

Co-sponsored by St. Petersburg College's Accessibility Services, Retention Services Department, Florida Association on Higher Education and Disability (FL-AHEAD), and the Center for Excellence in Teaching and Learning (CETL)

# Narrowing the Gulf

TWENTIETH  
ANNUAL  
CONFERENCE

*for Underrepresented Students in Postsecondary Education*



April 4-5, 2019

St. Petersburg College | EpiCenter | 13805 58th St. N | Clearwater, FL

**SPC** St. Petersburg  
College





Dear Conference Participants:

Welcome to St. Petersburg College and the 20th annual Narrowing the Gulf for Underrepresented Students in Postsecondary Education Conference. We are thankful to our longtime co-sponsor, the Florida Association on Higher Education and Disability, which partners with us each year to bring together educators dedicated to advancing a culture of equity, accessibility and inclusivity in higher education. Over the last two decades, more than 5,000 education professionals from colleges and universities across the United States have benefitted from the expertise of The Narrowing the Gulf Conference presenters. I am thrilled you are able to join us this year!

From new legislation to accessibility challenges in the age of emerging technologies, the role of faculty, support staff, advisors, administrators, and disability service professionals is continuously changing. This conference promises to provide you with up-to-date techniques for successfully working with your students, as well as strategies to incorporate critical thinking skills into your classrooms. You'll also have the opportunity to be part of a groundbreaking initiative – the creation of the state of Florida's first-ever Electronic Information Technology Consortium. Through a collaborative brainstorming activity, you and your colleagues will create best practices and guidelines for effectively working through current IT topics facing higher education professionals.

This is an exciting year as we celebrate 20 years of learning and sharing innovative and impactful strategies to expand access and opportunities in post-secondary education. By working together, we can realize our shared vision of building learning environments conducive to the success of all students.

Thank you for joining us at this year's conference. I am glad you are here and wish you an enjoyable and successful conference!

Sincerely,

A handwritten signature in cursive script that reads "Dr. Tonjua Williams".

Tonjua Williams, Ph.D.  
President

## CONFERENCE SPONSORS

St. Petersburg College is Florida's oldest two-year college. It was founded in 1927 as a private institution, with its initial classes held in one section of a Pinellas County public high school. Today, it stands as a multi-campus public institution with sites located throughout the county and services offered throughout the nation. More than 62,000 students attended classes at SPC during the 2007-08 school year.

In 2001, SPC became the first community college in Florida to offer four-year degrees. The college now offers bachelor's degrees in numerous subject areas, including Education, Nursing, and Public Safety Administration. In addition, the college offers post-baccalaureate teacher certification options through its Educator Preparation Institute.

SPC's history of commitment to special population students began in 1966, and the college's comprehensive, sophisticated program of today is the result of responding to community and student needs.

**The Florida Affiliate of the Association on Higher Education and Disability (FL-AHEAD)** provides educational and professional development opportunities and is working to develop a statewide network for disability support services. Its mission is to improve professional knowledge and educational initiatives that affect the full participation of students with disabilities in postsecondary education. Specifically, it is designed to:

- Improve and promote statewide regional communication among disability professionals.
- Sponsor professional development opportunities for individuals in the field
- Publish and disseminate best practices and knowledge regarding current technology in the field.
- Expand current and develop new educational resources and opportunities for students with disabilities.

FL-AHEAD is offering several presentations for this year's conference. Members and interested professionals are invited to the association's spring luncheon on Thursday.

### General Information

**Name badges:** Name badges are required for entrance to all conference sessions and should be worn at all times during scheduled conference events. The name badges reflect that registration has been completed and is also helpful for other registrants who may wish to network with you.

Staff can be recognized by the orange ribbons on their name badges. Any of the staff members can help you with questions.

**Lost and Found:** Please bring any found articles to the registration table. It will be staffed throughout the conference. If you have lost anything, check in with the registration table.

**Smoking:** All conference locations are smoke-free. Smoking is permitted outside of the Conference Center.

**Message board:** Messages may be left at the registration table. You may pick up or leave messages at any time during conference hours.

**Meals:** A continental breakfast will be available each day of the conference.

FL AHEAD Members Luncheon,  
Thursday only, 12:10-1:30pm  
(Paid Attendees only)

## KEYNOTE SPEAKERS

### Opening Keynote Speaker

#### Michael Delancey

Mike Delancey was born on April 17th, 1985. A native of Pinellas Park, he joined the USMC 3rd Battalion, 3rd Marines in 2004. Lance Corporal Delancey completed tours of Afghanistan and Iraq until his luck finally ran out on Sept. 1, 2006 during his second deployment in Haditha, Iraq. Mike was shot by a sniper; the gunshot wound hit the fifth and sixth vertebrae, it shattered his seventh vertebrae and then hit the right shoulder nerve, peppering his right lung. In an instant, he was rendered paralyzed. Mike's military awards and decorations include The Purple Heart, Service campaign medals for Iraq and Afghanistan and the NATO Medal.



In 2015, in partnership with the City of Pinellas Park, he formed his own not-for-profit organization, The Wounded Warriors Abilities Ranch (WWAR). The ranch and park will be a fully wheelchair adapted park offering cycling trails, an outdoor fitness station, a multi-purpose court for volleyball, basketball, rugby, baseball, bocce and tennis. The park will have a fully stocked fishing pond and also will be home to the organization's headquarters, a central resource for all adaptive sports and recreational facilities available for veterans. Mike would like WWAR to be a place that inspires warriors from all conflicts to get OUT and be ACTIVE and strengthens the bond between veterans who understand each other's experiences, bringing the generations together through fitness and friendship. Mike's dream is to motivate other warriors to recover from their injuries the best they can through mentoring and companionship. His passion for coaching and mentoring has led him to pursue his personal goal of returning to college and qualifying as an Elementary school teacher.

