**Susanne M. Bruyère**

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# EDUCATION

PhD, Rehabilitation Counseling Psychology, 1975

**University of Wisconsin – Madison**

M.P.A., Public Administration, 1975

M.A., Adult Education, 1977

**Seattle University, Seattle, Washington**

M.S. Ed., Rehabilitation Counseling, 1972

**University of Southern California, Los Angeles, California**

B.A., Psychology and Special Education, 1970

**D’Youville College, Buffalo, New York**

# CERTIFICATION AND LICENSURES

 Fellow, American Psychological Association (since 1995)

Senior Human Resource Professional (Society for Human Resource Management)

Certified Rehabilitation Counselor (#10355)

National Board Certified Counselor (#16726)

Certified New York State Special Educator

# PROFESSIONAL EXPERIENCE

2005- present **Professor of Disability Studies,** Cornell University, ILR School, Outreach/Extension Division, Ithaca, New York.

1991‑present **Director,** K. Lisa Yang and Hock E. Tan Institute on Employment and Disability, Cornell University, ILR School, Extension Division, Ithaca, New York.

2005- 2015 **Associate Dean of Outreach,** Cornell University, ILR School, Outreach/Extension Division, Ithaca, New York.

1993-1998 **Director,** Disability Case Management and Employee Assistance Program, Office of Human Resources, Cornell University, Ithaca, New York.

1987 to 1991 **Associate Director,** Human Services Administration Program, and **Project Director,**

Rehabilitation Workshop and Facility Personnel Grant, Cornell University, School of Industrial and Labor Relations, Extension Division, Ithaca, New York.

1986 ‑ 1987 **Assistant Director,** Rehabilitation Workshop and Facility Personnel Grant, New York State School of Industrial and Labor Relations, Extension Division, Cornell University.

1981 ‑ 1985 **Associate Professor,** Department of Rehabilitation, and **Assistant** **Director,** Regional Rehabilitation Continuing Education Program, Seattle University, Seattle, Washington.

1975 ‑ 1981 **Assistant Professor** and **Research Specialist,** Department of Rehabilitation, Seattle University, Seattle, Washington.

1981 ‑ 1984 **Psychology Associate,** Behavioral Medicine, Biofeedback and Psychological Services, Seattle, Washington.

1973 ‑ 1975 **Research and Teaching Assistant,** Regional Rehabilitation Research Institute, University of Wisconsin/Madison.

1974 **Research Assistant,** Research Utilization Project, Division of Vocational Rehabilitation, State of Wisconsin, Madison.

1973 **Counselor**/House Parent, Covenant House, Manhattan, New York.

1972 **Rehabilitation Counselor Trainee** and **Assistant Administrator,** Casa Consuelo Half‑Way House, Rancho Los Amigos Hospital, Downey, California.

1971 ‑ 1972 **Psychology Associate/Research Assistant,** Brentwood Veterans Hosp. Psychiatric Unit, LA, CA

# PUBLICATIONS

Rudstam, H., Golden, T. P., Bruyère, S. M., VanLooy, S. A., & Strobel Gower, W. (2016). Beyond handicap, pity, and inspiration: Disability and diversity in workforce development education and practice. In C. L. Scott & J. D. Sims (Eds.), *Developing workforce diversity programs, curriculums, and degrees in higher education* (pp. 280–303). Hershey, PA: IGI Global. doi:10.4018/978-1-5225-0209-8

Bruyère, S. M. (Ed.). (2016). *Disability and employer practices: Research across the disciplines.* Ithaca, NY: Cornell University Press.

Bruyère, S. M., Switzer, E., von Schrader, S., VanLooy, S. A., & Barrington, L. (2016). Translating knowledge to practice and the way forward. In S. M. Bruyère (Ed.), *Disability and employer practices: Research across the disciplines* (pp. 149–166). Ithaca, NY: Cornell University Press.

Bruyère, S. M., VanLooy, S. A., von Schrader, S., & Barrington, L. (2016). Disability and employment: Framing the problem and our transdisciplinary approach. In S. M. Bruyère (Ed.), *Disability and employer practices: Research across the disciplines* (pp. 1–26). Ithaca, NY: Cornell University Press.

Nishii, L. H., & Bruyère, S. M. (2016). Conducting case studies. In S. M. Bruyère (Ed.), *Disability and employer practices: Research across the disciplines* (pp. 125–148). Ithaca, NY: Cornell University Press.

Bentley, J., Bruyère, S., LeBlanc, J., MacLachlan, M. (2016). Globalizing rehabilitation psychology: Application of foundational principles to global health and rehabilitation challenges. *Rehabilitation Psychology, 6*(1), 65-73*.*

Coduti, W., Tugman, K., Bruyère , S., & Malzer, V. (2015). Aging workers: Environment as a factor in employee behavioral health. *International Journal of Disability Management.*

Barrington, L., Bruyère, S. M., & Waelder, M. (2014). Employer practices in improving employment outcomes for people with disabilities: A transdisciplinary and employer-inclusive research approach. *Rehabilitation Research, Policy, and Education*, *28*(4), 208–224. doi:10.1891/2168-6653.28.4.208

Erickson, W. A., von Schrader, S., Bruyère, S. M., VanLooy, S. A., & Matteson, D. S. (2014). Disability-inclusive employer practices and hiring of individuals with disabilities. *Rehabilitation Research, Policy, and Education*, *28*(4), 309–327. doi:10.1891/2168-6653.28.4.309

