

their capacity to conduct high-quality research studies in the disability and rehabilitation areas and to provide a variety of knowledge translation activities to increase impact from evidence-based interventions.

Dr. Westbrook holds three degrees from the University of Texas at Austin: a BS in speech with a focus on the education of the deaf and hearing impaired; an MA in special education with a focus on language and learning disorders; and a Ph.D. in educational administration with a focus on special education administration.

Chris Van Hollen

U.S. Representative, Maryland



Congressman Chris Van Hollen was elected to Congress in 2002 and represents the Eighth District of Maryland. He is working to advance policies that support job creation and economic growth, reduce the deficit, and put America on a path to fiscal sustainability and broadly-shared prosperity. Throughout his career, he has been a champion of education, veterans, energy, the environment, health care, civil rights and small business.

He is a tireless advocate for Maryland in Congress, and his leadership has helped to obtain funding for a wide range of critical investments in our community, including infrastructure, biotechnology and education; public transportation in the Washington National Capital area; and anti-gang initiatives. Congressman Van Hollen was given the "Courageous Leadership Award" from The Dr. Martin Luther King, Jr. Committee and was recognized by Washingtonian Magazine as the "Best Metro

Area Member of Congress" and as the "Best Local Elected Official" by Bethesda Magazine.

Before his election to the U.S. House of Representatives, Congressman Van Hollen served 4 years in the Maryland House of Delegates and eight years in the Maryland Senate. He also worked as an attorney in private practice for 10 years. He is a graduate of Swarthmore College, the John F. Kennedy School of Government at Harvard University and Georgetown University Law Center. He lives in Kensington, Maryland with his wife, Katherine, and their three children, Anna, Nicholas and Alexander.

Dwayne Norris

Vice President and Director, Workforce and Lifelong Learning Program, AIR



Dwayne Norris is Vice President and Director of the Workforce and Lifelong Learning Program at AIR, and has more than 12 years of experience in HR and personnel consulting. His work deals with job and occupational analysis, selection and certification, performance management, organizational surveys, and data analysis.

Currently, Dr. Norris is the project director for the development and maintenance of the National Joint Apprenticeship and Training Committee (NJATC) selection program for electrical workers. In addition to the selection work for NJATC, Dr. Norris is leading the development of an electrical worker certification program and an attitude survey of apprentices. Dr. Norris is also leading a validation study for the College Board that will assess the predictive and incremental validity of the new writing section of the SAT.



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Closing the Pay Gap for Workers with Disabilities

Thursday, Jan. 22, 2015 | Cannon House Office Building, Room 122, 27 Independence Ave. SE, Washington, D.C.

Schedule

9:30 a.m. – 10:30 a.m.

Registration and Breakfast

Welcome

The Honorable Chris Van Hollen
(D-MD)

Dwayne Norris
Vice President, AIR

Introduction

Jill Houghton
Executive Director, USBLN

Presentation

An Uneven Playing Field: The Lack of Equal Pay for People with Disabilities

Michelle Yin
Senior Researcher, AIR

Discussion

Michael Gamel-McCormick
Associate Executive Director, AUCD

Elizabeth Jennings
Deputy Director, NDI

John Westbrook
Program Manager, SEDL
(an affiliate of AIR)

Q&A

BIOGRAPHIES

Michelle Yin

Senior Researcher, Workforce and Lifelong Learning Program, AIR



Michelle Lu Yin is an economist and senior researcher in the Workforce and Lifelong Learning Program at AIR, where she focuses on labor economics. Dr. Yin has led a range of research studies using quasi-experimental designs in the areas of science of science policy, disability and postsecondary education.

Dr. Yin has a strong background in policy evaluation design, survey design, and statistical analysis. Her professional experiences include leading various projects in the areas of income disparities between people with and without disabilities, teacher effectiveness and student labor market outcomes in adult education, design and labor market consequences of accountability in adult education, and higher education finance and accountability.

At AIR, Dr. Yin is currently leading a study that examines the income disparities between adults with and without disabilities by educational attainment. She is the lead econometrician in a NSF-funded study that examines the impact of different research funding structures on the training of graduate students and postdoctoral fellows and the impact of their subsequent outcomes using vari-



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ous quasi-experimental designs. Dr. Yin has also led cost-benefit analysis projects in higher education for which she provides expertise in econometric analyses and insights in labor market analysis. Dr. Yin has served as lead methodologist on impact evaluation projects at both state and national levels. In these projects, she designs and conducts impact analyses of program interventions and randomized control trials. Dr. Yin has extensive experience linking and analyzing large-scale national-level databases in addition to several district- and state-level databases from Florida, New York, Ohio and Texas.

Michael Gamel-McCormick

Associate Executive Director for Research and Policy, Association of University Centers on Disabilities



Michael Gamel-McCormick is the associate executive director for Research and Policy at AUCD. He is also the director of the Promise Grant Technical Assistance project, focusing on improving the outcomes for SSI-eligible youth in post-secondary education, employment, and independent living. Before joining AUCD, Dr. Gamel-McCormick was the disability policy director for the Senate Committee on Health, Education, Labor and Pensions under the chairmanship of Sen. Tom Harkin. He was also senior education policy advisor for Sen. Harkin.

