Fall Conference Project Choices, Fairview Heights, IL, October 14, 2005
- “Universal Enhancement” – Featured Presenter – Annual Conference So. Dakota Association of Community Based Services, Pierre, SD, September 22, 2005
- “Universal Enhancement and Parents’ Dreams” – Key Note - Wyoming Parent Information Center, Annual Conference, Casper, WY, April 30, 2005
- “Assuring Individual Rights-The Price of Liberty” – Minot State University Audio Conference, Minot, ND, December 7, 2004
- “Without A Presence There Is No Future” – Key Note - 2004 Annual Conference California Rehabilitation Association, Riverside, CA, October 28, 2004
- “Assuring Individual Rights – The Price of Liberty” – Featured Presenter 2004 Annual Conference, InterHab, Seneca, KS, October 21, 2004
- “Universal Enhancement” – Key Note – 10th Annual Fall Conference, SCOPE, Mankato, MN, October 20, 2004
- “Universal Enhancement: Beyond the Regulation” – Key Note – Rekindling the Flame, Community Partnerships of Idaho, Boise, ID, October 14-16, 2004
- “Universal Enhancement: Overcoming Life’s Obstacles as an Older Adult” – Featured Presenter – Nebraska Health Care Assoc/Nebraska Assisted Living Assoc Annual Convention, Lincoln, NE September 22, 2004
- “Positive Behavioral Supports” - ANCOR Audio Conference, September 13 and October 18, 2004
- “Overcoming Life’s Obstacles” – Key Note - County Case Management Services of Iowa 12th Annual County Case Management Conference, Des Moines, IA, August 12, 2004

- “Positive Behavioral Supports” – Project Choices Summer Institute, Springfield, IL, July 14, 2004
- “Without A Presence There Is No Future” – Key Note – North Dakota Family Connections Conference, Fargo, ND, June 12, 2004
- “Everyone Has A Right to A Valued Life” – Key Note – Annual Conference Assoc of Residential Resources of Minnesota (ARRM), St. Paul, MN, May 12, 2004
- “A Race to Excellence” – Key Note – 17th Annual Issues Forum, Region VII CRP-RCEP, Kansas City, MO, April 8, 2004
- “A Race to Excellence” – Key Note – Association of Community Providers Annual Conference, Ames, IA, April 16, 2003
- “We’re Not Children Anymore” – Key Note – 2003 California Association of Health Facilities DD Symposium, Riverside, CA, April 8-9, 2003
- “Leadership Training: Enhancing Agency Effectiveness” “Human Rights Committee Training: Making the Committee Work” and “In Place Just In Time Training” – Developmental Services Network, Advanced QMRP Training, Corona, CA, March 24, 2003
- “Enhancing Agency Image: Creating a Culture Of Quality in Financially Troubling Times” – Key Note – Leadership: A Valued Outcome For Everyone – Annual Conference, Cerebral Palsy Association Of New York State, Albany, NY, October 21, 2002
- “Bridging the Gap Between Values, Knowledge and Actions: Ensuring and Protecting Rights” – Key Note ICF/MR Advanced Surveyor Training – Centers for Medicaid and Medicare – Baltimore, MD – May 5, 2002
- “If It’s To Be – It’s Up To Me: A Celebration of Support Staff” – Key Note – Full Lives: Making It Happen – First Annual Direct Support Conference – Anchorage, Alaska - April 25, 2002
- “Universal Enhancement: Beyond the Regulations” – 18th Annual Sharing Our Best Conference” – Developmental Disabilities System – Beatrice, NE – April 23, 2002
- “Universal Enhancement” – Quality Care Health Foundation/Fifth Annual ICF/MR Symposium – Riverside, CA – April 10, 2002
- “Your Role in Assuring Individual Rights” – Indiana Association of Rehabilitation Facilities – 2002 Annual Conference – Indianapolis, IN – March 6-7, 2002
- “Enhancing Quality of Life in Financially Troubling Times” – Key Note – ANCOR – San Diego, CA – January 14, 2002
- “UE Strategies – Life in the Community” – Key Note – Southeast AAMR Annual Conference – Atlanta, GA – November 15-16, 2001
- “If It’s To Be, Its Up To Me” – Key Note – Alliance of Long Island Agencies Annual Conference – Hauppauge, NY – November 2, 2001
- “Pathways to Inclusion” – Key Note – The Columbus Organization, California Excellence in Residential Services Conference – Palm Springs, CA – September 6, 2001
- “Raising the Bar: Beyond Regulations and Standards” – Key Note – National Association of QMRPs – Nashville, TN – August 8, 2001
- “Universal LifeStiles-Preventing Institutionalization for Older Adults” – Key Note – University of Kentucky School of Social Work – Lexington, KY - July 11, 2001
- “Universal Enhancement: A Pathway To Inclusion” – Key Note - Illinois DHS, Illinois State Board of Education, University of Illinois Medical School – Peoria, Ill. April 3-5 2001
- “Universal Enhancement Approaches to Staff Recruitment and Retention” - Key Note- New York State ARC- Buffalo, NY- October 21, 2000
- “Enhancing Agency Image: Improving Quality of Life”- Key Note- Private Providers Association of Texas- Austin, TX- October 10, 2000
- “UE Strategies for Raising Quality Expectations” – Key Note – MO Assoc. Of County DD Services – Lake Ozark, MO October 5, 2000
- “An Institution is Not a Place” - Key Note- Iowa Association of Community Providers- Des Moines, IA- September 28, 2000

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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