Karpur, A., Nazarov, Z., Brewer, D. R., & Bruyere, S. M. (2014). Impact of parental welfare participation: Transition to postsecondary education for youth with and without disabilities. *Career Development and Transition for Exceptional Individuals*, *37*(1), 18–28. doi:10.1177/2165143414522093

Karpur, A., VanLooy, S. A., & Bruyère, S. M. (2014). Employer Practices for Employment of People With Disabilities : A Literature Scoping Review. *Rehabilitation Research, Policy, and Education*, *28*(4), 225–241. doi:10.1891/2168-6653.28.4.225

Nazarov, Z. E., Erickson, W. A., & Bruyère, S. M. (2014). Rehabilitation-Related Research on Disability and Employer Practices Using Individual-Based National and Administrative Data Sets. *Rehabilitation Research, Policy, and Education*, *28*(4), 291–308. doi:10.1891/2168-6653.28.4.242

Von Schrader, S., Xu, X., & Bruyère, S. M. (2014). Accommodation Requests : Who is Asking for What ? *Rehabilitation Research, Policy, and Education*, *28*(4), 329–343. doi:10.1891/2168-6653.28.4.329

Bruyère, S. M. (2014). People with Disabilities: Sidelined or Mainstreamed? by Lisa Schur, Douglas Kruse, and Peter Blanck (Book Review). *British Journal of Industrial Relations*, *52*(3), 607–608. doi:10.1111/bjir.12070

Bruyère, S. (2014). Finding and keeping a job: Learning from workplace nondiscrimination measures. In J. Heymann, M.A. Stein, & G. Moreno, (Eds.), *Disability and equity at work.* New York: Oxford University Press.

Golden, T., Zeitzer, I., & Bruyère, S. (2014). New approaches to disability in social policy: The case of the United States. In T. Dereli, Y. Soykut-Sarica, & A. Sen-Tasbasi (Eds.), *Labor and employment relations in a globalized world.*

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Bruyère, S. & Filiberto, D. (2013). The green economy and job creation: Inclusion of people with disabilities. *International Journal of Green Economics, 7*(3), 257-275. doi: 10.1504/IJGE.2013.058151

Erickson, W. A., von Schrader, S., Bruyère, S. M., & VanLooy, S. A. (2013). The employment environment: Employer perspectives, policies, and practices regarding the employment of persons with disabilities. *Rehabilitation Counseling Bulletin*, *57*(4), 195–208. doi:10.1177/0034355213509841

Erickson, W., Trerise, S., Lee, C., VanLooy, S., Knowlton, S., & Bruyère, S.  (2013). The accessibility and usability of college web sites: Is your website presenting barriers to potential students?  *Community College Journal of Research and Practice 37*, 864-876. DOI: 10.1080/10668926.2010.484772

Linkow, P., Barrington, L. Bruyère, S., Figueroa, I., & Wright, M. (2013).  *Leveling the playing field.* Research Report R-1510-12-RR. New York, NY: The Conference Board. Retrieved from The Conference Board: https://www.conference-board.org/publications/publicationdetail.cfm?publicationid=2430

Von Schrader, S., Malzer, V., & Bruyère, S. M. (2014). Perspectives on disability disclosure: The importance of employer practices and workplace Climate. *Employee Responsibilities and Rights Journal 26*(4), 237-255. doi:10.1007/s10672-013-9227-9

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Bruyère, S., & Reiter, B. (2012). Disability policy and law. In D. Maki & Vilia Tarvydas, (Eds.), *The professional practice of rehabilitation counseling.* New York: Springer.

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Karpur, A. & Bruyère, S. (2012). Healthcare expenditure among people with disabilities: Potential role of workplace health promotion and implications for rehabilitation counseling. *Rehabilitation Counseling Bulletin, 56*(1), 7-22.

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Bruyère, S., Mitra, S., & VanLooy, S. (2011). Chapter 8: Employment and work. In *World Report on Disability and Rehabilitation* (pp. 235-257)*.* Geneva: World Health Organization.

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Bjelland, M., Bruyère, S., von Schrader, S., Houtenville, A., Ruiz-Quintanilla, A., Webber, D. (2010). Age and disability employment discrimination: Occupational rehabilitation implications. *Journal of Occupational Rehabilitation, 20*(4), 456-471. DOI 10.1007/s10926-009-9194-z.

Bruyère, S., Golden, T., & Cebula, R. (2010).  Legislation affecting employment for persons with disabilities. In R. Parker & E. Szymanski (Eds.), *Work and Disability, Third Edition* (pp. 17-48). Austin, TX: Pro-Ed.

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Karpur, A., Bjelland, M., & Bruyère, S. (2010).  Public Health Considerations of People with Disabilities. In M. Finkel (Ed.), *Public health in the 21st century. Vol. 1: Global issues in public health.* (pp. 181-208)*.* Santa Barbara, CA: Praeger Press.

Blessing, C., Golden, T., & Bruyère, S., (2009). Evolution of U.S. employment and disability policies and practices: Implications for global implementation of person-centered planning. In C. Marshall, E. Kendall, M. Banks, & R. Gover (Eds.), *Disability: Insights from Across Fields and Around the World.* Westport, CT: Praeger.

Bruyère, S., Harley, D., Kampfe, C., & Wadsworth, J. (2009). Key concepts and techniques for an aging population. In I. Marini and M. Stebnicki (Eds.), *Professional Counselors’ Desk Reference* *(PCDR)* (pp. 477-485). New York: Springer.