### Closing Keynote Speaker

#### Salome Heyward

Salome Heyward, a civil rights attorney with over 40 years' experience in the field of disability discrimination law and disability management is the president of Salome Heyward & Associates. Her pertinent accomplishments include being:

The author of Higher Education and Disability (LRP Publication, updated 2009); The FMLA Handbook (2002), Graduate Schools and the ADA (2001) and Access to Education for the Disabled, as well as numerous articles/publications concerning the Americans with Disabilities Act, the Family and Medical Leave Act and the Rehabilitation Act;

- Contributor author for the Disability Compliance for Higher Education newsletter (Wiley Publications 2013-2014)
- Editorial advisor for the Council on Law in Higher Education
- Legal advisor for the Educational Testing Service;
- Developer of leave and attendance software (ADA/FMLA) for employers;
- Past editor of the Disability Accommodation Digest;
- Past adjunct faculty member for the University of Connecticut School of law;
- Senior staff attorney (12 years) for the Department of Education, Office for Civil Rights;
- Past supervisor of a legal internship for the Southeastern Disability and Business Technical Assistance Center and Emory University Law School.

Dr. Heyward is frequently sought out by media personnel to provide legal background for their productions concerning disability issues, e.g., NBC, CNN, ESPN, the New York Times, the Christian Science Monitor, and the Chronicle of Higher Education. She is a well-known and respected speaker and trainer in the area of disability discrimination law and disability management. She has been a featured presenter for national associations and organizations such as the American Association for Affirmative Action, American Association of Medical Colleges, the Association of Higher Education and Disability, the Council of State Governments, the National Association of State Personnel and the International Learning Disabilities Association. Dr. Heyward's firm, Salome Heyward & Associates, helps postsecondary institutions, agencies and employers develop and maintain effective and compliant ADA/Section 504 programs and services. Services provided include: Program and function audits; case evaluations; ADA consulting; and complaint review and analysis. A sample of the institutions her firm has provided services to includes: California State Polytechnic University, Texas A & M University, University of Southern Mississippi, MIT, University of Washington, Seton Hall University, Emory University/Emory Healthcare, University of Maryland (Baltimore County), Salus University, Wright State University, Community College of Allegheny County, Life University, and Baptist College of Health Sciences.

## AGENDA

### Thursday, April 4, 2019

7:30 a.m.-4 p.m.	Registration and Information Table Open
7:30-8:30 a.m.	Continental Breakfast
8:30-9:30 a.m.	Opening General Session Keynote Address: Michael Delancey - USMC
9:30-9:55 a.m.	Break
9:55-10:55 a.m.	Breakout Session I
10:55-11:10 a.m.	Break
11:10 a.m.-12:10 p.m.	Breakout Session II
12:10-1:45 p.m.	FL-AHEAD Luncheon and Spring Meeting (Tickets Required)
1:45-4 p.m.	Collaborative Engagement Building an EIT Consortium for the State of Florida
1:45-2 p.m.	Breakout Session III - Collaborative Lab <ul style="list-style-type: none"><li>• Welcome &amp; Setting the Stage</li><li>• Vision of an EIT (Electronic Information Technology) Consortium for the State of Florida</li></ul>
2-2:45 p.m.	Identifying Best Practices in Creating Electronic Access in Higher Education
2:45-3 p.m.	Break
3-3:45 p.m.	Breakout Session IV - Collaborative Lab continued Setting EIT Policies & Procedures <ul style="list-style-type: none"><li>• EIT Federal &amp; State Legislative Guidelines</li></ul>
3:45-4 p.m.	Next Steps for the Florida EIT Consortium
4:15-5 p.m.	State of Florida Updates

### Friday, April 5, 2019

7:30 a.m.-Noon	Registration and Information Desk Open
7:30-8:30 a.m.	Continental Breakfast
8:30-9:30 a.m.	Breakout Session V
9:30-9:45 a.m.	Break and Networking
10 a.m.-Noon	Closing General Session Keynote address: Salome Heyward

