



Council of State Administrators
of Vocational Rehabilitation

THE FUTURE IS NOW
2022 Fall Conference



Hyatt Regency San Antonio – October 29-November 2, 2022



Council of State Administrators
of Vocational Rehabilitation

2022 FALL CONFERENCE AT A GLANCE

#CSAVRFall2022

Internet Code for Attendees: _____

Saturday, Oct 29 th	Event	Room
8:30 AM – 5:00 PM	NCSRC	Rio Grande East (2 nd FL)
8:30 AM – 4:30 PM	Leadership Forum	Rio Grande Center-West (2 nd FL)
Sunday, Oct 30th		
8:30 AM – 4:30 PM	NCSRC	Rio Grande East (2 nd FL)
8:15 AM – 12:00 PM	Leadership Forum	Rio Grande Center-West (2 nd FL)
1:45 PM – 4:00 PM	Director Forum	Rio Grande Center-West (2 nd FL)
3:00 PM – 6:00 PM	Registration	Rio Grande Foyer
4:15 PM – 4:45 PM	Executive Committee Meeting	Rio Grande Center-West (2 nd FL)
Monday, Oct 31st		
7:30 AM – 8:30 AM	Registration	Regency Ballroom Foyer
8:30 AM – 10:00 AM	Welcome and 1 st General Session Striving for Success	Regency Ballroom A-D
10:00 AM – 10:30 AM	Coffee Break to Welcome New State Directors	Regency Ballroom Foyer
10:30 AM – 11:30 AM	2 nd General Session – CSAVR Strategic Priorities Overview	Regency Ballroom A-D
11:30 AM – 1:00 PM	Lunch on Your Own	
11:30 AM – 1:00 PM	Regional Meetings	
	Region I	No Meeting
	Region III	Live Oak (3 rd FL)
	Region IV	Rio Grande East (2 nd FL)
	Region V	Rio Grande Center (2 nd FL)
	Region VI	Pecan (3 rd FL)
	Region VII	Pecos (3 rd FL)
	Region VIII	Rio Grande West (2 nd FL)
	Region IX	No Meeting
	Region X	Mesquite (3 rd FL)
1:00 PM – 2:00 PM	3 rd General Session – The Great Recruitment & Retention: Building & Maintaining Talent within the VR Workforce	Regency Ballroom A-D
2:00 PM – 3:00 PM	4 th General Session – Addressing Recruitment & Retention of State VR Counselors	Regency Ballroom A-D



3:00 PM – 3:30 PM	Break	
3:30 PM – 4:30 PM	5 th General Session – The Customer Voice: The Pre-ETS Generation	Regency Ballroom A-D
4:45 PM – 5:30 PM	CSAVR Executive Committee Meeting	Rio Grande East (2 nd FL)
6:00 PM – 8:30 PM	Reception	Garden Terrace (1 st FL)
Tuesday, Nov 1st		
	Event	Room
8:30 AM -9:30 AM	6 th General Session – Modernization of Processes To Help Solve Staff Shortage Using Time-Saving Apps & Tools Across Your Agency	Regency Ballroom A-D
9:30 AM – 10:30 AM	7 th General Session – VR Customer Engagement	Regency Ballroom A-D
10:30 AM – 11:00 AM	Break	
11:00 AM – 12:00 AM	8 th General Session – Building Careers for the Future Workplace – The Voice of Business Customers	Regency Ballroom A-D
12:00 PM – 1:30 PM	Lunch on Your Own	
1:30 PM – 2:30 PM	9 th General Session – Innovations at Work! Disability Innovation Fund (DIF) Projects	Regency Ballroom A-D
2:30 PM – 3:00 PM	Break	
3:00 PM – 4:30 PM	10 th General Session – The Data Reality: Setting the Stage for Change & Success	Regency Ballroom A-D
Wednesday, Nov 2nd		
	Event	Room
8:30 AM – 9:30 AM	CSAVR Business Meeting	Regency Ballroom Foyer
9:45 AM – 10:45 AM	Keynote: Identify is Not Everything, but it is Not Nothing	Regency Ballroom A-D
10:45 AM – 11:00 AM	Break	
11:00 AM – 12:00 AM	11 th General Session – Pathways Leading to Change & Success	Regency Ballroom A-D
12:00 PM	Conference Adjourns – Please complete your Evaluations & turn in at registration	Regency Ballroom Foyer



