

Barry A. Whaley

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[LinkedIn](#)

SKILLS

- Qualified in federal district court to give expert testimony as to applicable guidance and industry standards for accommodating disabilities in the workplace.
- Forty-two years of experience in the field of disability services, law, and policy.
- Practitioner of mediation, arbitration, and alternative dispute resolution.
- Proficient understanding of the Americans with Disabilities Act, Americans with Disabilities Act Amendments Act, including Title I, Title II, and Title III compliance issues.
- Knowledgeable in the areas of budgeting and finance, human resources, project management, and governmental affairs.
- Skilled technical consultant, lecturer, and author.

EMPLOYMENT

Syracuse University College of Law-Burton Blatt Institute **2017-present**

- Co-Principal Investigator, Project Director-Southeast ADA Center
- Management of a \$6.2 million-dollar federal grant award
- Principal Investigator-South Carolina School for the Deaf and the Blind Self-Advocacy Project
- Principal Investigator-Mid-Atlantic Self-Advocacy Project
- Principal Collaborator- Inclusive Public Spaces Project, University of Leeds, UK
- Principal Collaborator-Gender, Equality, Disability, Social Inclusion (GEDSI) Mainstreaming Short Course, University of Queensland, AU
- ADA Participatory Action Research Consortium (ADA-PARC)
- Advising and supervision of graduate and undergraduate students in independent study

University of Kentucky-Human Development Institute **2013-2017** **Disability Program Administrator II**

- Program Director, Supported Higher Education Project
- Management of a \$6 million-dollar federal grant award
- Project Director, Employer Outreach Syracuse ADA project
- Project Director, Dual Enrollment Pilot Project
- Project Liaison, Kentucky Post School Outcome Center

OTHER WORK EXPERIENCE

- *Atlas Research Contract Consultant-Homeless Veterans Supported Employment Project*
- *Community Employment, Inc.-Executive Director*
- *Kentucky Department of Education- Vocational Rehabilitation, Regional Coordinator*
- *MARC Industrial Services-Project Director*
- *Lake Cumberland Comprehensive Care Center, Case Manager*
- *New Albany Floyd County Schools, Homebound Instructor*

LITIGATION SUPPORT/EXPERT WITNESS EXPERIENCE

Smith v. Family Restaurants, Inc.

Civil Action No. 21-cv-01581-WJM-NRN United States District Court for the District of Colorado

Nature of Case: Reasonable Accommodation, Disability Discrimination

RESEARCH

Impact of Intersectionality of Race and Disability on Three ADA Related Outcomes. 2021-2026

Research Focus: A program of quantitative and qualitative research studies to identify the impact of intersectionality of race and disability on three ADA related outcomes, employment, short and long-term poverty, and access to technology.

Financial Inclusion in the Southeast Region. 2017-2021

Research Focus: A project examining the physical and electronic accessibility of financial services, for people with disabilities as well as collaborating with individuals with disabilities, banks, and credit unions to gain a better understanding of gaps in accessibility.

Co-Collaborator United States Research Team, 2018-2024

Leeds Inclusive Public Space Project. <https://inclusivepublicspace.leeds.ac.uk/>

Research Focus: Investigating the problems caused by unequal access to city streets in the United States, United Kingdom, The Netherlands, Kenya, and India, and how governments respond to them.

PAR Researcher, Community Participation Research Project 2011-2012

Research Focus: A qualitative study investigating thirty-three facets of social and civic participation of people with disabilities in sixteen communities in eight states in the southeast region.

PROFESSIONAL SERVICE

- Founding Board Member, Board Member, President and Conference Chair, Kentucky APSE.
- Planning Committee Member, 19th Annual APSE National Conference.
- Board Member, Kentucky Masters Swimming
- Board Member, Lakeside Corporation

APPOINTMENTS

2010-2016

Appointed by Governor Steve Beshear to the Advisory Council for Medical Assistance, representing consumer advocacy groups, low-income persons, children and youth, women, minorities, and individuals with disabilities.