## SCHEDULE AT A GLANCE

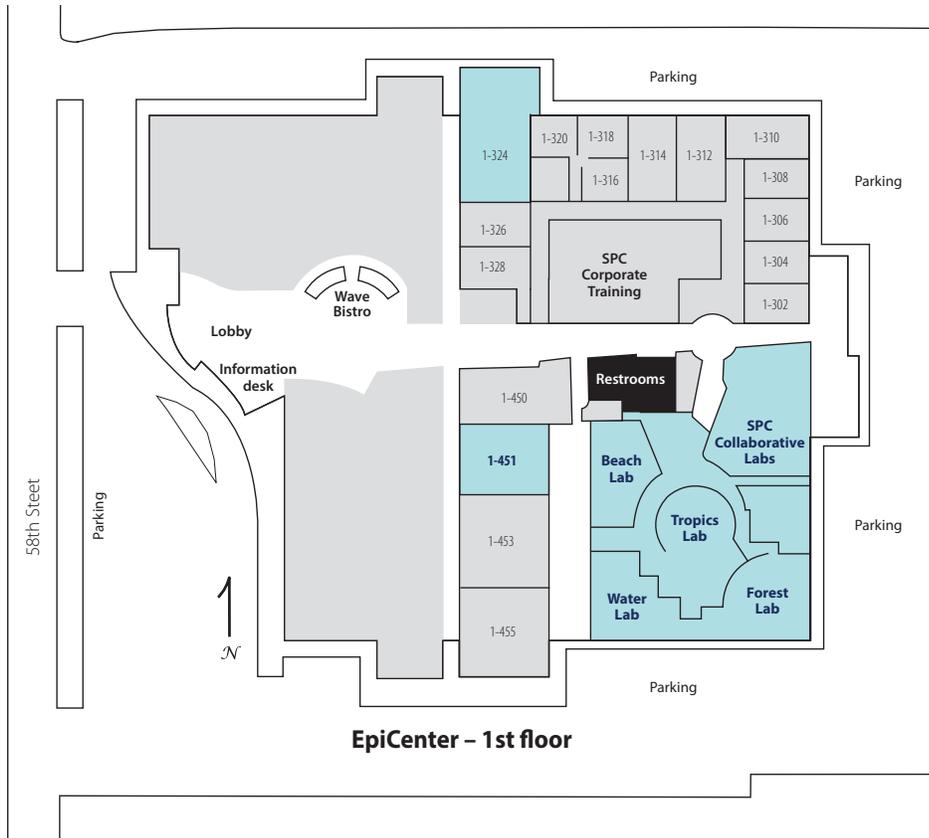
### Thursday, April 4, 2019

Time	1-451	1-324	2-304	Tropics	Beach	Water	Forest
8:30-9:30 a.m.	Opening Keynote Speaker Michael Delancey						
9:30-9:55 a.m.	BREAK						
9:55-10:55 a.m.		Tools for UDL Access to the 3Rs in a Digital Classroom	Mental Health Issues: Breaking the Stigma	How the DRC Collaborates with Campus Partners to Increase Accessibility	Expanding Access for Students with Intellectual Disabilities in Higher Education	Labels are for Products NOT Students	Harnessing the Power (BI): Effective Tracking of Strategic Initiatives
11:10 a.m.-12:10 p.m.	Maximizing Universal Design and Dynamic Learning in an Online Environment	Accessible and Inclusive Learning or Helping Students Find Their Superpower	Not Another Lecture-Style Presentation – Escape Room Design	Student Success Strategies in STEM	Workforce Skills for Students with Disabilities	Support Animals (ESAs) on Campus	Blind Rehabilitation A Continuum of Care in the VA!
12:10-1:30 p.m.	LUNCH	FL AHEAD Spring Meeting					
Meet in Collaborative Labs - Tropics							
1:45 -4 p.m.	Electronic Information Technology Consortium – cont'd in Collaborative Labs						
4:15-5:15 p.m.	FL Updates						

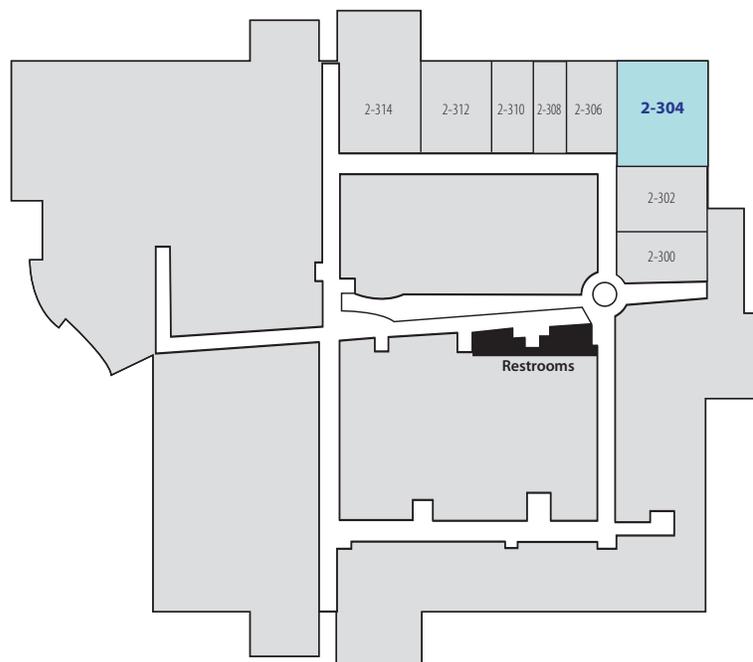
### Friday, April 5, 2019

Time	1-451	1-324	2-304	Tropics	Beach	Water	Forest
8:30-9:30 a.m.	Disrupted Attendance Response Team: Creating a Safety Net Around Students in Crisis	Ending Rudeness in The Classroom	Sustainable Aquaponics A Multi- Disciplinary Tool for Education in the Classroom/Lab	Math Success for All Students	Academic Advising and Disability Services	Keeping Your Campus on a Short Leash	Transitioning into the College Environment
9:30-10 a.m.	BREAK						
10-Noon	Closing Keynote Speaker Salome Heyward						

### EpiCenter floor plan



EpiCenter - 1st floor



EpiCenter - 2nd floor

## CONFERENCE SCHEDULE

### Thursday, April 4, 2019

8:30 – 9:30 a.m.

Room 1-451

#### Opening General Session

Keynote Address by Michael Delancey

9:55 – 10:55 a.m.

Room 1-324

#### Tools for UDL Access to the 3 Rs in a Digital Classroom

Tim Jones, *Texthelp, Inc.*

In this session, attendees will see a demonstration of both Read & Write and EquatIO, powerful applications with over 20 million combined users. These apps work with Google documents, slides, sheets forms, web pages, Office 365 and other common file types, such as pdf, ePub, and jpg. Participants will learn more about common technology such as text-to-text-speech, word prediction, dictation, text and picture dictionaries, annotations and more that can help all students and especially those who struggle with reading and writing. These tools can be used with PCs, Macs, and Chromebooks.

Room 2-304

#### Mental Health Issues: Breaking the Stigma

Justin Shea

If you were a mom or dad and had a child suffering from schizophrenia and had no place to turn to get help, in and out of hospitals, receiving inadequate services at other mental health programs, wouldn't you do anything and everything in your power to help them; showing him or her that there is hope and light at the end of tunnel, and that tomorrow will be a better day?

The U.S. Department of Health and Human Services reported that one in four adults experience a mental health disorder in a given year. That means one in 17 adults, or 5 percent, lives with a serious mental illness such as schizophrenia, major depression or bipolar disorder. This session will include Justin's personal struggles and triumphs in dealing with a mental disorder. To learn more about Justine's story and resources available to support students with mental issues attend this important session: Breaking the Stigma of Mental Health.

#### Tropics

#### How the DRC Collaborates with Campus Partners to Increase Accessibility

Jenna Gonzalez, Amanda Metzler, *University of Florida, Disability Resource Center*

The University of Florida Disability Resource Center collaborates with a variety of Student Affairs departments to increase accessibility. In this presentation, we will describe the unique initiatives developed such as adaptive yoga facilitated by Recreational Sports, disability friendly employer lunch and learns in conjunction with the Career Connections Center, and the expansion of accessible housing provided with the Department of Housing and Residence Education.

#### Beach

#### Expanding Access for Students with Intellectual Disabilities in Higher Education

Paula Koehler, Drew Andrews, *University of Central Florida, Unique Abilities*

This presentation will highlight the postsecondary education program planning process and the Florida Postsecondary Education Program Planning Tool. The team planning tool is designed to foster implementation of evidence-based and promising practices (EBPPs) in Florida Postsecondary Comprehensive Transition Programs (FPCTP). We will share data on students attending FPCTPs, credentials, financial aid and scholarships, funding available to support program development, and infrastructure examples to create postsecondary programs for students with intellectual abilities.

