**Christine L. Fleming, Ph.D., CRC**

**Auburn University**

Special Education, Rehabilitation, and Counseling

Assistant Research Professor

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EDUCATION

**AUBURN UNIVERSITY, AUBURN, AL** 2015

Doctor of Philosophy - Rehabilitation and Special Education

Department of Special Education, Rehabilitation, and Counseling

Dissertation Title: *Perceptions and Practices of Mental Health Professionals Regarding the Employment of People with Serious Mental Illness*

**JUSTICE CENTER OF ATLANTA, INC** 2013

Basic Mediation Skills with Clinical Practicum, approved by the

Supreme Court of Georgia’s Commission on Dispute Resolution

**AUBURN UNIVERSITY, AUBURN, AL** 2010

Certificate - Rehabilitation Leadership and Management

Department of Special Education, Rehabilitation, and Counseling (SERC)

**BOSTON UNIVERSITY, BOSTON, MA**

Master of Science - Rehabilitation Counseling 1990

Sargent College of Allied Health

**WASHINGTON AND JEFFERSON COLLEGE, WASHINGTON, PA**

Bachelor of Arts – Psychology and Sociology 1986

CERTIFICATION

**Certified Rehabilitation Counselor (CRC)**, No. 00007215. Certification since 1990, expiration: March 31, 2020, eligible for renewal. Commission on Rehabilitation Counselor Certification (CRCC), 1699 E. Woodfield Road, Suite 300, Schaumburg, Illinois 60173 Web site: <[www.crccertification.com](http://www.crccertification.com/)>

ACADEMIC APPOINTMENTS

**2018 – Present AUBURN UNIVERSITY, Auburn, Alabama**

**Assistant Research Professor**

Contributing and facilitating scholarship that advances academic and research contributions to critical disability issues through a social justice approach. Research focus areas in Vocational Rehabilitation consumer satisfaction, safety and security of women with disabilities incarcerated, accessible housing, accessible agriculture, employment for people with the most significant disabilities, and system change within disability service organizations.

Teaching graduate courses in rehabilitation:

RSED 7950/56, Emerging Adulthood and Transition, Spring 2019

**2013 – 2018 AUBURN UNIVERSITY, Auburn, Alabama**

**Executive Director and Assistant Clinical Professor**

**Center Disability Research and Policy Studies (Center)**

The Center, within the Department of Special Education, Rehabilitation and Counseling (SERC) within the College of Education, adheres to theinquiry framework of community-based participatory research. The Center conducts research to identify strategies and policies to increase employment, independence, and community inclusion of individuals with significant disabilities. Current research focus areas: Vocational Rehabilitation consumer satisfaction, safety and security of women with disabilities incarcerated, accessible housing, accessible agriculture, employment of people with the most significant disabilities, and system change within disability service organizations. The Center values and utilizes collaborative partnerships with community members, organizational members, and academic researchers. The purpose of this collaboration is to build capacity to improve research dissemination infrastructure and therefore enhance service delivery. This integrated approach to research promotes exploration and identification of community needs, priorities, strengths, and assets.

Teach graduate level courses in rehabilitation counseling:

RSED 7320, Individual Counseling Approaches in Rehabilitation Settings, Fall 2014;

RSED 7950/56, Emerging Adulthood and Transition, Spring 2017, Spring 2018

**2000 – 2012 Consortium for Distance Education in Rehabilitation**

 **San Diego State University/University of North Texas/Georgia State University**

Contracted **Adjunct Professor/Co-Instructor**

Distance Education Program for MA in Rehabilitation Counseling

Courses taught at graduate level:

RHAB5812 Internship, Summer 2007

CSP615 Multicultural Dimensions in Counseling, Summer 2002;

Winter 2003; Fall 2006

ARP645A Assessment & Vocational Development, Spring 2001

ARP645B Assessment & Vocational Development, Spring 2012

ARP648 Group Dynamics in Rehabilitation, Fall 2002, 2007; Spring 2007, Spring 2009

ARP660 Theory and Process of Counseling in Rehabilitation, Winter 2001;

 Fall 2003; Summer 2005, 2008; Spring 2006

ARP684 Rehabilitation Foundations, Spring 2002, 2006

ARP 685A Medical & Psychological Aspects of Disability, Fall 2009

ARP685B Medical & Psychological Aspects of Disability, Summer 2003;

Fall 2005; Spring 2010

ARP687 Job Placement Theories and Methods, Summer 2001; Spring 2004

ARP743 Fieldwork, Spring 2005

ARP744 Beginning Practicum in Rehabilitation, Spring 2003

Undergraduate Teaching Experience:

**1996 – 2000 TRUETT-McConnell COLLEGE, Watkinsville, Georgia**

**Adjunct Professor**

Prepared students for the college experience regarding time management, study skills, self-responsibility, integrity, and contribution for “Becoming a Master Student”. I taught this course five times including the spring of 1996 and in the fall and spring terms in 1997, 1998, 1999 and 2000.