COURSE LECTURES

- HDI 600. Interdisciplinary approaches to the needs of persons with developmental disabilities and special health care needs.
- HDI 602. Interdisciplinary supports.
- FYS 101. First Year Seminar for Syracuse University Students.
- CED 225. Introduction to Disability.

INDEPENDENT STUDY SUPERVISION

- MAX 290. Independent Study
- URP 450. Advanced Undergraduate Research

EDUCATION

Sullivan University

2005

Master of Science Alternative Dispute Resolution
Summa cum Laude

Indiana University

1981

Bachelor of Arts (2) History and English Literature

PUBLICATIONS

Whaley, B., Martinis, J., Pagano, G., Barthol, S., Senzer, J., Williamson, P., Blanck, P., (2023) The Americans with Disabilities Act and Equal Access to Public Spaces, *Journal Laws*, *in press*

Walia, B., McDonald, K., Hammel, J., Frieden, L., Morris, M., Whaley, B., Nguyen, V., (2023) Economic Equity and People with Disabilities: Development and Characterization of a Novel Index, *American Journal of Economics and Sociology*, <https://onlinelibrary.wiley.com/doi/10.1111/ajes.12553>

Whaley, B., Williamson, P., (2023) *The ADA, Addiction, and Recovery*, *Journal of Vocational Rehabilitation*, vol. 58, no. 3, 299-305. <https://content.iospress.com/download/journal-of-vocational-rehabilitation/jvr230018?id=journal-of-vocational-rehabilitation%2Fjvr230018>

Whaley, B., Williamson, P., Goodman, N., Altunkol-Wise, F., Morris, M. (2022) *Inclusion for All: Improving Banking Practices for Customers with Disabilities*. <https://adasoutheast.org/wp-content/uploads/2022/03/inclusion-for-all-banking.pdf>

Blanck, P., Baker, A., Barrett, C., Battisto, J., Gellerstein, J., Iroque, E., Martinis, J., Nanni, A., Rees, M., Torres, C., Whaley, B., Williamson, P., Felakos, J. (2021) *Inclusive Public Space: Law, Universality and Difference in the Accessibility of Streets*. On file with author.

Williamson, P. R., Morder, M. J., & Whaley, B. A. (2020) *The ADA and Face Mask Policies* [Fact sheet]. Retrieved from <https://www.adasoutheast.org/ada/publications/legal/ada-and-face-mask-policies.php>

Morris, M., Williamson, P., Whaley, B., Cummins, R., Adya, M., & SE ADA PAR Team. (2019). *Quality Indicators Financial Inclusion Tool (QI-FIT)*. <https://adasoutheast.org/wp-content/uploads/2022/03/FROG-FIT-QIFI-checklist.pdf>

Sheppard-Jones, K., Kleinert, H., Butler, L., Whaley, B., Volume 56 Number 1, (2018) 69-74. *Life Outcomes for Young Adults with Intellectual Disability in Higher Education*. *Intellectual and Developmental Disabilities*. <https://content.iospress.com/articles/journal-of-vocational-rehabilitation/jvr804>

Whaley, B.A., Walters, C., (2017) *Service Animals in the Workplace*, America's Job Exchange Employer's Blog, Boston, MA. <https://www.americasjobexchange.com/employer/employer-articles/service-animals-in-the-workplace>

Whaley, B.A., (2017) *When Things Aren't as They Seem (Non-Obvious Disability and Employment)* America's Job Exchange Employer's Blog, Boston, MA. <https://www.linkedin.com/pulse/when-things-arent-seem-non-obvious-disability-barry-whaley/>

Grigal, M., Whaley, B. (2016). *What is inclusive higher education for people with intellectual disabilities, and how does it connect to vocational rehabilitation? A primer for VR leaders and practitioners*. *VR and Youth Rehabilitation Research and Training Center Practice Brief*, Issue No. 01. Rockville, MD: TransCen, Inc. <https://thinkcollege.net/resource/vocational-rehabilitation/what-inclusive-higher-education-and-how-does-it-connect-vr>

