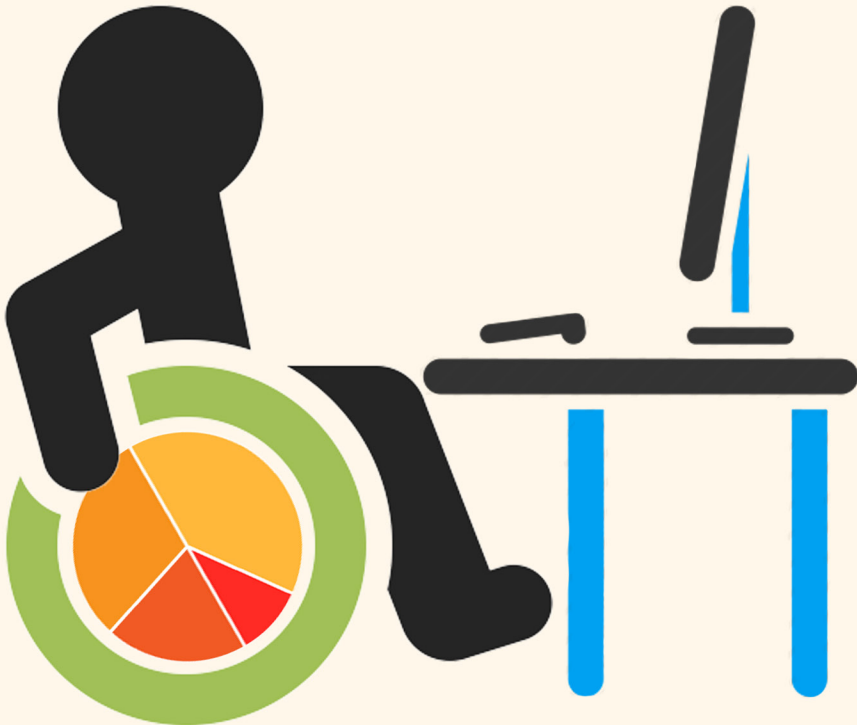


# Disability Employment Awareness Seminar

*Speakers*

Dr. Stephanie Cawthon  
Elton Ndoma-Ogar





George W. Fair, PhD

From the Vice President of the Office of Diversity  
and Community Engagement



UT Dallas is committed to becoming a nationally competitive, prominent research university. As part of this development, a commitment to enhancing diversity and community engagement is vital. We are concerned with recruiting a diverse faculty, staff and student body, and we recognize that this can be accomplished only if we build significant partnerships with the diverse populations we serve.

“Extensive research demonstrates that embracing diversity improves decision making and builds more successful organizations,” said Dr. George Fair, vice president for Diversity and Community Engagement, professor and dean of the School of Interdisciplinary Studies. “We’re pleased to present a series of lectures this fall that explores ways to expand diversity in the workplace through leadership and accessibility.”

-George W. Fair, Ph.D.

# PROGRAM AGENDA

## Registration

### Welcome and Introductions

**George Fair, PhD**

Vice President, Office of Diversity and Community Engagement

**Douglas Greene, MS, MBA**

Head, Talent Acquisition, Raytheon Space and Airborne Systems, SAS

### Overview of the Day

**Raul Hinojosa Jr., MPA**

Director, Community Engagement

### Introduction of Invited Speaker

**James Dockery, JD**

Assistant Vice President, Office of Institutional Equity and Compliance

### Invited Speaker

“Self-Disclosure Decisions of University Students with Disabilities”

**Stephanie W. Cawthon, PhD**

Associate Professor, Department of Educational Psychology, The University of Texas at Austin; Associate Director, Research and Evidence Synthesis, pepnet2

## Snack Break

### Introduction of Invited Speaker

**Jeff Leach**

Talent Acquisition-Business Partner, Raytheon Space and Airborne Systems

### Invited Speaker

**Douglas Greene, MS, MBA**

Head, Talent Acquisition, Raytheon Space and Airborne Systems, SAS

### Moderator

Introduction of Panelists and Discussion

**Michael Thomas**

Executive Director, My Possibilities

### Challenges Panel Discussion

**Beth O. Carlson**

Vice President, Global Talent Development; President, Raytheon Alliance for Diverse Abilities