Council of State Administrators
of Vocational Rehabilitation

2022 FALL CONFERENCE

In Partnership with GWU

Hyatt Regency San Antonio
123 Losoya Street
San Antonio, TX 78205

Saturday, October 29 – Wednesday, November 2, 2022

Saturday, October 29, 2022

8:30 AM – 5:00 PM

National Coalition of State Rehabilitation Councils (NCSRC)

Rio Grande East (2nd Floor)

8:30 AM – 4:30 PM

CSAVR Leadership Forum

Rio Grande Central/West
(2nd Floor)

Sunday, October 30, 2022

8:30 AM – 4:30 PM

National Coalition of State Rehabilitation Councils (NCSRC)

Rio Grande East

8:30 AM - 12:00 PM

CSAVR Leadership Forum - continued

Rio Grande Central/West

12:00 PM – 1:30 PM – Lunch on your own

1:45 PM – 4:00 PM

CSAVR State Directors Forum

Rio Grande Central/West

4:15 PM – 4:45 PM

Executive Committee Meeting

Rio Grande Central/West

4:00 PM – 6:00 PM

Conference Materials/Name Tags Available
(No On-Site Registration)

Rio Grande Foyer

THE FUTURE IS NOW

Monday, October 31, 2022

7:30 AM – 8:30 AM

Conference Materials/Name Tags and Coffee Available
(No On-Site Registration)

Regency Ballroom Foyer
(2nd Floor)

8:30 AM – 10 AM

FIRST GENERAL SESSION

Regency Ballroom A-D
(2nd Floor)

Presiding:

Cheryl Fuller, President, CSAVR
State Director, TX Combined

Welcome:

Cheryl Fuller, President, CSAVR
State Director, TX Combined

*CEO Update and
New Director Welcome:*

Steve Wooderson, CEO, CSAVR

KEYNOTE

Striving for Success: Co-Creating Change to Meet Our Challenges

The Honorable Katy Neas

Acting Assistant Secretary and Deputy Assistant Secretary
Office of Special Education and Rehabilitative Services
(OSERS) U.S. Department of Education

10:00 AM – 10:30 AM

Coffee Break to Welcome New State Directors

Regency Ballroom A-D

10:30 AM – 11:30 AM

SECOND GENERAL SESSION

Regency Ballroom A-D

*CSAVR Strategic
Priorities Overview:*

Cheryl Fuller, President, CSAVR
State Director, TX Combined

Dacia Johnson, Immediate Past President, CSAVR
State Director, OR Blind

David Doukas, President Elect, CSAVR
State Director, CT General

Monday, October 31, 2022-continued

11:30 AM – 1:00 PM Lunch on your own or at Regional Meetings

REGIONAL MEETINGS:

Region I	No Meeting
Region III	Live Oak (3 rd floor)
Region IV	Rio Grand East (2 nd floor)
Region V	Rio Grand Center (2 nd floor)
Region VI	Pecan (3 rd floor)
Region VII	Peco (3 rd floor)
Region VIII	Rio Grant West (2 nd floor)
Region IX	No Meeting
Region X	Mesquite (3 rd floor)

1:00 PM – 2:00 PM
THIRD GENERAL SESSION

Regency Ballroom A-D

Presiding:

Cynthia Speight, State Director
NC Blind, Co/Chair, Operations and Personnel Committee

The Great Recruitment and Retention: Building and Maintaining Talent within the VR Workforce