#### Water

#### Labels are for Products NOT Students

Francine Fuentes, *St. Petersburg College*

Bring awareness to administrators, faculty, advisors and all staff in colleges regarding pre-conceived notions we may have in regards to our students entering the college system. Do we look at them fairly? Do we regard them equally? Do we believe they can be successful? Are we willing to nudge them to fulfill their potential? Do we choose to stifle them because of our differences? Do we judge? How can we see inside the student?

## CONFERENCE SCHEDULE

### Thursday, April 4, 2019

9:55 – 10:55 a.m.

#### Forest

#### **Harnessing the Power (BI): Effective Tracking of Strategic Initiatives**

*Aaron Dlstler, Stephanie Potthoff, Stetson University*

What if the data you needed was right at your fingertips? What if you could ask questions of that data in order to make real-time decisions or support the request for additional resources? Academic Success at Stetson University has begun utilizing Microsoft Power BI to track and report real-time data of student service usage (e.g. tutoring, writing center, advising), faculty concerns for students, and outreach initiatives. This new way of visualizing our data has allowed us to identify gaps and make a concerted effort to address those gaps in the moment rather than having to wait. Come learn about this incredible data visualization tool and how it could help you quickly address areas of concern and report needed information to your decision makers.

11:10 a.m. – 12:10 p.m.

#### Room 1-451

#### **Maximizing Universal Design and Dynamic Learning in an Online Environment**

*Michelle Piper, Wendy Shellhorn, St. Petersburg College*

Similar face-to-face classes, with a little creativity and the proper tools, on line courses can be meaningful, dynamic and challenging while meeting the needs of students with different learning styles and abilities.

#### Room 1-324

#### **Accessible and Inclusive Learning or Helping Students Find Their Superpower**

*Wendy Hedeon, Pinellas Park High School*

Participants become a “technology rock star” through hands-on, free, and ready to use technology that will take accessibility to new levels in their classroom. Participants will use their own mobile devices to learn several game-changing apps to effectively level the playing field for their learners while increasing engagement.

Content and activities: participants will be introduced to the Microsoft Innovative Educator website with thousands

of resources; interact with Microsoft Learning tools through the free Office 365: immersive reader, read aloud, translation, syllables, and other accessibility tools; learn and interact with Microsoft Office Lens App; learn how to create real-time translation using PowerPoint and Microsoft Translate.

#### Room 2-304

#### **Not Another Lecture Style Presentation — Escape Room Design**

*Brad Held, University of Central Florida*

Disability professionals struggle to garner interest for their presentations or workshops. Just getting faculty or staff to register for their training does guarantee that the topics will be practiced. In this presentation, the presenter will share tips for designing a memorable educational experience that doesn't involve a projector/clicker.

As Disability Support Professionals, we often find it difficult to fill the seats at our presentations. This might be because of the topics we discussed are overwhelmingly complicated to understand, or because attendees do not believe enough students are affected by our subject matter. Regardless of the reason, the attendee doesn't always leave with a lasting memory of how they can create access to their environment. What if we could take some of the visual elements of our technology and incorporate it with inclusive principles, then design an experience that is FUN? Based on the popular escape room game concept, you can challenge teams to be locked in a room full of barriers. Have them escape by identifying and removing the barriers within the room with more accessible approaches within the time allotted. UCF will share their design secrets for creating an escape room activity that will have your entire institution buzzing. The presentation will end with an interactive demonstration.

#### Tropics

#### **Student Success Strategies in STEM**

*Matthew Simmons, Denise Giarrusso, Florida State College at Jacksonville*

This workshop provides best practices for math and science instruction, with an emphasis on experiential learning and strategies that help Deaf and hard-of-hearing students. This workshop is supported by the DeafTEC grant at FSCJ, intended to serve as a resource for high schools and colleges

## CONFERENCE SCHEDULE

### Thursday, April 4, 2019

11:10 a.m. – 12:10 p.m.

#### Student Success Strategies in STEM *continued*

that educate deaf and hard-of-hearing students in science, technology, engineering and mathematics (STEM)-related programs on how to best accommodate deaf college students or those with hearing loss. This project is in partnership with Rochester Institute of Technology and the National Science Foundation.

#### Beach

##### Workforce Skills for Students with Disabilities

*Hannah Burrichter, Brit Fowler, University of South Florida*

Workforce Recruitment Program is a recruitment and referral program that connects federal and private sector employers nationwide with highly motivated college students and recent graduates with disabilities who are eager to prove their abilities in the workplace through summer or permanent jobs (<https://wrp.gov/>). This presentation will detail University of South Florida's (USF) creation and implementation of a curriculum which provided skill-building activities, specific to the population of students who have a disability. By creating this curriculum as a requirement to be eligible to be entered into the WRP database, we were able to focus on self-advocacy and student preparedness for the workforce.

#### Water

##### Reflections on Emotional Support Animals (ESAs) on a Pet Friendly College Campus

*Miranda Goodman-Wilson, Marra Piazza-Brass, Eckerd College*

Colleges are experiencing an increase in requests for Emotional Support Animals (ESAs) to live on campus. However, misconceptions about policies pertaining to ESAs seem to be pervasive. This presentation will discuss results from a recent study on faculty and student perceptions of the role of ESAs on a college campus and their understanding of ESAs and ESA-related policies. In addition, experiences with ESA requests on a pet friendly campus will be shared and the challenges they pose will be shared.

#### Forest

##### Blind Rehabilitation: A Continuum of Care in the VA

*Delva Freeman, Rebecca Munjak, Bay Pines, Department of Veteran Affairs*

This presentation focuses on the diversity of services available for the visually impaired veteran population. It will provide information on Blind Rehabilitation Services and the VA Continuum of Care for Veterans.

1:45 – 4 p.m.

#### Tropics

##### Electronic Information Technology Consortium

Come to be a part of a groundbreaking initiative in the state of Florida while creating our first ever Electronic Information Technology Consortium. Join fellow professionals for a brainstorming activity to create a best practice Electronic Information Technology Consortium and guide for effectively working through the current topics facing higher education professionals. From new legislation to accessibility challenges in the age of emerging technologies, the role of faculty, support staff, advisors, administrators, and disability service professionals is continuously changing.

4:15 – 5:15 p.m.

#### Room 1-451

##### Florida Updates

*Florida Department of Education*

Discussion for Florida Disability Services providers to learn what is happening at the state level regarding the issues that affect student with disabilities.