Bruyère, S., & Murray, B. (2009). The human rights of workers with disabilities. In J. Gross and L. Compa (Eds.) *LERA 2009 Research Volume*. Ithaca, NY: Cornell University Press.

Erickson, W., Trerise, S., VanLooy, S., Lee, C., & Bruyère, S. (2009).  Web accessibility policies and practices at American community colleges*.  Community College Journal of Research and Practice, 33*(5), 405-416*.*

Bruyère, S., Golden, T., & Zeitzer, I. (2007). Evaluation and future prospect of US return to work policies for Social Security beneficiaries. *Disability and Employment, 17*, 53-90.

Bruyère, S., (2006). Disability management: Key concepts and techniques for an aging workforce. *International Journal of Disability Management Research, 1*: 149-158.

Bruyère, S. Erickson, E., and VanLooy, S. (2006). Information technology (IT) accessibility: Implications for employment of people with disabilities. *Work, 27*(4), 397-405

Bruyere, S. M., & Houtenville, A. J. (2006). The use of statistics from national data sources to inform rehabilitation program planning, evaluation, and advocacy. *Rehabilitation Counseling Bulletin, 50*(1), 46-58*.*

Bruyère, S. Erickson, E., and VanLooy, S. (2006). The impact of business size on employer ADA response. *Rehabilitation Counseling Bulletin 49*(4), 194-206*.*

Bruyère, S., Erickson, W., VanLooy, S., Hirsch, E., Cook, J., Burke, J., Farah, L., & Morris, M. (2006).  Employment and disability policy: Recommendations for a social sciences research agenda.  In A. Heinemann & K. Hagglund (Eds.), *Handbook of Applied Disability and Rehabilitation Research.*   New York: Springer.

Bruyère, S. (2005). Using the International Classification of Functioning, Disability, and Health (ICF) to promote employment and community integration in rehabilitation. *Rehabilitation Education, 19*(2&3), 105-117.

Bruyère, S., Erickson, E., & VanLooy, S. (2005). Information technology and the workplace: Implications for persons with disabilities.  *Disability Studies Quarterly, 25*(2).

Bruyère, S., VanLooy, S., & Peterson, D. (2005). The International Classification of Functioning, Disability and Health (ICF): Contemporary literature overview.  *Rehabilitation Psychology, 50*(2), 113-121.

Bruyère, S., Erickson, W., & VanLooy, S. (2004). Comparative study of workplace policy and practices contributing to disability nondiscrimination. *Rehabilitation Psychology, 49*(1), 28-38.

Bruyère, S., Erickson, W., & Ferrentino, J. (2003). Identity and disability in the workplace. *William and Mary Law Review, 44*(3), 1173-1196.

Bruyère, S., Erickson, W., and Schramm, J. (2003). Disability in a technology-driven workplace.  *Workplace Visions*, No. V.

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Bruyère, S., Erickson, W., VanLooy, S., Sitaras, E., Cook, J., Burke, J., Farah, L., & Morris, M. (2003). Employment and disability policy: Recommendations for a social sciences research agenda. In F. E. Menz & D. F. Thomas (Eds.), Bridging *gaps: Refining the disability research agenda for rehabilitation and the social sciences – Conference proceedings.* Menomonie: University of Wisconsin-Stout, Stout Vocational Rehabilitation Institute, Research and Training Centers.

Bruyère, S.M. (with Marshall, C.M., Santiago González, C., and García Juárez, L.) (2003). Amudo and the

Vencinos project: Striving together to meet the needs of indigenous women with disabilities in Oaxaca,

Mexico, in A. Hans and A. Patri (Eds.), *Women and Disability: The Double Burden*, pages 259-275. New

Delhi: Sage Publications.

Bruyère, S.M. (2002-2003). ADA impact on human resource policies and practices: Progress to date and looking forward.  *SCI Life* (publication of the National Spinal Cord Injury Association), Fall/Winter issue, pages 16-17, 23.

Bruyère, S., and Brown, J. (2003). Legislation impacting employment for persons with disabilities, in

E. Szymanski and R. Parker (Eds.), *Work and Disability: Issues and Strategies in Career Development and*

*Job Placement,* pages 27-52. Austin, Texas: Pro-Ed.

Bruyere, S., Erickson, W., & Horne, R. (2002). *Disability employment policies and practices in U.S. federal government agencies: EEO/HR and supervisor perspectives. Report by the Presidential Task Force on Employment of Adults with Disabilities.* Ithaca, NY: Cornell University, School of Industrial and Labor Relations, Extension Division, Program on Employment and Disability.

Bruyère, S., Erickson, W., & Horne, R. (2002). *Survey of the Federal Government on Supervisor Practices in Employment of People with Disabilities.*  Ithaca, NY: Cornell University, School of Industrial and Labor Relations Extension Division, Program on Employment and Disability.

Bruyère, S.M. (2002). Employer Perspectives on Disability Nondiscrimination Practices. In G.R. Walz, R. Lambert, & C. Kirkman (Eds.), *Careers Across America 2002, July 7-10, 2002, Chicago, IL: Best Practices & Ideas in Career Development Conference* [CD-ROM]. Greensboro, NC: The International Career Development Library (ICDL), Educational Resources Information Center/Clearinghouse on Counseling & Student Services (ERIC/CASS), UNCG, School of Education.

Bruyère, S. (2002). Health benefits and workplace accommodations: Perspectives from HR professionals. *SCI Life* (publication of the National Spinal Cord Injury Association), Spring, 28-30.