Ronald Vessell, CSAVR Consultant
VRTAC-QM

John C. Walsh, M.Ed., Sr. Technical Assistant/Research Analyst
VRTAC-QM, The George Washington University

Betsy Barnes, Assistant Director
AR Division of Services for the Blind

Kathleen Marchione, Bureau Chief
CT Department of Social Services

Richard Clark, RSB Bureau Chief
IA Vocational Rehabilitation Services

Tracy Brigham, Division Administrator
OK Department of Rehabilitation Services

Mark Kinnison, Division Administrator
OK Department of Rehabilitation Services

THE FUTURE IS NOW

2:00 PM – 3:00 PM
FOURTH GENERAL SESSION

Regency Ballroom A-D

Presiding:

Kristen Mackey, State Director
AZ Combined, Co/Chair, Operations and Personnel Committee

Addressing Recruitment and Retention of State Vocational Rehabilitation Counselors

James T. Herbert, Ph.D. and Hyung Joon Yoon, Ph.D.
PA State University

3:00 PM – 3:30 PM
BREAK

3:30 PM – 4:30 PM
FIFTH GENERAL SESSION

Regency Ballroom A-D

Presiding:

Libby Stone-Sterling, State Director
ME General
Chanda Hermanson, State Director
MT Combined
Co/Chairs, Customer Services for Transition and Youth Committee

The Customer Voice: The Pre-ETS Generation

Drae Nelson, Montana Youth Leadership Forum Ambassador
and Senior at Bainville High School

Tami Nelson, Parent Advocate

Lillian McGinn, Pre-ETS Specialist
MT Vocational Rehabilitation and Blind Services

5:00 PM – 5:30 PM
Executive Committee Meeting

Rio Grande East (2nd floor)

To Clear Committee Action Items for the Full Council

6:00 PM – 8:30 PM
RECEPTION AT THE HYATT

Garden Terrace (1st Floor)

Tuesday, November 1, 2022

**8:30 AM – 9:30 AM
SIXTH GENERAL SESSION**

Regency Ballroom A-D (2nd floor)

Presiding:

W.A. Robinson, III, State Director, MI Blind
Co/Chair, Performance and Accountability Committee

**Modernization of Processes to help Solve Staff Shortage
using Time-Saving Apps and Tools Across Your Agency**

W.A. Robinson, III, State Director, MI Blind
Office of Employment and Training
MI Department of Labor and Economic Opportunity

Danielle N. Smith, MA, CRC, LPC
BSBP – Training, Innovation, Policy and Procedure Manager
MI Department of Labor and Economic Opportunity

Chaz Compton, Ed.D., CRC, Project Director
The Vocational Rehabilitation Technical Assistance Center for
Quality Management (VRTAC-QM) Interwork Institute, SDSU

**9:30 AM – 10:30 AM
SEVENTH GENERAL SESSION**

Regency Ballroom A-D (2nd floor)

Presiding:

Theresa Koleszar, State Director, IN Combined
Co/Chair, Performance and Accountability Committee

VR Customer Engagement

Chris Pope, Chief, Data Collection and Analysis Unit
Rehabilitation Services Administration

Susan Pugh, Deputy Director
OH Combined Bureau of Vocational Rehabilitation
Opportunities for Ohioans with Disabilities

Pisnu Bua-iam, State Director, WV Combined
Division of Rehabilitation Services

Damian Schlinger, State Director, ND Combined
Department of Human Services

Alicia Halle, Assistant Director
ND Vocational Rehabilitation

THE FUTURE IS NOW

10:30 AM – 11:00 AM

BREAK

**11:00 AM – 12:00 PM
EIGHTH GENERAL SESSION**

Regency Ballroom A-D (2nd floor)

Presiding:

Jane Elizabeth Burdeshaw, State Director
AL Combined
Michael MacKillop, State Director
WA Blind
Co/Chairs, Careers and Business Engagement Committee