Prior to joining senate staff, Dr. Gamel-McCormick was the professor in the Department of Human Development and Family Studies for 17 years, dean of the College of Education and Public Policy, and Director of the Center for Disabilities Studies, Delaware's UCEDD, all at the University of Delaware. Before joining the University of Delaware, he was a teacher of preschool children with disabilities, the director of an early intervention program, and the program director for a large urban human services agency serving children with disabilities between birth and eight years of age and their families. Most of his direct service experience is with children and families living in poverty.

Dr. Gamel-McCormick has provided technical assistance to early childhood and early intervention programs throughout the nation and in five countries. He is co-author of the book *Young Children with Special Needs: A Developmentally Appropriate Approach* and has published articles on inclusion, family-centered care, and interdisciplinary teamwork. Dr. Gamel-McCormick has a Ph.D. in education and human development from Virginia Commonwealth University and a master's degree in counseling from the University of Wisconsin.

Jill Houghton

Executive Director, US Business Leadership Network



Jill Houghton's creative spirit and passionate approach to the inclusion of people with disabilities comes from her core. While pursuing her bachelor's degree from the University of Kansas she interned for Sen. Robert

J. Dole and the experience, as well as her challenges associated with having a learning disability, ignited the direction of her professional aspirations. In 2008 she was invited to help build the US Business Leadership Network, a national, non-profit, non-partisan business to business network that helps businesses drive performance by leveraging disability inclusion in the workplace, supply chain and marketplace. The USBLN serves as the collective voice of nearly 50 Business Leadership Network (BLN) affiliates across the United States, representing more than 5,000 businesses. Additionally, the USBLN runs the nation's leading third party certification program for disability-owned businesses, including service-disabled veterans.

In addition to her contract work with the USBLN, Houghton serves as an Organizational Consultant of the Southeast TACE, managed by the Burton Blatt Institute of Syracuse University. Through her work with the Southeast TACE she has facilitated the Job Development Exchange, NET-Southeast, as well as, led communities of practice on increasing employment outcomes for individuals with the most significant disabilities including autism and mental illness.

Houghton has more than 24 years of diverse leadership experience at the federal, state and local levels working with business to advance the workplace inclusion of persons with disabilities. Most recently Houghton served as the Executive Director of the Ticket to Work and Work Incentives Advisory Panel until its legislative sunset in January 2008. The bipartisan panel was housed independently within the Social Security Administration and provided advice to the President, Congress and the Commissioner of Social Security on issues related to the Social Security, Medicaid and Medicare work incentives programs for individuals with disabilities.

Elizabeth Jennings

Deputy Director, National Disability Institute



Elizabeth Jennings is the deputy director of National Disability Institute in Washington, D.C. Jennings is a national trainer on social security benefits, asset development strategies for persons with disabilities (including favorable tax provisions and the Earned Income Tax Credit, Financial Education, and protected savings opportunities), and the building of expanded relationships between the disability and asset building communities. Her varied experience includes spearheading Asset Development initiatives in Florida and New York to increase access to VITA, EITC and asset building opportunities for individuals with disabilities, creating collaborative agreements, building partnerships, executing grant allocations, providing technical assistance on federal disability policy and assisting individuals in job development and understanding the effect of work on Social Security, Medicaid and Medicare benefits.

Jennings is currently the assistant director and training and technical assistance director for National Disability Institute's LEAD (Leadership for Employment and Advancement of People with Disabilities) Center, funded by the Department of Labor's Office of Disability Employment Policy. The LEAD Center is a national training center with a mission to advance sustainable individual and systems level change that results in improved, competitive integrated employment and eco-

omic self-sufficiency outcomes for individuals across the spectrum of disability. She also provides training on the impact of work on Social Security benefits and provides technical assistance to partners across the country on economic empowerment for individuals with disabilities receiving federal disability benefits.

Jennings has a bachelor's of art in sociology and minors in black studies and women's studies from Florida State University.

John Westbrook

Manager, Disability Research to Practice program at SEDL, an affiliate of AIR



John Westbrook is program manager of SEDL's Disability Research to Practice (DRP) program. His current work focuses on strategies—including knowledge translation and the use of systematic reviews—for increasing the quality, accessibility and usefulness of disability research and information. As head of the DRP program, Dr. Westbrook oversees the program's grant and contract activities; designs, plans, and implements new initiatives; manages all program activities; and facilitates communications between DRP and governmental entities, other researchers and service providers, and consumers. In addition, he serves on the SEDL Management Team and as the primary SEDL representative in the areas of disability research and knowledge use.

Dr. Westbrook has extensive experience in the areas of disability research, development, knowledge translation, dissemination, technical assistance, implementation, and training at the state, regional, and national levels. His work focuses on strengthening the quality, relevance, and usefulness of disability and rehabilitation research to expand opportunities, choices, and service quality for persons with disabilities and their families. Since 2012, Dr. Westbrook has served as the grant manager of SEDL's Center on Knowledge Translation for Disability and Rehabilitation Research (KTDRR). This national project works closely with disability researchers to increase