Bruyère, S.M. (2002). Disability nondiscrimination in the employment process: The role for testing professionals, in R. Ekstrom and D. Smith (Eds.), *Assessment of Individuals with Disabilities Sourcebook.* Washington, DC: American Psychological Association, pp. 205-220.

Bruyère, S., & Strothers, W. (2002). Enabling safe evacuations. *HR Magazine, 47*(1), 65-67.

Bruyère, S., Erickson, W., & VanLooy, S. (2000). HR’s role in managing disability in the workplace.

*Employment Relations Today*, Autumn, 47-66.

Bruyère, S. (2000). Dealing effectively with disability accommodations. *Mosaics*, *6*(6), 1, 4-5.

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28.

Bruyère, S. (2000). *Disability Employment Policies and Practices in Private and Federal Sector Organizations*. Ithaca, NY: Cornell University, School of Industrial and Labor Relations Extension Division, Program on Employment and Disability.

Bruyere, S. (2000). Managing disability in the workplace. *Equal Opportunities Review*, July/August, *92*, 26-33.

Bruyère, S. (2000). The Americans with Disabilities Act: Where We Stand Ten Years Later.

*Directions in Rehabilitation Counseling (11)* Lesson 3, New York: The Hatherleigh Company.

Bruyère, S. (2000). *Civil Rights and Employment Issues of Disability Policy.* Mary E. Switzer Memorial Seminar

Conference Proceedings.

# AWARDS, SCHOLARSHIPS, OTHER RECOGNITION

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| --- | --- | --- |
| 2016 Distinguished Service Award | National Association of Rehabilitation Research and Training Centers | 2016 |
| 2015 Best Paper Award | National Association of Rehabilitation Research and Training Centers | 2015 |
| 2014 ARCA Research Award For Best Rehabilitation-Related Paper (2nd place) | American Rehabilitation Counseling Association | 2015 |
| Committee on Disability Issues in Psychology Distinguished Contributions to the Advancement of Disability Issues in Psychology Award | American Psychological Association, Committee on Disability Issues in Psychology | 2014 |
| Wright-Dembo Award for Contributions to Rehabilitation Psychology | American Psychological Association, Division 22 (Rehabilitation Psychology) | 2014 |
| 2007 ARCA Research Award For Best Rehabilitation-Related Paper (2nd place) | American Rehabilitation Counseling Association | 2007 |
| James F. Garrett Award for a Distinguished career in Rehabilitation Research | American Rehabilitation Counseling Association | 2006 |

# SELECTED PROFESSIONAL ORGANIZATION INVOLVEMENT

|  |  |  |
| --- | --- | --- |
| Member | Commission on Rehabilitation Counselor Certification (CRCC) Research Committee | 2008-2010 |
| Secretary | American Psychological Association, Division of Rehabilitation Psychology (Division 22) | 2008-2010 |
| Member | National Academy of Social Insurance (NASI) | 2003- present |
| Member | American Psychological Association Council of Representatives | 2002 – 2007 |
| President | American Rehabilitation Counseling Association | 2002 - 2003 |
| Committee Member | Research Committee School of Industrial and Labor Relations Extension Division  | 1999 - 2001 |
| Board Member | Independent Living Network (ILNET) | 1999 – 2002 |
| Board Member, Vice Chair, Chair | Globally Applied Disability Research Network (GLADNET) | 1999 - 2008 |
| Board Member | The Rehabilitation Accreditation Commission (CARF)  | 1999 – present |
| Executive Board | National Association of Rehabilitation Research And Training Centers (NARRTC)  | 2003 - 2005 1999 - 2001 |
| Board Member | Division of Rehabilitation Psychology (22) American Psychological Association | 1996 – 19982008-2014 |
| Committee Member | Division of Rehabilitation Psychology (22) American Psychological Association  | 1999 - 2005 |
|  | Social and Ethical Responsibility Committee | 1999 - 2005 |
|  | Fellows Committee | 1997 - present |
|  | Strategic Planning Committee | 1996 - 1999 |
|  | Education Committee | 1986 - 2001 |
|  | Research Committee | 1988 - 1990 |
| President | National Council on Rehabilitation Education | 1994 – 1995 |
| President | Rehabilitation Psychology Division American Psychological Association | 1990 ‑ 1991 |

