

PRESENTER BIOGRAPHIES

LeDerick Horne



LeDerick Horne spent most of his time in school believing he did not have much of a future. A severe learning disability (LD) combined with low self-esteem led him to doubt he would be able to go to college or pursue a meaningful career. But, in the challenging academic environment at Middlesex County College, and with the support offered for his disability through Project Connections, a Learning Disabilities Resource Program at the College, LeDerick became an outstanding student, compiling a 3.75 grade point average. He transferred to New Jersey City University and graduated with honors from NJCU in 2003. Since graduation, LeDerick has become the head of his own real estate investment company called Horne & Associates, LLC. He was appointed the Board Chair of [Project Eye-To-Eye](#), a national nonprofit that provides mentoring programs for students labeled LD/ADHD. He is also recognized across the country as an advocate for people with disabilities.

LeDerick has facilitated workshops, delivered keynote presentations, and spoken to thousands of students, teachers, and service providers about his experiences.

Mary Barros-Bailey



Mary Barros-Bailey, PhD, CRC is a bilingual rehabilitation counselor, vocational expert, and life care planner based in Boise, Idaho. Mary was the Chair of the Commission on Rehabilitation Counselor Certification (CRCC) from 2007-2008 and served as CRCC's Ethics Committee Chair from 2005-2007. She served on the revision task force updating the 2010 CRCC Code of Professional Ethics for Rehabilitation Counselors and lead the workgroup for the technology section.

Mary possesses a Doctorate in Counseling with a cognate in Rehabilitation Counseling from the University of Idaho, a Master's in Special Education and Rehabilitative Services from San José State University, a Master's in International Public Administration from the Monterey Institute of International Studies, and a Bachelor's in Marketing from Santa Clara University.

Mary has presented to over 120 national and international audiences on issues pertaining to rehabilitation counseling, mainly on ethics and occupational information.

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Tyler Paris



From a galaxy far, far, far away **Tyler's** varied career has fashioned a unique perspective on the employment for people with disabilities, job development, Social Security benefits, organizational change, implementing change, performance management and supported employment management. Since coming to CTAT in 1997, he has developed numerous training topics and spoke at national, regional and state conferences. His training formats have included face-to-face, distance learning, desktop and self paced training. His previous work experience includes insurance agent, radio advertisement salesperson, security guard, hod carrier, low income weatherization director, bicycle repair shop owner and jeweler. He received B.S. and

M.P.A. degrees from the University of Wyoming, A.A.S. in welding technology from Aim Community College and a Stewarts International School for Jewelers degree.

Nancy Saufley



Nancy Saufley, MS, is an autism specialist at the University of South Dakota's Center for Excellence in Developmental Disabilities (UCEDD) in the Autism Spectrum Disorders Program. She has 12 years of experience working with people who have autism spectrum disorders in a variety of settings, including home-based services, vocational and community programs and schools. Prior to joining the South Dakota UCEDD, Nancy spent 7 years in the Minneapolis/St. Paul area as a special education teacher working primarily with students on the autism spectrum.

SFBRN (Sioux Falls Business Resource Network)

SFBRN is a nonprofit corporation promoting the hiring of individual with disabilities. SFBRN works to improve the local employment climate by promoting the advantages of hiring persons with disabilities, educating the employers and the public and by fostering an environment that will assist businesses in improving their production and efficiency.

SFBRN is designed to provide businesses within the local labor market educational opportunities regarding the employment of persons with disabilities, greater awareness of the benefits of hiring persons with disabilities and act as a resource for employees and employers regarding employment opportunities and worksite modifications. Julie Briggs is the current director of the SFBRN.

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Dr. David Test



Dr. David W. Test, Professor of Special Education at the University of North Carolina at Charlotte, teaches courses in single subject research, transition, classroom management, and professional writing. The majority of Dr. Test's publications have focused on self-determination, transition, community-based training, and supported employment. Along with Dr. Nellie Aspel and Dr. Jane Everson he wrote the first transition methods textbook titled *Transition Methods for Youth with Disabilities*. Dr. Test currently serves as a Co-Principle Investigator (with Dr. Paula Kohler and Dr. Larry Kortering) on the National Secondary Transition Technical Assistance Center, Co-Director on the North Carolina Indicator 14 Post School Outcomes Project (with Dr. Claudia Flowers), the UNC Charlotte Doctoral Leadership Personnel Preparation Program (with Dr. Diane Browder), and the CIRCLES Interagency collaboration research grant (with Dr. Claudia Flowers). He and Dr. Bob Algozzine currently serve as co-editors of *Career Development for Exceptional Individuals*.