## CONFERENCE SCHEDULE

### Friday, April 5, 2019

8:30 – 9:30 a.m.

#### Room 1-451

##### **Disrupted Attendance Response Team: Creating a Safety Net Around Students in Crisis**

*Michael Ritter, Missouri Western State University*

In response to a variety of crises that have historically prevented students from attending classes on a regular basis, Missouri Western State University has created the Disrupted Attendance Response Team (DART). Our team, which is composed of representatives from faculty, staff and administration, responds to students in crisis and works with faculty and staff to provide support until such time as the student is able to resume regular attendance. Our primary goal is to help students remain enrolled throughout the crisis without having to withdraw from their classes.

#### Room 1-324

##### **Ending Rudeness in the Classroom**

*Wendy Sellers, The HR Lady, LLC*

Rudeness and lack of civility in the classroom impedes student's ability to learn and succeed. Today's session will identify subtle cues that may indicate something is going on and discuss tips to end rudeness amongst students in the classroom.

#### Room 2-304

##### **Sustainable Aquaponics: A Multi-Disciplinary Tool for Education in the Classroom/Lab**

*Bill Falls, St. Petersburg College, Phil Reason, Aquasol International*

Aquaponics is a synergy between hydroponics & aquaculture. Systems demonstrate multi-science concepts: micro-ecosystem, nitrogen cycle, water quality chemistry & testing, fish & vegetables growing techniques, reproduction cycles of plants & animals. By combining plant/fish culture results in a more natural, environmental friendly food production process than traditional agriculture/aquaculture. Instead of using synthetic fertilizers and the few inches of topsoil remaining on our land to grow agricultural crops, in aquaponics, the fish waste is used to fertilize plants. Plants purify the water for the fish, allowing valuable resources to be recycled and utilized more efficiently. There is no effluent discharge requiring costly filtration or wastewater treatment, and although it is an aquatic system, it only utilizes 3% to 5% of

the water that traditional land based agriculture requires for irrigation. People will learn how to set-up a 10-gal system in their classroom. See what the newest project looks like at the Clearwater Marine Aquarium.

#### Tropics

##### **Math Success for All Students: Study Skills, Anxiety Reduction, Accommodations and Substitutions**

*Paul Nolting, Hillsborough Community College*

Math is the most difficult college course to pass. Recent research indicates that math test anxiety and lack of study skills are major causes in math failures leading to reduced STEM majors and graduation for all students. Currently students with and without disabilities are still having difficulty passing math. Colleges along with disabilities offices must help students pass math. Evolving strategies are needed to help all students compensate for poor redesigns and state bills. Participants will learn math study skills, anxiety reduction, mindfulness, mindset, processing deficits, appropriate tutoring, classroom and testing accommodations, and substitution strategies. A final focus is on staffing repeating students and student math success plans and case studies.

#### Beach

##### **Academic Advising and Disability Services: Teaming Up for Student Success**

*Lisa Diekow, University of Florida*

National studies estimate that college students with disabilities make up approximately 10% of the total student population at any university. As the numbers of college/university students with disabilities continue to rise, many departments are expected to have a role in supporting student success. This session highlights how students with disabilities navigate their collegiate experience and how disability support services shift from secondary education to college environment. Participants will discuss how their role in advising students on course selection intersects with student accommodations. Participants will also learn about the shift in prevalent disabilities and how accommodations have changed over the last several years. This program session will highlight the importance of partnership between disability services and academic advising professionals on behalf of students.

Continued on page 12

## CONFERENCE SCHEDULE

### Friday, April 5, 2019

**8:30 – 9:30 a.m.**

#### **Water**

#### **Keeping Your Campus on a Short Leash: An animal policy Q & A**

*Aaron Distler, Stephanie Potthoff, Stetson University*

As the number of requests for animals on campus continue to increase, it is important to develop a policy that creates a welcoming and inclusive campus while mitigating some of the potential hazards. During this session, we will facilitate discussion and hold a Q&A to address the audience's burning questions around animal access, conflicting needs, valuable partnerships, approval procedures, and policy enforcement. Attendees will be provided resources to help guide them through the "alphabet soup" of the different types of animals.

**10 a.m – Noon**

#### **Room 1-451**

#### **Closing General Session**

*Keynote Address by Salome Heyward*

**8:30 – 9:30 a.m.**

#### **Forest**

#### **Transitioning into the College Environment – Five Steps to Success for Students with Disabilities**

*Jennifer Meier, State College of Florida, Manatee-Sarasota*

Students with a disability often enter college without a vocational or educational goal, which can lead to under achievement and failure. In fall 2014, a "Five Step" transitional program was implemented to reduce stress and problematic situations for students with disabilities. The objective was to provide additional support in the areas of academic advising, career planning, utilization of campus resources, and assistance with accommodation advocacy. Surveys and forms were used to track and assess student needs throughout the program. Positive responses lead to a continuation program. Research and resources are available to share with other professionals on the progress of the program.

## WORKSHOP PRESENTERS

**Steven Bianco** is the Electronic Information Technology (EIT) Accessibility Specialist serving Florida SouthWestern State College (FSW) from the College's Office of Information Technology (OIT) since August, 2018. He works closely with the Office of ADAptive Services, Teaching Learning Center, eLearning, and other areas. He holds a Bachelors of Applied Science in Supervision and Management from FSW and has been with the College for 13 years. His work centers on web accessibility, eLearning content, Assistive Technologies, and providing resources and guidance to promote increased access.

Prior to working for OIT, he served the College's Library Services as a Library Technology Systems Specialist integrating technologies for improved library services and workflows.

**Hannah Burrichter** is a Graduate Assistant at University of South Florida (USF) working in the Students with Disabilities Services Office. Hannah works in outreach for the office in helping coordinate the USF Workforce Recruitment Program, presenting to campus partners, and developing trainings to help spread awareness about accessibility on campus. Hannah was awarded her Bachelor's Degree from the University of Florida in Psychology in 2018 and is currently seeking a Masters of Education degree in College Student Affairs at USF. Hannah is passionate about incorporating inclusion and social justice into student affairs practice and hopes to serve in that capacity within the field.