# GRANTS SECURED

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| --- | --- | --- |
| **Name/Sponsor** | **Time Frame** | **Dollar Amount** |
| The Use of Telecommunications in the Training of Rehabilitation Personnel, U.S. Department of Education, Rehabilitation Services Administration (HEW), #45-P-81379/0-01 (Project Director) | 9/79 to 8/80 | $150,000 |
| Workshop Personnel Administration Training Project - U.S Department of Education, Office of Special Education and Rehabilitation Services, #G028500023 (Project Director) | 9/85 to 8/88 | $268,077 |
| Workshop Personnel Administration Training Project - U.S Department of Education, Office of Special Education and Rehabilitation Services, #H129G90008 (Project Director) | 9/89 to 8/92 | $339,354 |
| Supported Employment Training for Those Working with the Chronically Mentally Ill, NYS Department of Education, Office of Vocational and Educational Services for Individuals with Disabilities (Project Director) | 7/88 to 9/88 | $31,794 |
| Job Coaching and Supported Employment for Individuals with Traumatic Brain Injury - NYS Department of Education, Office of Vocational and Educational Services for Individuals with Disabilities (Project Director) | 7/88 to 10/88 | $27,600 |
| Supported Employment Personnel Training - Introduction to Cognitive Retraining for Job Coaches and (Preliminary Diagnostic Questionnaire Training) - NYS Department of Education, Office of Vocational and Educational Services for Individuals with Disabilities (Project Director) | 11/88 to 3/89 | $11,787 |
| Regional Job Coach Training - NYS Department of Education, Office of Vocational and Educational Services for Individuals with Disabilities (Project Director) | 1/89 to 10/89 | $22,039 |
| Supported Employment Training for Managers in SED-VESID Sponsored Projects - NYS Department of Education, Office of Vocational and Educational Services for Individuals with Disabilities (Project Director) | 10/89 to 10/89 | $25,000 |
| Using Natural Supports to Enhance Supported Employment Outcomes - National Center for Disability Services, U.S. Department of Education (Project Director) | 10/90 to 12/92 | $31,860 |
| National Materials Development Center on the ADA Employment Provisions - U.S. Department of Education, (Project Director) | 10/91 to 9/94 | $550,733 |
| ADA Training Division of the Northeast Disability and Business Technical Assistance Center - United Cerebral Palsy Association of New Jersey, National Institute on Disability and Rehabilitation Research, #H133D10113 (Project Director) | 10/91 to 9/96 | $429,230 |
| Forum on Innovative Strategies for Enhancing the Employment Outcomes for Persons with Mental Illness - NYS Office of Mental Health (Project Director) | 4/92 to 1/93 | $10,000 |
| Transition Training and Technical Assistance Center, NYS Department of Education, Office of Vocational and Educational Services for Individuals with Disabilities, contract #C004616 (Project Director) | 10/92 to 10/96 | $201,947 |
| Development of ADA Informational Materials and Training Resources for Small Business - Rocky Mountain DBTAC, prime is National Institute on Disability and Rehabilitation Research (Project Director) | 10/93 to 9/94 | $64,939 |
| Developing ADA Core Curriculum's for the DBTAC System - University of Missouri, prime is National Institute on Disability and Rehabilitation Research (Project Director) | 10/93 to 9/94 | $35,000 |
| An Examination of the Vocational Rehabilitation Needs of American Indians with Behavioral Health Diagnoses in New York State - University of Northern Arizona, U.S. Department of Education (Co-Principal Investigator) | 1/94 to 3/96 | $17,737 |
| National Training and Materials Dissemination Center on Social Security Work Incentives (Project Director) | 12/94 to 9/96 | $220,000 |
| Small Businesses and Title III Requirements of the Americans with Disabilities Act (Project Director) | 10/95 to 9/96 | $99,999 |
| NYS Developmental Disabilities Planning Council Statewide Training on Social Security Administration Work Incentive Programs (Project Director) | 10/95 to 9/96 | $40,000 |
| Illinois Planning Council on Developmental Disabilities Training on the ADA and Implications for Persons with Cognitive Disabilities (Project Director) | 12/94 to 11/95 | $45,000 |
| Region II Training on the ADA and Schools, UCPA of New Jersey and the Northeast Disability and Business Technical Assistance Center, prime is U.S. Department of Education (Project Director) | 8/95 to 3/96 | $10,000 |