**Building Careers for the Future Workplace –
The Voice of Business Customers**

Moderator: Kathy West-Evans (She/Her)
Director of Business Relations, NET@CSAVR

Danielle Biddick (She/Her), Sr. Advisor
Diversity Talent Acquisition, Human Resources
Dell Technologies

Jennifer Rojas Clouse (She/Her/Ella)
Diversity, Equity and Inclusion Manager, McLane Company

12:00 PM – 1:30 PM

Lunch on your own

**1:30 PM – 2:30 PM
NINTH GENERAL SESSION**

Regency Ballroom A-D (2nd floor)

Presiding:

Lisa Hinson-Hatz, State Director
NH Combined
Brenda Drummond, State Director
ME Blind
Co/Chairs, Customer Services for Adults Committee

**Innovations at Work! Disability
Innovation Fund (DIF) Projects**

Lindy Foley, State Director, NE General
NE Career Pathways Advancement Project

Tuesday, November 1, 2022-continued

FY 2021 DIF Recipients to Share Goals and Objectives of Their Innovation Projects

Keith Ozols, State Director
OR General

Meredith Dressel, Deputy Administrator
WI Combined

Joan Phillips, Assistant Commissioner
MA General

Michelle Banks, NextGen Careers Strategic Director
MA General

Joe Xavier, State Director
CA Combined

2:30 PM – 3:00 PM

BREAK

3:00 PM – 4:15 PM
TENTH GENERAL SESSION

Regency Ballroom A-D (2nd floor)

Presiding:

David Doukas, President Elect, CSAVR
State Director, CT General

The Data Reality: Setting the Stage for Change and Success

David Steele, Chief, Fiscal Unit
Rehabilitation Services Administration

Chris Pope, Chief, Data Collection and Analysis Unit
Rehabilitation Services Administration

Ryan Hyde, Acting State Director
PA Combined

THE FUTURE IS NOW

Wednesday, November 2, 2022

8:30 AM – 9:30 AM
CSAVR BUSINESS MEETING

Regency Ballroom A-D (2nd floor)

Presiding:

Cheryl Fuller, President, CSAVR
State Director, TX Combined

Treasurer's Report:

Felicia Johnson, State Director
SC General

Report from NCSAB:

Dr. Bernice Davis, President, NCSAB

Report from NCSRC:

Graham Sisson, NCSRC President
AL SRC Liaison

Reports of Core Committees:

Cynthia Speight, State Director
NC Blind

Kristen Mackey, State Director
AZ Combined
Co/Chairs, Operations and Personnel Committee

W.A. Robinson, III, State Director
MI Blind

Theresa Koleszar, State Director
IN Combined
Co/Chairs, Performance and Accountability Committee

Jane Elizabeth Burdeshaw, State Director
AL Combined

Michael MacKillop, State Director
WA Blind
Co/Chairs, Careers and Business Engagement Committee

Lisa Hinson-Hatz, State Director
NH Combined

Brenda Drummond, State Director
ME Blind
Co/Chairs, Customer Services for Adults Committee

Wednesday, November 2, 2022-continued

Libby Stone-Sterling, State Director
ME General
Chanda Hermanson, State Director
MT Combined
Co/Chairs, Customer Services for
Transition and Youth Committee

9:45 AM – 10:45 AM

Regency Ballroom A-D (2nd floor)

KEYNOTE

Identity is not Everything, but it is not Nothing

Gary Horton

Gary Horton's career spans over forty years in the Information Technology space spanning several industry areas including Automotive, Manufacturing, Logistics, Accounting, and Insurance, and now is the President of Vanguard Consulting. In 2017, Mr. Horton lost his vision.

After navigating the vocational rehabilitation process and spending time with individuals in the Blind and Low-Vision (B/LV) community, he observed an opportunity. Leveraging his experience as a continuous improvement and compliance consultant coupled with his staffing successes developed the Lean In! Program. Lean In! endeavors to encourage B/LV individuals to "Dream Big!", offering private sector employers insight into the efficacy of a valuable untapped resource.