Butler, L., Sheppard-Jones, K., Whaley, B., Harrison, E. & Osness, M. volume 44 (2016) 295-298, *Does Participation in higher education make a difference in quality of life for students with Intellectual disability?* Journal of Vocational Rehabilitation. https://mafiadoc.com/does-participation-in-higher-education-make-a-difference-ios-press_59c808331723dd0cf8fbc97.html

Whaley, B. (2016) *Should I Disclose my Disability During a Job Search?* America's Job Exchange Employer's Blog, Boston, MA. <https://blog.americasjobexchange.com/2016/04/21/should-i-disclose-my-disability-during-a-job-search/>

Whaley, B., (2014) *The Disability Landscape is Changing: Making Higher Education More Inclusive*, Job Training and Placement Report volume 38, issue 12, Impact Publications Waupaca, WI.

Whaley, B., (2014) *Employment Strategies for Returning Veterans* Job Training and Placement Report, Oshkosh, WI Impact Publications.

Whaley, B. (2013) *Job Development Strategies for Ex-Offenders*, Job Training and Placement Report, Oshkosh, WI, Impact Publications.

Whaley, B., (2012). *Know Your Employment Rights under the ADA, A Guide for Veterans*, Louisville, KY. National Institute on Disability Rehabilitation and Research (NIDRR). https://adasoutheast.org/wp-content/uploads/2022/01/Employment_Rights_Under_ADA_Vets.pdf

Whaley, B. (2001). Chapter 15, Transition to Employment. *Transition Planning for Secondary Students with Disabilities*. Upper Saddle River, NJ. Merrill-Prentice Hall.

CURRICULUM DEVELOPMENT

Williamson, P.R., Weiss, S.Z., Whaley, B. A., Harrison, M.B., Hofmann, C., Morder, M. (2021). *Foundations of the Americans with Disabilities Act (ADA) Web Course*.

Whaley, B. A., Cummins, R., Williamson, P., Killeen, M., Adya, M., & Morris, M. W. (2016). Pathways to careers: An Americans with Disabilities Act (ADA) roadmap. *ADA and Self-Advocacy for Youth - Train-the-Trainer Curriculum: An Americans with Disabilities Act (ADA) Roadmap*.

Australia Awards and Alumni Engagement Program – Philippines Gender, Equity, Disability and Social Inclusion (GEDSI) Mainstreaming Short Course (2020 – 2021)

JURIED AND SELECTED PRESENTATIONS

- **Whaley, Barry**, Mast, Melinda, *The Boat Leaves at 2:00, Customized Employment*, 19th Annual National APSE Conference 2008, Louisville, KY
- **Whaley, Barry**, *Small Business Development in Difficult Economic Times*, 21st Annual National APSE Conference, 2010, Atlanta, GA.
- **Whaley, Barry**, Mast, Melinda, *Universal Design in Public Spaces*, Green Industries and Equipment Expo, 2011, Louisville, KY
- **Whaley, Barry**, Mast, Melinda, *ADA Promotion in the Hospitality Industry* Choice Hotel Owners Group, 2012, Louisville, KY
- **Whaley, Barry**, Mast, Melinda, *ADA Title I & III Compliance Training*, 2012, Childers Oil Company, Whitesburg, KY
- **Whaley, Barry**, *Job Development Strategies for Individuals with Criminal Justice Involvement*, National APSE Webinar Series, 2013
- **Whaley, Barry**, *Employment Strategies for Veterans: What You Need to Know*, National APSE Webinar Series, 2013
- **Whaley, Barry**, DeStefano, Donna, *Welcoming All Guests*, Tennessee Hospitality, Financial & Technology Professionals, 2013, Nashville, TN