| Long Term Training in Independent Living – Rehabilitation Services Administration (Project Director)  | 9/96 to 8/97 10/97 to 9/2000 | $96,831 $300,000 |
| Community Rehabilitation Personnel Training Rehabilitation Services Administration (Project Director) | 9/96 to 8/97 | $99,991 |
| Distinguished Research Fellowship National Institute on Disability and Rehabilitation Research (Project Director) | 7/97 to 6/98 | $40,000 |
| Improving Employment Practices Covered by Title I of the ADA, (Project Director and Principal Investigator) | 10/97 to 9/2001 | $1,257,388 |
| President’s Committee on Employment of People with Disabilities (Project Director) | 10/98 to 3/99 | $29,000 |
| Presidential Task Force on Employment of Adults with Disabilities Survey of Government Representatives (Project Director and Principal Investigator) | 5/99 to 1/00 | $72,395 |
| Presidential Task Force on Employment of Adults with Disabilities Survey of Government Representatives (Project Director and Principal Investigator) | 10/1/00 to 12/31/01 | $99,699 |
| Rehabilitation Research and Training Center on Disability and Employment Policy (Project Director and Co-Principal Investigator) | 12/98 to 11/04 | $3,500,000 |
| Pacific Disability and Business Technical Assistance Center (Project Director) | 1/1/00 to 9/30/01 | $33,000 |
| Northeast Disability and Business Technical Assistance Center (Project Director and Principal Investigator) | 10/1/01 to 9/30/06 and 10/06 to 9/2011 | $5,500,000 |
| Trends and Best Practices in Serving Social Security Beneficiaries with Disabilities in the United States (Project Director and Principal Investigator) | 2/02 to 6/03 | $60,000 |
| The NYS Developmental Disabilities Planning Council, in Conjunction with the NYS Department of Corrections and the NYS Division of Parole - Integrating Person-Centered Planning Practices into Program Development, Rehabilitation and Release Planning for Inmates with Developmental Disabilities (Co-Principal Investigator) | 10/03 to 12/08 | $928,969 |
| Rehabilitation Research and Training Center on Disability Demographics and Statistics (Co-Principal Investigator) | 12/03 to 11/09 | $3,750,000 |
| Using the U.S. Equal Employment Opportunity Commission (EEOC) Employment Discrimination Charge Data System for Research and Dissemination Purposes (Principal Investigator) | 10/1/04 – 9/30/09 | $450,000 |
| Web-based Student Processes at Community Colleges: Tools for Ensuring Accessibility (Principal Investigator) | 11/1/04 – 10/31/08 | $450,000 |
| Rehabilitation Research and Training Center on Employment Policy for People with Disabilities (Co-Principal Investigator) | 12/04 to 11/10 | $3,500,000 |
| Employment Accommodation and Retention Training Project (Kessler Foundation Grant) | 6/05 – 12/06 | $50,000 |
| Promoting the Employability and Employment of Persons with Disability through Effective Legislation: Curriculum Development project with International Labor Office | 2/06 to 8/06 | $33,000 |
| Disability Case Study Research Consortium on Employer Organizational Practices in Employing People with Disabilities US Department of Labor – ODEP Grant | 10/06-9/08 | $110,000 |
| Supporting the Implementation of the United Nations Convention on the Rights of Persons with Disabilities Through the GLADNET Database (ILO Contract) | 2/07 – 6/07 | $5,000 |
| National Technical Assistance, Policy and Research Center for Employers on Employment of People with Disabilities (ODEP-DOL Grant) | 10/09 – 12/14 | $7,619,250 |
| Center for Rehabilitation Research Using Large Datasets (Subcontract with Univ. of Texas Medical Branch on a Consortium project). | 7/1/10-6/30/15 | $533,865 |
| National Technical Assistance, Policy and Research Center for Employers on Employment of People with Disabilities (ODEP-DOL Grant) | 10/10 – 10/14 | $1,600,000 |
| Rehabilitation Research and Training Center on Employer Practices Relating to People with Disabilities (Co-Principal Investigator) | 10/1/10-9/30/15 | $4,000,000 |
| Organizational Practices to Increase Employment Opportunities for People with Disabilities: The Power of Social Networks | 10/1/11 – 9/30/14 | $600,000 |
| Public and Private Sector Employer Strategies for Responding to an Aging Workforce with Disabilities (subcontract from Rutgers University) | 10/1/11 – 9/30/15 | $600,000 |
| Center for Rehabilitation Research Using Large Datasets (Subcontract with Univ. of Texas Medical Branch on a Consortium project) | 9/18/15-6/30/20 | $661,052 |

