



**PRESENTERS' BIOGRAPHIES**  
**Entrepreneurship Partners Dialogue/Learning Community**  
**December 14, 2009**  
**Desmond Hotel & Conference Center, Albany, NY**

***Beth Keeton***

**Beth Keeton is Senior Consultant with Griffin-Hammis Associates, LLC (GHA).** For the past fifteen years, Beth has spent considerable time honing her expertise in customized and self-employment services. During her previous tenure with the University of South Florida, Beth was at the front of numerous self-employment projects. She held the position of Project Director of the first statewide self-employment initiative funded by the Florida Development Disabilities Council, the Micro-Enterprise Training and Technical Assistance Project (METTA). Additionally, she served as Training and Technical Assistance Consultant for both Start-Up Florida, a statewide self-employment research grant funded by the Office of Disability Employment Policy (ODEP), as well as another customized employment project, Supported Competitive Integrated Employment Training Teams (SCIETT).

In her work with GHA, Beth has worked closely with the state of Florida's Division of Vocational Rehabilitation (VR) to coordinate the development and implementation of a Self-Employment Certification curriculum. Beth has served as the point-person for this effort and has been actively involved in all aspects of implementation including: developing the training curriculum; training VR vendors; and providing ongoing technical assistance to VR staff (both state and local), vendors, and customers. Additionally, Beth works with GHA on several other national self-employment projects, including: the Entrepreneurship Bootcamp for Veterans with Disabilities, the Iowa Medicaid Infrastructure Grant, the Minnesota Department of Vocational Rehabilitation, and the Texas Division of Rehabilitation Services, all of which are geared towards increasing the quantity and quality of self-employment outcomes.

During her time on the various self-employment projects, she has developed expertise in all aspects of business plan development and has discovered a particular affinity for financial planning and Social Security benefits analysis. In 2007, Beth completed the Community Work Incentives Coordinator (CWIC) coursework through Cornell University. Under subcontract with Virginia Commonwealth University, she subsequently developed the national CWIC self-employment training curriculum along with additional materials on the incorporation of government funding sources into business financials. Additionally, she was contracted by Florida's Agency for Persons with Disabilities to write extensive supplementary materials covering the development of business financials and Social Security benefits analysis for BOSS, the state's self-employment manual.

Beth earned a B.S. in Psychology from Clemson University and a M.S. in Special Education from the University of Oregon in 1996.



*Dave Guido*

**Dave Guido is the Bureau Chief of Administrative Services for the Florida Department of Education/Division of Vocational Rehabilitation**, responsible for the organizations contracting, budgeting, information systems and personnel. Mr. Guido has been with Vocational Rehabilitation since September 2007. Prior to joining FLDOE/DVR Dave spent eight years with the University of South Florida's Division of Applied Research and Educational Support where he was the Principal Investigator and Project Director of multiple grant projects focused on providing training and technical assistance to families, schools, and community rehabilitation providers on effective practices in transition and employment for individuals with disabilities. Prior to his employment with USF, Dave spent fourteen years supporting individuals with developmental disabilities in individualized community-based living and employment. He has played a key role in the development of innovative and individualized services and supports for individuals with disabilities.

Dave has presented workshops and training sessions at local, state, and national conferences and has consulted nationally in person-centered planning and positive behavior supports. Dave has participated on state level task forces addressing community-based supports and is a member of the national and state chapters of the APSE.

### *Pam Hinterlong*

**Pam Hinterlong is the Program Administrator for the Florida Department of Education/Division of Vocational Rehabilitation**, responsible for Supported Employment and Self Employment Services. Ms. Hinterlong has been with Vocational Rehabilitation since June 2004. Ms. Hinterlong represents FLDOE/DVR on the Florida Developmental Disabilities Council and chairs the Employment Task Force. Prior to joining FLDOE/DVR Ms. Hinterlong spent 10 years in non-profit management supporting individuals with disabilities in individualized community-based living and employment, both in Florida and Missouri.

Ms. Hinterlong received her Master's degrees from East Carolina University in Rehabilitation Counseling and Evaluation services. She has presented workshops and training sessions at local, state, and national conferences. Ms. Hinterlong has participated on state level task forces addressing Medicaid reform, employment and other community-based supports. Ms. Hinterlong is a Certified Rehabilitation Counselor and is an active member of the national and state chapters of the APSE.

### *Cathy Maddalena*

**Cathryn Maddalena is a Certified Business and Technical Consultant**, and has worked with Michigan State University's Projects for Community Inclusion for 20 years before retiring in March of 2009. She assisted in the development of the Employment Training Specialist Certification curriculum that is used to train and certify supported employment personnel. Ms. Maddalena has collaborated on a variety of research and demonstration projects with the Developmental Disabilities Institute at Wayne State University and the Institute for Disability and Community at Indiana University. She has presented at both national and international conferences on topics related to employment, inclusion and person-centered planning. Recently she collaborated on the development of a Supported Self-employment manual for providers and consumers. Ms. Maddalena is currently working as a mentor with the Start-up Florida Project helping individuals in self-employment endeavors and is a self-employment consultant with the Florida Department of Vocational Rehabilitation.



*Gary Shaheen*

**Gary E. Shaheen, M.P.A. is Managing Director for Program Development at The Burton Blatt Institute at Syracuse University**, and is a nationally recognized expert in the field of mental health rehabilitation, homelessness and systems change. For over twenty- six years in both the public and private sector he has been instrumental in shaping policy and programs at both the state and federal levels that help people with mental illnesses, co-occurring substance abuse disorders and those who are homeless fully integrate into their communities. He has worked with HUD, SAMHSA, U.S. Department of Labor and other federal agencies on increasing employment for these populations throughout the United States and its Territories.

He has provided his expertise as a trainer and technical assistance resource to state mental health authorities throughout the country seeking to transform their mental health systems through policy and program development and a workforce trained in recovery and rehabilitation principles and practices. As a principal staff to the joint USDOL/HUD Ending Chronic Homelessness initiative and to the NYS Department of Labor as one of their Workforce Development Consultants, he has helped facilitate systems integration as a necessary component for employing people with serious disabilities.

He is the author of numerous publications and curricula including SAMHSA’s “Work as a Priority: A Training Program for Employing People with Psychiatric Disabilities who are Homeless” and is currently working on a series of HUD Guidebooks and Lectures on employing people with disabilities who are homeless. Mr. Shaheen often provides training and technical assistance on mental health rehabilitation, systems transformation and recovery-based employment internationally that has included work in the Netherlands, Russia, St. Maarten, Bermuda, Ireland and the U.S. Pacific Territories.