**Lisa Diekow** currently serves as an Assistant Director and Learning Specialist at the University of Florida, Disability Resource Center. In that role, she assists in facilitating access to academics, programs, services, activities, and facilities for students with disabilities. By removing barriers, the student has a more equitable environment with increased opportunity for their academic success and minimizing interference with achieving their career goals. Additionally, Lisa's areas of interest include current issues impacting student resiliency, the impact of transition on the student experience and non-traditional learning experiences. Throughout her time at the University of Florida, Lisa has also served in a variety of roles within Student Affairs, including the Dean of Student's Office and the Department of Housing and Residence Education. She has led and/or served as a collaborator and thought partner to transformation

in residence life and education, student learning and engagement, the evolution of crisis and care response to the creation of professional development curriculum.

**Aaron Distler** attended the University of Central Florida where he earned his Bachelor's degree in Psychology with a minor in Sociology. Aaron continued his education at UCF obtaining his Master's degree in mental health counseling and a certificate in marriage and family therapy. Throughout Aaron's college and professional careers, he gained a plethora of experiences within higher education including orientation, Greek life, student conduct, and housing and residence life. Aaron currently serves as the Associate Director of Academic Success and Accessibility at Stetson University, a small private liberal arts university, in Deland, Florida. Aaron serves as the Section 504 coordinator for students establishing accommodations for students with disabilities. Aaron is also responsible for the success coaching program providing student support in the development of more global academic skills. Recently, Aaron chaired the university's animal policy committee comprised of various campus stakeholders. The animal policy was officially implemented during the 2016-17 academic year.

**Bill Falls** received his Ph.D. in Biology from the University of Southern Mississippi, his M.S. in Biology from Murray State University and his B.S. in Zoology from the University of Louisville. Dr. Falls has a rich professional background beginning over three decades ago at Mississippi State University as Research Fish Culturist, then IL Department of Conservation as Acting Hatchery Manager, ten years as the Research Administrator for the Florida Dept. of Environmental Protection, Florida Marine Research Institute, and nine years an Aquaculture Program Section Head at Hillsborough Community College. He is currently an Adjunct Professor at St. Petersburg College, and Volunteer at the Clearwater Marine Aquarium in the Water Quality Department. Dr. Falls has been awarded many honors Nominee for Governor's Innovation Award – 2003, NISOD Recipient of Excellence in Teaching & Leadership – 2003, Who's Who Among America's Teachers - 2004 & 05, Certified Fisheries Professional Emeritus 2006, Teaching Excellence Award-General Education – 2010, and many others.

## WORKSHOP PRESENTERS

**Brit Fowler** is a Disability Services Coordinator at the University of South Florida (USF). As a Disability Services Coordinator, Brit assists post-secondary students with establishing and managing academic accommodations at USF. In addition to academic accommodations, Brit is responsible for overseeing and coordinating the annual USF Workforce Recruitment Program, as well as other university outreach events. Brit was awarded a Master of Social Work degree from Ohio State University in 2016 where she gained two years of valuable field experience as a graduate assistant within the Office of Student Life Disability Services. Brit is passionate about developing replicable university programs which promote equitable access, student self-advocacy and Allyship.

**Francine Fuentes** is employed at St. Petersburg College in the Office of School Partnerships, College of Education. She is actively involved with the Association of Florida Colleges and is the Region IV Director for 2017. Additionally, she is a co-counselor for the International Honor society, Kappa Delta Pi as well as the 2018 Vice Chair for the Diversity, Inclusion Committee within AFC. She is also a representative of CSEC at the St. Petersburg College Gibbs Campus. Francine earned a certificate of Business Entrepreneurship in 2015 at St. Petersburg College. Presenting customer service workshops is a passion for Francine. She is currently writing a book of poetry on the effects of growing up in a household with a family member afflicted with paranoid schizophrenia. Her book will be self-published in 2019.

**Delva Freeman** is the Visual Impairment Services Team Coordinator (VIST) at the Bay Pines VAHCS in Central Florida. She advocates and assists the blinded and visually impaired active duty military and veteran population and their families in securing services that promote independence. She is a proud US Army veteran who began her career as an eye specialist working in optometry and ophthalmology in the military. Her education includes a Bachelor of Science degree in Healthcare Management, Masters' degrees in Public Administration (MPH), Masters in Education (MS-Curriculum, Instruction and Technology), and recently completed all the requirements for a PhD in Human Services Administration and Special Education. Ms. Freeman is also a Certified Low Vision Therapist.

**Denise Giarrusso** is the Associate Director of Student Support Services at Florida State College at Jacksonville. She has a Master of Arts degree in Rehabilitation and Mental Health Counseling, and more than thirty years' experience working with Floridians with disabilities in a variety of settings. In her current position, she collaborates with administrators, faculty, staff, and student to navigate accommodation to reduce or eliminate barriers and insure access within the college community. In addition, she works closely with local county school personnel, Project 10: Transition Education Networks, state, federal and local nonprofit agencies to promote awareness of accessibility services available to postsecondary students and coordinates referrals to meet individual student needs.

**Jenna Gonzalez** is the Associate Director in the Disability Resource Center at the University of Florida. She has a Masters and Education Specialist degree in Special Education. Before working at UF, Jenna taught in the public school system as a high school inclusion English teacher in various counties and was a school administrator in the private sector. Throughout her experiences, Jenna has learned that her passion is working with students with disabilities and championing access for all students.

**Miranda Goodman-Wilson** is an Assistant Professor of Psychology at Eckerd College with interests in the parent-child relationship from infancy all the way through college and the impact of mental health issues on these relationships. She is also interested in conducting research to evaluate how colleges and universities can most effectively support their students. She received her undergraduate degree from the University of California-Los Angeles and her Ph.D. from the University of California-Davis. Her previous research has explored social referencing in infancy, the development of prosocial behavior in toddlers, and preschool-aged children's memories for traumatic events. Since arriving at Eckerd, she has completed studies looking at the impact of living with a pet on a college student stress and evaluating the effectiveness of the mentor-student relationship.

## WORKSHOP PRESENTERS

**Wendy Hedeem** has been teaching in the public school system for the last 27 years. While her main subject is reading, Wendy's passion is creating an accessible classroom for all learners. Her classroom itself is very diverse and the population includes more than 75% students with disabilities including blind and deaf learners. Wendy is a certified Microsoft Trainer and also a Microsoft Innovative Educator Expert of which there are 8,800 world-wide with about 300 of those in the United States (2018/2019 Microsoft Innovative Educator Experts). She has led trainings all over our district and country on accessibility tools that are free and available to all teachers and students. Wendy has also trained the trainers from all over the southeast on accessibility in the classroom at Microsoft's headquarters in Tampa.