# SELECTED PRESENTATIONS

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| **Topic/Role** | **Event/Locations**  | **Date** |
| Building an Inclusive Workforce: Recruitment, Career Development and Retention of Persons with Disabilities | SG Enable, Singapore | May, 2016 |
| Building an Inclusive Public ServiceMaximising the Potential of PWDs for Productivity and Innovation | SG Enable, Singapore | May, 2016 |
| NIDILRR Employee Grantees Strategies for Outreach to Business: Strategies to Inform the Design of Knowledge Translation | NARRTC Annual Conference, Alexandria, VA | May, 2016 |
| Aging workers: Work environment as a factor in employee behavioral health | 4th Conference on Disability Management, Olten, Switzerland | January, 2016 |
| A Transdisciplinary Perspective on Workplace Factors Impacting Employment Outcomes for Individuals with Disabilities | 4th Conference on Disability Management, Olten, Switzerland (Keynote) | January, 2016 |
| Interacting with EmployersWhat Job Developers and Employment Specialists Need to Know | Utah State Rehabilitation Education Session | November, 2015 |
| Technology and Work: Improving Employment Outcomes for People with Disabilities | ILR Online Webcast | October, 2015 |
| Work Related Issues Among Underserved Populations: Effective Workplace Strategies for Persons with Disabilities | APA 2015 Convention, Toronto Canada | August, 2015 |
| IDM Interface with Organizational Diversity and Affirmative Action | DMEC Annual Conference, San Francisco | August, 2015 |
| Improving Employment Outcomes for People with Disabilities: What Employers Can Tell Us | Interagency Committee on Disability Research Symposium, Washington DC | June, 2015 |
| Sourcing the Best Talent: Effective Recruitment, Hiring, Retention, Advancement and Inclusion of People with Disabilities | SG Enable, Singapore | June, 2015 |
| Supporting Effective Practices for Disability Inclusion in the Workplace | Singapore Service Providers Workshop | June, 2015 |
| The Disability Employment Environment:Employer Perspectives, Policies, and Practices | AND Conference, Sydney Australia | May, 2015 |
| Disability Disclosure in the Workplace: Building a Climate of Inclusion | AND Conference, Sydney Australia | May, 2015 |
| Building a Climate of Inclusion | Workshop for Sydney, Australia | May, 2015 |
| Effective Workplace Practices for People with Disabilities  | Workshop for Senior Government Agencies, Canberra City, Australia | May, 2015 |
| Effective Practices for Disability Inclusion in the Workplace | Panel Honoring the 25th Anniversary of the Americans with Disabilities Act, Philadelphia PA | May, 2015 |
| The role of managers and climate in influencing employees’ disclosure and harassment experiences | 2015 EEODATANET Conference | May, 2015 |
| Rethinking Disability and LGBTQ Inclusion in the WorkplaceBuilding A Disability Climate for Inclusion | FEDS First New Perspectives Conference, Washington DC | April, 2015 |
| Benchmarking Effective Practices for Full Inclusion of Employees with Disabilities | CAHRS Working GroupNew York City | March 2015 |
| Improving Retention and Advancement Opportunities for Employees with Disabilities | CANAR Webinar | March 2015 |
| Globalizing Rehabilitation Psychology: Application of Core Principles in Addressing International and Cross-Cultural Challenges | Rehabilitation Psychology 2015 Annual Conference, San Diego, CA  | February 2015 |
| Supporting the Creation of Disability Inclusive Workplaces | CANAR Webinar | February 2015 |
| Youth Transition to Employment:Select U.S. Evidence to Date of Facilitators | Leverhulme International Network SymposiumEdinburgh, Scotland | January 2015 |
| Improving Retention and Advancement Opportunities for Employees with Disabilities | CSAVR Webinar | January 2015 |
| A Tour of BenchmarkABILITY | CAHRS Working GroupNew York City | December 2014 |
| Absence and Disability Management Practices for an Aging Workforce | IFDMRNMelbourne, Australia | November 2014 |
| Supporting the Creation of Disability Inclusive Workplaces | CSAVR Webinar | November 2014 |
| An Overview of Cornell University, the ILR School, and the Employment and Disability Institute | Hong Kong | November 2014 |
| What’s Happening in Employment of People with Disabilities: the United States, Singapore and Globally | SG EnableSingapore | November, 2014 |
| Inside the Workplace: Case Studies of Factors Influencing Engagement of People with Disabilities | ILR Online Webcast | October 2014 |
| Tapping Business Expertise to Increase Employment Outcomes for People with Disabilities | Southwest Conference on DisabilityAlbuquerque, NM | October 2014 |
| Disability and Employment:Integrating research streams and facilitating international collaboration | EAWOP Small Group Meeting on Employment and DisabilityMaastrict | October 2014 |
| Disability Inclusive Workplace Policies and Practices | Senior Leadership Diversity WorkshopPenn State Hershey Medical Center | September, 2014 |
| Disability Disclosure in the Workplace: What employers and individuals with disabilities are telling us | Interagency Committee on EmploymentWebinar | September, 2014 |
| Advancing Inclusive Workplace Practices: Effective Employer Practices in Support of Disability-Inclusive Workplaces | Association for Human Resource Development (AHRD) Webinar | September, 2014 |
| Inside the Workplace: Case Studies of Factors Influencing Engagement of People with Disabilities | APA Annual ConventionWashington, DC | August, 2014 |
| The Role of Psychology in Improving Employment Outcomes for People with Disabilities | APA Annual ConventionWashington, DC | August, 2014 |
| Disability Lens on Poverty, Practice, and Policy | Debating the War on Poverty vs. War on the Poor: Psychology’s ContributionAPA Annual ConventionWashington, DC | August, 2014 |
| Maximizing Meaningful Disability Workplace Inclusion | CDIP Award LectureAPA Annual ConventionWashington, DC | August, 2014 |
| Employer Practices RRTC: Overview and Findings to Date | NIDRR RRTC DirectorsWashington, DC | July, 2014 |
| Disability Considerations in Human Resource Practices | National Institute of Personnel ManagementIndia | July, 2014 |
| Why It Is Good Business to Hire People With Disabilities | Shri Dharmastala Manjunatheshwara Institute for Management DevelopmentMysore, India | July, 2014 |
| Working with Mental Health Issues: Discussant Comments | International Conference on Applied PsychologyParis, France | July, 2014 |
| Economic and Environmental Sustainability: Giving Voice to the Interests of People with Disabilities, Indigenous People, and other Marginalized Populations | Society for Disability StudiesDisability and SustainabilityMinneapolis, MN | June, 2014 |
| Are We There Yet? Strategies for Navigating Outreach and Self-Identification | American Association for Affirmative Action2014 National Conference and Annual MeetingNashville, TN | June, 2014 |
| Improving Retention and Advancement Opportunities for Employees with Disabilities | GLADNET Webinar Series:Advancing Opportunities for People with Disabilities | June, 2014 |