**Tracy Jordan**

Assistant Vice President, Sr. Quality Assurance Analyst & Tester

**Randy Batiste, MS, CRC**

Disability Services Advisor, Collin County College

**Robert Mollard**

Director, Bridges

**Gregory Walker**

Senior, Business Administration major

**Kerry Tate**

Director, Office of Student Accessibility

## Q&A and Wrap-Up

## Thank You

## Networking Reception



## OUR PURPOSE

The Office of Diversity and Community Engagement strives to accomplish the fulfillment of the University commitment to embrace, enhance and celebrate diversity at all levels of the University and our community through the efforts of faculty, staff, students, the executive leadership and corporate community partnerships. The Office of Diversity and Community Engagement, in partnership with the Office of AccessAbility, The Office of Institutional Equity & Compliance, and our corporate partner Raytheon, will address the training needs and diversity challenges of college students with disabilities transitioning to the workforce. The University faculty, staff, students, caregivers and corporate community are invited to attend a Disability Employment Awareness Seminar.

At this seminar, discussions, information and resources will reflect a number of the promising approaches that are available to support students' preparation for the workplace demands of the new global economy. To maximize the effectiveness of these approaches, special attention will focus on increasing the rigor, relevance and engagement as it relates to students who have traditionally faced barriers to successful workforce transitions. The University's goal is to broaden the awareness for affected students, corporate and educational entities alike to create a strong partnership between faculty, staff, students and the corporate community in the North Dallas area.





## Theme

"Exploring Strategies to Improve College to Career Transitioning for Students with Special Needs."

## Goal

To influence attitudes, create new opportunities for dialogue and to identify issues that may prevent the successful transitioning of college students with disabilities to the corporate community.



## Strategy

The ODCE will apply the following strategies to integrate diversity into UT Dallas' overall mission and strategic vision for diversity:

- Enhance Diversity
- Enhance retention, promotion and graduation
- Improve climate of internal community
- Celebrate culture and diversity and improve communication
- Integrate diversity into the academic curriculum



Stephanie Cawthon, PhD  
Invited Speaker

UT Austin

Dr. Stephanie Cawthon investigates issues of equity and access in education from multiple vantage points. Dr. Cawthon is a national expert on issues related to standardized assessment and students who are deaf or hard of hearing, particularly in the context of accountability reforms such as No Child Left Behind. She is the Associate Director for Research and Evidence Synthesis at pepnet2, a Technical Assistance and Dissemination project that serves individuals who are deaf or hard of hearing.

Dr. Cawthon explores assessment issues such as the effects of accommodations or item modifications on test scores for students with disabilities and English Language Learners. She is a part of an interdisciplinary team of researchers and practitioners looking at the potential of drama-based instruction for students from diverse backgrounds. This project focuses targeting teacher's pedagogical knowledge through innovative, kinesthetic, and collaborative teaching strategies.

Expertise:

Dr. Cawthon's research focuses on access and equity in education. Her interests lie in the areas of instruction, assessment, and policy issues that affect those students who have been traditionally underserved. More specifically, Dr. Cawthon has an expertise in assessment accommodations, test development, and assessment policy related to standards-based and accountability reforms. Dr. Cawthon utilizes mixed methods approach to research, including secondary analysis of large-scale datasets, quasi-experimental design, arts-based methods, and qualitative designs.





Douglas Greene, MBA  
Invited Speaker

Raytheon

Douglas Greene is an award winning human resource executive with 20 years' experience in human resources, providing innovative, results-driven leadership that balances human resources operating and financial demands. A highly accomplished and talented recruiting leader with 12 years' experience developing winning recruitment strategies, Greene has managed global and national recruitment efforts and teams, developed and implemented effective sourcing initiatives, and built and maintained successful partnerships with key stakeholders. Greene is also extremely adept at assessing and identifying process improvement mechanisms to drive down recruiting costs, increase revenue and create workforce planning initiatives that align with organizational goals.

Douglas Greene has been Head of Talent Acquisition for Raytheon Space and Airborne Systems since January 2014. Prior to Raytheon, Greene served as a talent acquisition manager for Exelis, CACI International and the United States Postal Service. Prior to his human resources career, Greene served in the US Navy.