Dr. Larry Swain



Dr. Larry Swain is a leadership and interpersonal communication expert for corporate, private business, and universities. He travels nationally and internationally to lead management, development training, and strategic planning conferences and projects. Dr. Swain has received national recognition for leadership programs and multiple papers on human capital development. He has had the opportunity to develop human capital training programs in Hungary, Slovakia, Czech Republic, Poland, Australia, Chile, Argentina, Brazil, Canada, and the Netherlands.

Dr. Larry Swain has successfully started 15 companies of his own over the past 45 years and has worked with thousands of farmers, ranchers and small businesses in developing business planning. In addition, Dr. Swain spent 8 years as an executive with Land O'Lakes and has been on the faculty of the University of Nebraska-Lincoln, University of Wisconsin-River Falls and South Dakota State University. He has received numerous state and national awards for his work with rural communities and businesses.

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Dr. Ed O'Leary



Dr. Ed O'Leary has spent 38 years working in and with schools as a secondary special education teacher and consultant, transition specialist, work experience coordinator, program specialist, and program director. He has also taught at the graduate and undergraduate level and has worked in Vocational Rehabilitation. He has trained and presented nationally on the transition requirements under Individuals with Disabilities Education Act (IDEA 1997) and IDEA 2004 and has developed an approach in helping districts and states meet transition requirements. The Transition Outcomes Project (TOPs) has or is operating in 27 states/territories and over 1,500 districts.

Dr. O'Leary works one-half time for Mountain Plains Regional Resource Center (MPRRC) as a Program Specialist. MPRRC is a U.S Department of Education, Office of Special Education Programs funded project that helps build the capacity of State Education Agencies and Lead Agencies in improving programs and services for infants, toddlers, children and youth with disabilities. The MPRRC is the technical assistance division of the Center for Persons with Disabilities at Utah State University. During his other one-half time he operates his own consulting firm, Educational Consulting, Inc. In that capacity he provides training and technical assistance, as well as speaking on secondary special education and transition service issues to educators, adult agencies and parents.

Susan Schneider



Susan M. Schneider is an associate with Jackson Lewis' Omaha office, where she represents management in all aspects of employment litigation. Ms. Schneider earned her B.A. degree from the University of Nebraska-Omaha and her J.D. degree from the University of Nebraska College of Law. Ms. Schneider graduated from law school with a program of concentrated study in labor and employment law.

Ms. Schneider's session will provide an understanding of the significant changes to the definition of "disability" making it easier for a person to establish a disability under the ADA. She will explore the relationship between the ADA and other federal and state leave such as Workers' Compensation and the FMLA. The presentation will include handling of irregular attendance issues, extended leave, evaluating a medical condition, notification of a disability and providing a reasonable accommodation under various scenarios. The session will also review best practices to ensure compliance.

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Marcia Maltaverne



Marcia A. Maltaverne serves as an Education Strategist for the University of South Dakota Sanford School of Medicine's Center for Disabilities. She has a Bachelor of Science degree in Elementary Education and Special Education, and Master of Science degree in Education with an emphasis on Leadership and Development. She provides clinical evaluations for the FASD (Fetal Alcohol Spectrum Disorders) diagnostic clinic; consultation for individuals with, or suspected of having, an FASD; and has provided over 100 workshops and trainings for groups who are interested in learning more about FASD.

Duane Salonen



Duane L. Salonen, a graduate of Dakota State University, began his career as a High School teacher and coach. He became a field sales representative for a building material distributor, serving lumber and building businesses in South Dakota. He began his Dale Carnegie career as a vocational Dale Carnegie Course® Instructor and joined the Dale Carnegie® team full time as a Certified Instructor/sales person and Area Manager and in 1990, he became the franchise owner of the South Dakota area. In 2000 his company earned the Chairman of the Board Award and in 2002 the Presidents Club Award. Duane's career as and instructor has allowed him to graduate over 7,000 graduates of course curriculum and has presented to audiences of all types and companies and all sizes over the past 29 years.