10:45 AM – 11:00 AM

BREAK

THE FUTURE IS NOW

11:00 AM – 12:00 PM
ELEVENTH GENERAL SESSION

Regency Ballroom A-D (2nd floor)

Presiding:

Dacia Johnson, State Director
OR Blind, CSAVR Immediate Past President

Pathways Leading to Change and Success

Carol Dobak, Acting Deputy Commissioner
Rehabilitation Services Administration

David Steele, Chief, Fiscal Unit
Rehabilitation Services Administration

Suzanne Mitchell, Chief, VR Program Unit
Rehabilitation Services Administration

Ed Vitelli, Chief, Technical Assistance Unit
VR Program Unit, Rehabilitation Services Administration

Chris Pope, Chief, Data Collection and Analysis Unit
Rehabilitation Services Administration

Corinna Stiles, Director, Training and Services Program
Division, VR Program Unit, Rehabilitation Services
Administration

Corinne Weidenthal, Chief, Service Programs Unit
VR Program Unit, Rehabilitation Services Administration

12:00 PM – CONFERENCE ADJOURNS



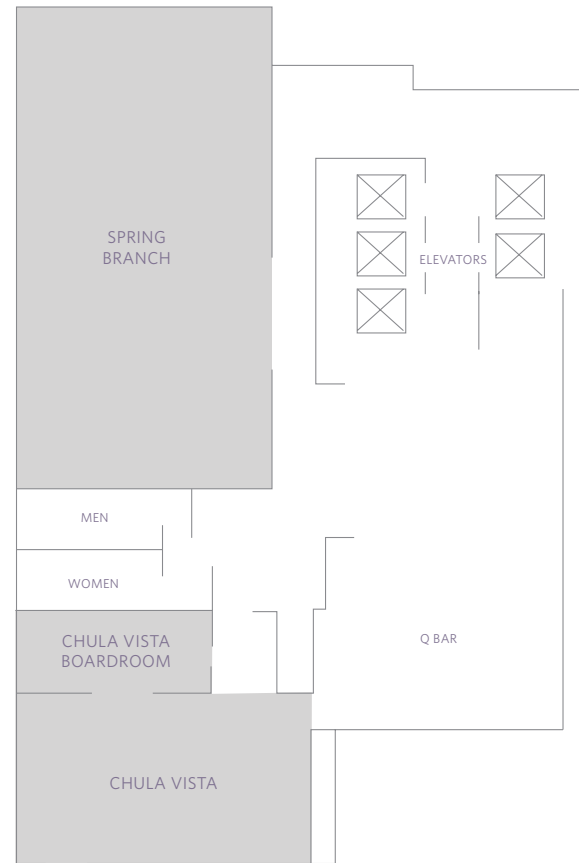
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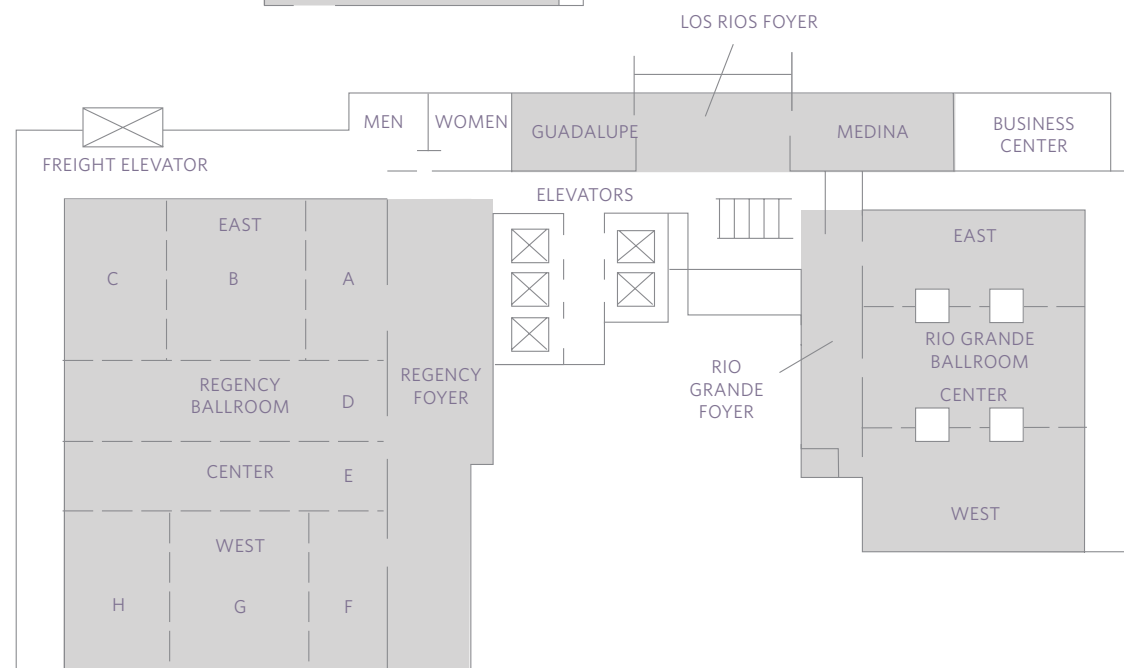
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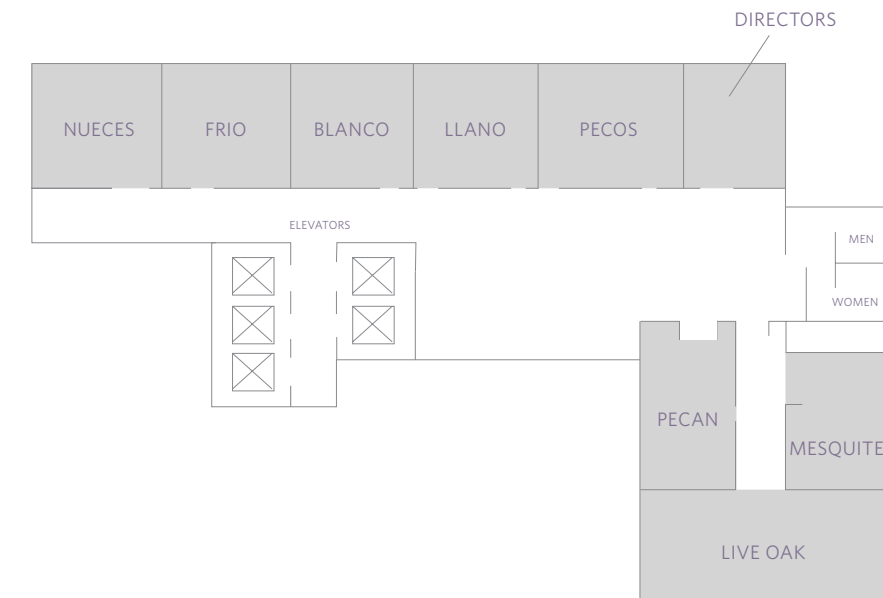
FLOOR PLAN
 Lobby Level



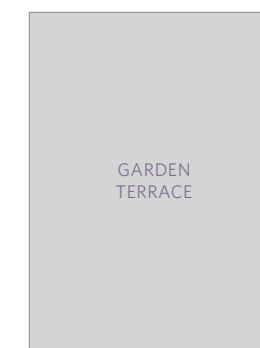
Ballroom Level



FLOOR PLAN
 Hill Country Level



First Floor—Guest Room Level





DiversityComm
diversitycomm.net

CSAVR thanks DiversityComm for your continued partnership!



Council of State Administrators of Vocational Rehabilitation

**SCAN THIS QR CODE
FOR FULL ONLINE AGENDA**