**Brad Held** has been the Assistant Director of Accessible Technology for the Student Accessibility Services office at the University of Central Florida (UCF) for the past five years. He earned his Bachelor's degree in Applied Biotechnology at the University of Georgia in 2006. Prior to arriving at UCF, Brad worked in Assistive Technology for almost ten years, four years in a public school K-12 setting with Gwinnett County Public Schools in Georgia and five years in higher education at The University of Georgia and The University of South Carolina. He is certified in Assistive Technology Applications. Aside from helping UCF students receive academic supports, Brad also has a learning disability. Brad uses his personal experience to aid students in being active participants in the accommodation process.

**Tim Jones** has three decades of experience in educational technology. He began as a developer of educational software and has background in nearly every aspect of helping teachers teach and students learn. He has presented and trained teachers and leaders all over the country; from board rooms to prisons.

**Paula D. Kohler** is the Professor and Executive Director of the Florida Center for Students with Unique Abilities at UCF. She also serves as co-director of the National Technical Assistance Center on Transition (NTACT) funded by the U. S. Department of Education. Dr. Kohler conducts research regarding effective transition education and services for youth with disabilities across a range of topics, including college and career readiness. She has received support from the U.S.

Department of Education, the National Science Foundation, and state departments of education. Her Taxonomy for Transition Programming is recognized as an effective model for planning, implementing, and evaluating transition-focused education, and has influenced the implementation of transition education across the U. S. The Taxonomy provides a heuristic for organizing the evidence-based and promising practices at the core of NTACT's work. Dr. Kohler has a background in business administration, educational leadership, career and technical education, and special education. In 2001, 2006, and 2016, Kohler was recognized by the Council for Exceptional Children's Division on Career Development and Transition, WMU College of Education, and the Association on Career and Technical Education Research. In 2017, Dr. Kohler received the Research to Practice award from the American Education Research Association.

**Jennifer Meier** is the Site Manager for the Disability Resource Center at State College of Florida and has worked there since 2012. She is currently in pursuit of her doctorate degree in Career and Workforce Education at the University of South Florida. Her research interests relate to helping students transition into the college environment and her dissertation focus is on students who transfer to a college or university with accelerated credit hours. Jennifer's previous work experience includes residential life, academic advising and the disability resource center.

**Amanda Metzler** is an Assistant Director and Learning Specialist at the Disability Resource Center. She is a double Gator grad with her Bachelor's degree in Elementary Education and her Master's degree in Special Education. She spent three years as a general education and special education teacher before transitioning to higher education. She is from Jacksonville, FL but currently lives in Gainesville, FL.

## WORKSHOP PRESENTERS

**Rebecca Munjak** is the Blind Rehabilitation Outpatient Specialist at Bay Pines VA HCS. She instructs the visually impaired veterans in Computer Access Training, Orientation and Mobility, Low Vision and Living Skills. Rebecca is originally from the proud state of Texas. She holds a Bachelor's Degree in Interdisciplinary Studies from Stephen F. Austin State University. She moved to Lawrence, Kansas where she received a Master's Degree in Deaf Education. She taught Deaf Education in the public schools for 4 years, then began a new career in Blind Rehabilitation. She received a Masters Certificate in Orientation and Mobility from Missouri State University and a Master's Degree in Vision Rehabilitation Therapy from Western Michigan University. She has worked 10 years in Blind Rehabilitation for the Department of Veterans Affairs. Rebecca is certified in Orientation and Mobility, Vision Rehab Therapy and Low Vision.

**Paul Nolting** has been helping college students with disabilities for 30 years. During that time, he was a disabilities and math lab coordinator, instructor, learning specialist, Title III grant director and consulted with over 100 college campuses on math and disability issues. He is an expert on assessing math learning problems, developing effective student learning strategies, math study skills, accommodations, placement, assessing institutional variables that affect math success, math redesigns, and tutor training. Some of his publications are in the Journal of Developmental Education, the American Mathematical Association of Two Year College journal and he developed the Math Success Blog. His last two books are Mathematics and Disability Handbook focusing on helping LD, ADHD, TBI, PTSD and wounded warriors improve their math success and My Math Success Plan math study skills workbook. The workbook is for students with disabilities and Wounded Warriors to improve their math study skills and understand how their processing deficits affect math learning. He has also just completed his award winning seventh edition Winning at Math student study skills text and revised his Math Study Skills Evaluation. This research proven textbook and study skills evaluation process has helped thousands of students improve their math success. In the last few years, he was the keynote presenter for the Florida, New Jersey, Colorado, Georgia, California and Washington state conferences on disabilities. In Georgia, he helped develop their course substitution state policy. His national presentations include conferences like AHEAD, American Mathematical Association of Two-year College (AMATYC) and NADE. His international presentations were in Kuwait at GUST. Last, he was the main coordinator

and presenter for the last three National Math Summits co-sponsored by AMATYC and NADE.

**Marra Piazza-Brass** is the Director of the Office of Accessibility at Eckerd College. She earned a Master of Science in School Counseling from Syracuse University and a dual Bachelor of Arts degree in Spanish and International Studies from Le Moyne College in Syracuse, New York. She has spent over a decade working as counselor in college admission and financial aid programs. In addition, she has extensive experience in secondary education as a high school counselor and Director of Guidance. In 2015, Marra joined Eckerd College in St. Petersburg, Florida as an Academic Success Coach. She was later named the Director of Accessible Education Services for Eckerd. In her current role, Marra works with students promoting access to permanent and temporary accommodations in a variety of areas, including academic, housing, meal plans, and emotional support animals. Marra is a member of the Association on Higher Education and Disability (AHEAD) and the Florida chapter of AHEAD.

**Michelle Piper** has served as the Instructional Technology Manager at St. Petersburg College for the past 8 years and has worked in the field of Instructional Technology and Design for the past 15 years. During this time, her focus has been on using technology to enhance the learning experience and to make learning more accessible by all. Dr. Piper has a Ed.D. in Curriculum and Instruction, a M.Ed. in Instructional Technology, and a B.S. in Information Technology from University of West Florida.