- **Whaley, Barry**, *ADA Title I and Supported Employment*, National APSE Webinar Series, 2013
- **Whaley, Barry**, *State Legislation and Advocacy for Students with ID in Higher Education*, Association of University Centers on Disability National Conference, 2014.
- **Whaley, Barry**, *Cooperative Agreements Between Supported Higher Education and State Vocational Rehabilitation Agencies*. National Disability Rights Network Webinar, 2014.
- **Whaley, Barry**, *SHEP-VR from Partnership to Policy*, 25th Annual National APSE Conference, 2014, Long Beach, CA.
- **Whaley, Barry**, *Partnership to Policy: VR and Supported Higher Education*, TPSID National Project Directors Meeting, Sacramento, CA. 2014
- **Whaley, Barry**, *Inclusive Education and State Vocational Rehabilitation Partnerships*. Think College Webinar, 2015.
- **Whaley, Barry**, *Supported Higher Education and the ADA, Accommodation vs. Modification*. National ADA Symposium Atlanta, GA. 2015
- **Whaley, Barry**, *Supported Higher Education, New Opportunities*. American Association Intellectual and Developmental Disabilities Annual Conference, Louisville, KY 2015
- **Whaley, Barry**, *Inclusive Higher Education and Vocational Rehabilitation Partnerships*. Think College Capacity Building Institute, Boston, MA. 2015
- **Whaley, Barry**, *Does Participation in Higher Education Make a Difference in Life Outcomes for Students with Intellectual Disability?* National APSE Conference, 2015, Philadelphia, PA
- **Whaley, Barry**, *The Art of Disability Disclosure-What Supported Employment Professionals Need to Know*. National APSE Conference, 2016, Cincinnati, OH
- **Whaley, Barry**, *The ADA National Network as a Resource for Supported Employment Professionals*, National APSE Conference, 2016, Cincinnati, OH
- **Whaley, Barry**, *The Accommodation Conversation*, America's Job Exchange National Webinar, 2016.
- **Whaley, Barry**, *the ADA National Network as a Resource for Employment Professionals*, National APSE Conference 2017, Portland, OR.
- **Whaley, Barry**, *Can They Do That? ADA Court Cases Employment Professionals Should Know*, National APSE Conference 2018, Orlando, FL.
- **Whaley, Barry**, *Disability Disclosure and Reasonable Accommodations*, National APSE Conference 2018, Orlando, FL.
- **Whaley, Barry**, *The Role of the Supported Employment Professional in Disability Disclosure*, National APSE Conference 2019, St. Louis, MO
- **Whaley, Barry, Williamson, Pam**, *The ADA and Fostering an Inclusive Work Culture for Employees with Psychiatric Disabilities*, National APSE Conference 2019, St. Louis, MO.
- **Whaley, Barry**, *the Role of the ADA Coordinator, ADA Title II*, Kentucky Conference on Leadership and Diversity 2019, Louisville, KY.
- **Whaley, Barry**, *Who are the Heroes? A History of the Disability Rights Movement*, Keynote North Carolina APSE Fall Conference 2019, Blowing Rock, NC.
- **Whaley, Barry**, *Who are the Heroes? A History of the Disability Rights Movement*, Keynote National APSE Virtual Conference, 2020.
- **Williamson, Pam, Whaley, Barry**, *The Intersection of the Americans with Disabilities Act, Mental Health, and Substance Use Disorder*, Office of Disability Employment Policy, 2020.
- **Whaley, Barry**, *The ADA and Title I*, Boggs Center Lecture Series, Rutgers University, 2020.
- **Whaley, Barry, Shelby-Wallace, Wendell**, *Forgotten no More, BIPOC Leaders in the disability rights movement*, National APSE Conference virtual, 2021.
- **Whaley, Barry, Williamson, Pam, Hofmann, Cheri**, *The Americans with Disabilities Act and Serving Customers with Disabilities*, Department of Justice Settlement Agreement training for Night and Day Dental, 2021.

- **Whaley, Barry, Williamson, Pam, Williams, Rebecca**, *Serving Patients who are Deaf or Hard of Hearing*, Department of Justice Settlement Agreement Training for StomatCare Dental, 2021.
- **Whaley, Barry, Hofmann, Cheri**, *Effective Communication*, ADA National Symposium, 2022.
- **Whaley, Barry**, *The ADA, Addiction, and Recovery*, National APSE Conference, Denver, CO, 2022
- **Whaley, Barry, Williamson, Pam**, *Inclusion for All: Improving Banking Practices for Customers with Disabilities*, ADA National Symposium, Kansas City, MO. 2023.