## Host Raul Hinojosa Jr.

Raul Hinojosa Jr. joined The University of Texas at Dallas as Director of Community Engagement in 2008. He is the founding director of this office created to focus on college access initiatives to increase the number of underrepresented students enrolling in college. Prior to this appointment, he was one of the first staff members hired to open the University of North Texas Dallas Campus. He has volunteered for several community organizations including the League of United Latin American Citizens (LULAC) Council 4871 – Dallas Rainbow Council and the Richardson Adult Literacy Center. He was also a member of the Leadership Dallas Class of 2015 – the Dallas Regional Chamber’s leadership development program. During his spare time, he enjoys reading, cooking and eating at new restaurants in Dallas.



## Moderator Michael Thomas

Michael Thomas is a native Texan and a graduate of Southern Methodist University with degrees in philosophy and religious studies. In 2006, after graduating from SMU, Thomas began his nonprofit career with the Muscular Dystrophy Association (MDA) in Corpus Christi, Texas, as a program coordinator and was directly involved with more than \$1.5 million in fundraising during his time with the organization. He later relocated within the MDA to Las Vegas, Nevada, where he continued working in special events and fundraising.

Thomas proceeded to work with the nonprofit Opportunity Village, an organization dedicated to vocational training for adults with disabilities in the southern Nevada area. He worked for two years as a special events manager and program development manager for the organization. In April 2010, Thomas joined My

Possibilities as the organization’s executive director. In the past four years, the organization has grown from serving 30 families each week to more than 250 families. It is considered a leader and benchmark for continued education for adults with cognitive disabilities.

Thomas has many plans to spread the My Possibilities mission throughout Plano and the entire Dallas/Fort Worth metroplex as he believes, “It is essential that people in our community know that our HIPsters are very capable of making a difference, and they have every intention of doing so. The next step is just giving them the chance.” My Possibilities is a program for adults with cognitive and developmental disabilities. Its goal is to provide an opportunity for lifelong learning within a structured, safe, nurturing environment while helping individuals develop their interests, skills and goals.

My Possibilities collaborates with community businesses to identify volunteer opportunities and involvement of HIPsters (Hugely Important People) within the community, while also encouraging community support for the program.



# DIVERSITY LECTURE

SAVE THE DATE

THE UNIVERSITY OF TEXAS AT DALLAS

# THE VETERANS LECTURE



**JACOB SCHICK:**  
"FROM TRAGEDY TO TRIUMPH"

November 15, 2016  
12:00 pm - 1:00 pm  
TI Auditorium (ECSS 2.102)

Presented by:  
The Office of Diversity and Community Engagement  
in Partnership with The Veteran Services Center

# PLANNING COMMITTEE

***James Dockery***

Assistant Vice President, Office of Institutional Equity and Compliance

***George Fair***

Dean, Interdisciplinary Studies

VP, Office of Diversity and Community Engagement

***Douglas Greene***

Talent Acquisition, Raytheon Space and Airborne Systems

***Shereada Harrell***

Associate Director, Career Center

***Raul Hinojosa Jr., MPA***

Director, Community Engagement

***Jasmine Johnson***

Program Coordinator, Office of Diversity and Community Engagement

***Jeff Leach***

Talent Acquisition Business Partner, Raytheon Space and Airborne Systems

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Administrative Assistant, Office of Diversity and Community Engagement

***Sarah Khan***

Graphic Designer, Office of Diversity and Community Engagement

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Web Master, Office of Diversity and Community Engagement

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Research Associate, Interdisciplinary Studies

# CONTACT INFORMATION

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## The Multicultural Center

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## The Galerstein Women's Center

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## The Office of Institutional Equity and Compliance

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Office: SPN 2.210

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# Raytheon



RAYVETS



RPDA

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<http://jobs.raytheon.com/>

SPECIAL THANKS TO OUR SPONSOR:

**Raytheon**

SAVE THE DATE

**Raytheon Diversity  
Recruitment Fair**

October 26, 2016  
2:00 PM - 5:00 PM  
SU 2.905

For more information contact Rosie Peterson at [rpeterson@utdallas.edu](mailto:rpeterson@utdallas.edu).  
The University of Texas at Dallas is an Equal Opportunity/Affirmative Action  
University. Individuals who need special accommodations to attend, please  
call The Office of Diversity and Community Engagement at 972-883-4566.