**Stephanie Potthoff** graduated from the University of South Florida with her bachelor's degree in Psychology and English Literature. She recently earned her master's degree at Rollins College in Clinical Mental Health Counseling. In her current role, Stephanie assists students in navigating the process of establishing accommodations to ensure equal access to education for all students. She also connects students to resources on campus to aid in student success. Stephanie believes that students' development in college is an important transition in the narrative of their lives. Her work is guided by the desire to help students realize and strive for personal goals as they begin to explore and define who and what they want to be in the world.

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## WORKSHOP PRESENTERS

**Phil Reason** has invested 40 years in the farm lands of the mid-west where he developed animal husbandry and agriculture experience ranging from small organic gardening to large scale cattle and row crop production. Phil was the Director of Development for the Peace through Water Foundation and has served as coordinator for several natural disaster relief efforts. Phil was the former Executive Director of Morning Star Fishermen an aquaponics research and training center. His efforts have taken him around the world working with local communities to develop sustainable food production. He has worked in collaboration with the University of South Florida, The University of Florida, The University of Arizona, The Hebrew University in Israel, The Mariculture Institute, Mote Marine

**Michael Ritter** has served as the Accessibility Resource Coordinator at Missouri Western State University in his hometown of St. Joseph, MO since 2004. He has a Bachelor of Science in Psychology from MWSU and an ADA Coordinator Certification from the University of Missouri, Columbia. Michael has served on the Buchanan County Disability Services Board and is the co-founder of the Treehouse for Everyone. He is a member of AHEAD and a frequent presenter at Narrowing the Gulf.

**Wendy Sellers**, Speaker, Author, HR Expert, Thought Leader “The HR Lady”. Clients walk away from Wendy’s work sessions energized, educated and motivated to take action. In Wendy’s own words, “As a seasoned operations minded HR professional, I challenge the status quo. As a thought leader, I ask controversial questions. I understand the reality of a fast-paced business and the lack of resources. I recognize that people are a profit center. High performing employees and strong leadership are vital to keeping a business profitable.” With a master’s in human resources and a masters in health care administration, her focus always remains on the bottom line. Friends and clients call her the “HR Lady” due to her keen sense for business practices that manage risk while attracting and retaining top talent and clients. In 2015, HRO Magazine named her an “HR Superstar Practitioner.”

**Justin Shea** is a leader making a difference in Pinellas County, Florida. His disability took him by surprise in high school when a popular young baseball star began to spiral out of control and was eventually diagnosed with schizoaffective disorder. In 2004, he found his way to Vincent House where he began to interact with others and worked on small projects to develop his stamina, self-esteem, and a vision of what he could still accomplish while living with a disability. He gained a part-time job and with the support of Vincent House. He enrolled in college and found success. Six years ago, Justin was hired as the Cultural Facilities Events Supervisor for the City of Gulfport and oversees the work of 13 staff members. He volunteers on the NAMI Pinellas Board of Directors, is a homeowner, and the father of a beautiful seven-year old daughter named Melody. He still works with Vincent House and volunteers in the community to encourage the current members to achieve all they can.

**Wendy Shellhorn** is a nationally recognized Maternal & Child Health Epidemiologist who has served as a professor for St. Petersburg in the Health Services Administration Program for the past 8 years. She has more than 30 years of public health, education, and research experience. Her education includes a PhD in Public Health, Master’s Degrees Epidemiology and Biostatistics as well as Educational Measurement and Evaluation.

**Matthew Simmons** is a Professor of Mathematics at Florida State College at Jacksonville (FSCJ). He earned both his Bachelor of Arts Degree in Mathematics with a minor in Professional Education and his Master of Science Degree in Mathematics from the University of North Florida. During his undergraduate studies, Matthew worked for Tallahassee Community College as a Gear-Up tutor where he provided tutoring services to schools in Nassau County, FL. While in graduate school, he worked as a graduate teaching assistant who provided grading and instructional support to math professors. His areas of interest include interactive learning and open educational resources. Currently, he is pursuing his Doctorate Degree in Higher Education Administration at the University of Florida.

## WORKSHOP PRESENTERS

**Aimee Stubbs** is the Director of Accessibility Services at St. Petersburg College. She has a Bachelor's degree in Specific Learning Disabilities, a Master's Degree in Varying Exceptionalities, and an Education Specialist Degree in Counseling. Prior to working for St. Petersburg College, Aimee worked for the Pinellas County School System for 15 years. Aimee started her career as a high school teacher for students with varying exceptionalities. She taught all grade levels throughout her career, including a wide range of academic subjects, accessibility and inclusion techniques to faculty, and Learning Strategies. In addition, she assisted in writing a grant and served as lead teacher and counselor in the On Campus Intervention Program, an alternative to suspension program for high school students. Her last five years at Largo High School were spent as a high school Guidance Counselor, Tech Prep Career Connector, and College Reach-Out Coordinator. In addition, Aimee served as an Intern Supervisor for the University of South Florida and a district trainer for Conflict Resolution and Non-Violent Crisis Prevention Intervention. Aimee joined the St. Petersburg College Disability Resources team at the Clearwater Campus in March of 2008. She spent 5 years as a Disability Resources Specialist and taught

Career and Life Planning at the Clearwater Campus before transferring to the Seminole Campus of SPC in January of 2013. Aimee became Director of Accessibility Services in January of 2015, and currently serves as co-chair of the Pinellas Interagency Networking Council for Students, the Bridging the Achievement Gap Advisory Board, the Ridgecrest 360 Initiative, Delta Kappa Gamma Key Women Educators Organization, and is the former President of the Florida Association on Higher Education and Disability and Florida and the Florida Affiliate for the National Association for Higher Education and Disability. Aimee has earned numerous awards and nominations, including CEC Rookie Teacher of the Year, Largo Chamber of Commerce Outstanding Educator Award, Disney American Teacher Recognition, 2007 Kraft-Custer Service and Teaching Award, and the 2011 SPC Clearwater Campus Performance Award. Aimee is also a graduate of The SPC Delta Leadership Academy and the SPC Leadership SPC program.

**Aimee Stubbs, Ed. S.**

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## NOTES

Co-sponsored by St. Petersburg College's Accessibility Services, Retention Services Department, Florida Association on Higher Education and Disability (FL-AHEAD), and the Center for Excellence in Teaching and Learning (CETL)

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