| Creating Disability Inclusive Workplaces | GLADNET Webinar Series:Advancing Opportunities for People with Disabilities | May, 2014 |
| Employer Practices Research to Inform Disability Policy and Workplace Practice: Drawing from Diverse Data Sources and Analytical Approaches | 36th NARRTC Conference:The Way Forward: Informing Policy with Evidence | April 2014 |
| Organizational Culture and Climate Survey | NASA-JSC Managers Meeting | February, 2014 |
| An Interdisciplinary Perspective on Workplace Factors Impacting Employment Outcomes for People with Disabilities | Rehabilitation Psychology 2014 16th. Annual ConferenceWright-Dembo Award Lecture | February, 2014 |
| Innovative Research on Employment Practices: Improving Employment for People with Disabilities | NIDRR/RSA Meeting | February, 2014 |
| Disability Disclosure in the Workplace: What Employers Should Know | EARN Webinar Series | December, 2013 |
| Innovative Research on Employment Practices: Improving Employment for People with Disabilities | Interagency Committee on Disability ResearchWebinar | December, 2013 |
| Addressing Workplace Discrimination Faced by Individuals with Psychiatric Disabilities | Diversity Council On CampusCornell University | November, 2013 |
| Disability Rights as Human Rights | ILR ILO CourseIthaca, NY | November, 2013 |
| Inside the Workplace: Case Studies of Factors Influencing Engagement of People with Disabilities | Innovative Research on Employment Practices: Improving Employment for People with DisabilitiesState of the Science Conference,Washington, DC | October, 2013 |
| The 50+Workforce: High Potentials You Might Be Overlooking | ILR Online Webcast Series | October, 2013 |
| Improving Employment Outcomes for People with Disabilities:  Measuring Policy Impact, Service Delivery and Employer Practices at the National Level | New Mexico Disability Employment SummitSouthwest ConferenceAlbuquerque, New Mexico | October, 2013 |
| The New Faces of Diversity Veterans with Disabilities and Aging Workers | USBLNLos Angeles, CA | October, 2013 |
| Disabled People and Employment Policy and Employer PracticeImplications for Improving Employment Outcomes for Young Disabled People | Leverhulme International Network SymposiumCombating Young Disabled People's Worklessness: An International NetworkUniversity of Durham, UK | September, 2013 |
| The New Faces of Diversity: Veterans, Aging Workers, and People with Disabilities | Professional in Human Resources AssociationLos Angeles, CA | August, 2013 |
| Employer Perspectives on Retention and Advancement in the New Economy:Bridging Research and Practice | National Employment Conference WebinarThe New Economy: Rethink, Realign, Reinvent | August, 2013 |
| The Aging Workforce:Scope and Scale of the Challenge | The NIDMAR Summer Institute – 2013Pacific Coast University for Workplace Health Sciences Port Alberni, BC | July, 2013 |
| The Aging Workforce:Age-Sensitive DM and HR Policies and Practices | The NIDMAR Summer Institute – 2013Pacific Coast University for Workplace Health Sciences Port Alberni, BC | July 2013 |
| Diversity and Disability Practices in Asia: Trends and Opportunities | The Conference Board, Asia-Pacific Human Resources CouncilShanghai, China | May, 2013 |
| U.S. Workers’ Compensation and Return to Work Strategies | Korea Workers’ Compensation and Welfare Service (WELCO) | May, 2013 |
| 2013 World Human Rights Cities Forum | Gwang-ju, South Korea | May, 2013 |
| The Role of Policy in Rehabilitation Counseling and Research | University of Iowa Department of Rehabilitation and Counseling Education Spring Colloquium | April, 2013 |
| A Multi-Disciplinary Perspective on Effective Employer Practices for Enhancing Employment Outcomes for Individuals with Disabilities | NARRTC ConferenceAlexandria, VA | April, 2013 |
| Productive Aging: Stay at Work Strategies for an Aging Workforce | DMEC 2013 Virtual Education Forum | March, 2013 |
| Workshop: Innovative Policies – Effective Employment Services and Skills | Zero Project conference 2013Vienna, Austria | February, 2013 |
| 2012 Disability Status Report Rollout | Employment and Disability Institute Webinar | January, 2013 |
| Employer Perspectives on Retention and Advancement in the New Economy: Bridging Research and Practice | 2012 National Employment Conference: “The New Economy: Rethink, Realign, Reinvent.”Washington, DC | December, 2012 |
| Creating a Disability Inclusive Workplace | Cornell UniversityDiversity Update Conference Program | November, 2012 |
| Beyond Yellow Ribbons: Putting Veterans with Disabilities to Work | ILR Webinar Series: | October, 2012 |
| Workforce and Workplace Trends: Impact on Job Seekers with Disabilities and Service Providers | Southwest ConferenceAlbuquerque, NM | October, 2012 |
| Employer Practices in Retention, Advancement, and Inclusion of People with Disabilities  | University of Dundee, Scotland | September, 2012 |
| Employer Policy and Practices Facilitating Employment Outcomes for People with Disabilities: Cornell Research Update and Global Perspectives | Employers Forum on Disability13th September 2012 | September, 2012 |
| Employer Practices in Retention, Advancement, and Inclusion of People with Disabilities | The International Disability Management Research Network and the Global Applied Disability Research and Information NetworkIDMRN/GLADNET Joint MeetingLondon, UK | September, 2012 |
| Emprego & SustentabilidadeSustainability & Job Creation:Inclusion of People with Disabilities | Conferencia SUDI 2012Sustainability and DisabilityManaus, Brazil | September, 2012 |
| Improving Employment Outcomes for People with Disabilities: What EmployersCan Tell Us | American Psychological Association Annual ConventionAugust 3, 2012, Orlando, FL | August, 2012 |
| The Aging Workforce: Challenges and Opportunities for Employers | US Business Leadership Network Annual ConferenceNew York, NY | July, 2012 |
| Different Abilities, Equal Opportunities | SVYM Grassroots Research and Advocacy Movement (GRAAM) at the Vivekenanda Institute for Leadership (V-LEAD)Mysore, India | June, 2012 |
| Different Abilities, Equal Opportunities: Enriching our workplaces through employment policies that include persons with disability  | SVYM Grassroots Research and Advocacy Movement (GRAAM) and Azim Premji University, at Wipro Corporate Head OfficeBangalore, India | June, 2012 |
| Improving Employment Outcomes for People with Disabilities:Findings from the World Report on Disability and Related U.S. Research | Workability International Annual ConferenceTaipei, Taiwan | June, 2012 |
| On the Job: Promoting Accessibility, Retention and Equity | Disability and Work: Global Strategies for EquityMontreal, Quebec, Canada | May, 2012 |

# PROFESSIONAL ORGANIZATION MEMBERSHIPS

American Counseling Association

American Rehabilitation Counseling Association

American Psychological Association

Society of Industrial and Occupational Psychology

APA Division of Rehabilitation Psychology

National Council on Rehabilitation Education

New York State Psychological Association

Society for Disability Studies

Society for Human Resource Management (SHRM)

SHRM Global