His company has a mission to **“Support the growth of successful organizations by creating successful individuals through training and development solutions.”**

His company is accredited by ACCET, (Accrediting Council for Continuing Education and Training). ACCET allows Dale Carnegie to award CEU credits to participants. Dale Carnegie® Programs are recognized by the American Council of Education (ACE) for college transfer credit.

Salonen will tell you that one of his most thrilling moments in this business has been his civilian participation experience in an A-7 fighter jet with the Iowa Air Guard and a 2 time keynote speaker at the Dale Carnegie International Conventions in Dallas and Seattle.

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Erin Riehle



Erin Riehle, MSN, RN is a recognized authority and national leader in promoting employment opportunities for people with disabilities and other barriers to employment. She is a founder and Senior Director of Project SEARCH. She is regularly invited to present at national and regional conferences, and has co-authored numerous publications and book chapters. She has served on many national committees, such as the Virginia Commonwealth University Business Leadership Roundtable and is a board member for the Association for Persons in Supported Employment (APSE). Erin has gained over \$3 million dollars in foundation and agency support for Project SEARCH programs, and has won numerous awards for her work. Notably, Project SEARCH received the U.S. Department of Labor's 2004 New Freedom Initiative Award

Erin Riehle began her career at Cincinnati Children's Hospital Medical Center. Her interest in employment for people with disabilities grew from her frustration with high turnover rates among workers performing critical tasks such as re-stocking emergency room supply shelves. Riehle found that placing individuals with developmental disabilities in these positions was a solution to staffing problems and improved the quality of life for the workers she employed. Today, Riehle is director of the Division of Disability Services at the Convalescent Hospital for Children. She launched Project SEARCH in 1995 as a partnership between the Division of Disability Services and Great Oaks Institute of Technology and Career Development.

Christy Nicolaisen

Christy Nicolaisen has worked in various immigrant communities in many different capacities from cases of work discrimination to immigration legal assistance to basic needs assessments for 23 years. Nicolaisen is accredited by the Board of Immigration Appeals to legally represent clients with the United States Citizenship and Immigration Service. Nicolaisen has worked diligently on racial and gender issues and has taught divergent immigrant populations how to stand up for their own racial, civil, and human rights. Nicolaisen has managed several non-profit agencies in the Midwest over the last thirteen years which involved diverse ethnic populations. In addition, Nicolaisen operated the Siouxland Foundation Against Homelessness for over four years and she taught at the community college level for a total of twenty-one years. She was an ESL instructor at Western Iowa Tech. Community College where she taught both credit and non-credit, GED, and citizenship classes.

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Dr. Alan Davis



Dr. Davis was born in Tacoma Washington and received a public school education. After serving in the US Army, he attended Western Washington University and graduated with a Bachelor of Arts degree in Psychology. Dr Davis earned his master's degree in Rehabilitation Counseling at the University of Kentucky, and later completed his doctoral studies in Counselor Education and Supervision at Oregon State University. Dr Davis has worked in various capacities as a counselor since 1978. He has worked as a counselor in mental health and rehabilitation agencies and has experience serving clients with both physical and psychiatric disabilities. Dr Davis was Director of the Counseling Center at Eastern Oregon State College. He has been a counselor educator since 1993. His special interest is psychiatric disability, particularly personality disorders. He is a life member of Chi Sigma Iota.

Tom Simmons



Mr. Simmons is the general manager of Midcontinent's South Dakota radio group. Mr. Simmons has worked in radio broadcasting as an engineer, producer, announcer, operations manager and general manager for the last 25 years, 16 of which were in general management. In 1995, Mr. Simmons joined Midco Communications, Midcontinent's telecommunications company, as Vice President and General Manager and was given the primary task of leading the development of full service local and long distance telephone and non-traditional services on Midcontinent's cable television/broadband infrastructure. Mr. Simmons currently serves as Midcontinent's Senior Vice President of Public Policy and manages the public affairs, public relations, government and industry relations and is the general spokesperson for the company. In addition, Mr. Simmons has been a board member of over 30 charitable and civic organizations in the past 40 years and many professional organizations. Mr. Simmons is a past recipient of South Dakota's Broadcaster of the Year Award. Simmons often testifies as an industry expert before committees of the US Senate, US House, state legislatures and public utility commissions.

He is most proud of the four that call him grandpa, three who call him dad, one who calls him honey (wife), three who call him brother, and one who calls him son...and she calls a lot!