PROFESSIONAL EXPERIENCE

**1994 – 2013 GEORGIA VOCATIONAL REHABILITATION AGENCY** **Vocational Rehabilitation (VR) Program, Atlanta, Georgia**

**2007-2013** **Manager, Performance Improvement & Technical Assistance Unit**

Vocational Rehabilitation is the state/federal agency to assist people with significant disabilities to work. Led a team of fifteen professionals that provided technical assistance and training to VR field staff members. Managed the Rehabilitation Services Administration in-service training grant within federal law and regulation; including application and submission of annual performance report for continuation. Learning Management System administrator. Led the analysis of systems to improve performance and developed interventions based on needs assessment results. Managed training development, implementation and delivery to meet the standards established to implement the Comprehensive System of Personnel Development. Provided consultation and coaching to VR administrative office, the Human Resource Development Team (HRDT) and VR Leadership Team to improve performance. Interviewed and evaluated candidates by skills analysis and behavioral based interviewing techniques. Rehabilitation Services CRCC approving authority for Certified Rehabilitation Counselor (CRC) continuing education credits. Georgia Council on Development Disabilities representative designee. Managed the provision of technical assistance for supported employment, customized employment, self-employment, assessment, transition for high school students and employment preparation. Managed the provision of technical assistance to establish and maintain business relations to develop employment opportunities for people with disabilities. Pursued and maintained collaborative partnerships with other state agencies (such as, Georgia Department of Education, Georgia Department of Behavioral Health and Developmental Disabilities) to improve the employment outcomes for people with the most significant disabilities by bringing customized employment and individual placement and support models of supported employment to Georgia.

**2004-2007** **Performance Improvement Coordinator, Atlanta G**A

Developed curricula and implemented training program for skills development of over 800 staff members including such topics as building business relationships and quality case management, while designing and implementing the employee development program for all field positions within VR. Planed large (1000 participants) and small (25 participants) conferences with several keynotes and concurrent sessions. Internal consultant for performance improvement through needs assessment and system analysis. Lead work team to optimize the Case Management System, including standardization and quality review process. Managed the RSA in-service training grant within federal law and regulation; including submission of annual report for continuation. Rehabilitation Services CRCC approving authority for CRC continuing education credits

### 1998-2004 Human Resource Development Specialist, Athens Region

Established and maintained the ongoing tracking and monitoring of approximately 50 VR field staff members to ensure that training met objectives. Rehabilitation Services CRCC approving authority for CRC continuing education credits. Coordinated with the HRDT to develop and implement the needs assessment system to ensure delivery of training met staff needs. Conducted briefings with management team concerning trainee competency for positions, assisted in the development of annual training budget, and participated with the statewide HRDT to coordinate staff development activities to ensure consistency of service delivery.

**1997-1998** **Account Representative, Athens Region**

Conducted job development and selective placement activities. Collected, interpreted, synthesized, and inte­grated educational and occupational informa­tion to implement labor market surveys and selective job placement activities. Analyzed jobs to establish appropriate job descriptions, to identify target applicant, to define essential functions & critical demands, and to create interview questions that accurately evaluate candidates to increase employment opportunities for people with disabilities. At the statewide level: Instrumental in the development of the VR marketing plan, created marketing brochures, including design and content and created the *Guide for Account Management Effectiveness* for Account Representatives.

**1994-1997** **Certified Rehabilitation Counselor, Athens Region**

Created and implemented transition program for local high schools to facilitate the transition from school to work for students with significant disabilities; including the use of supported employment. Demonstrated excellent time management skills by simultaneously performing case management (90 cases) duties, serving over 50 business accounts, while participating on four active work teams. Authorized funds within federal law and regulation. Performed traditional state agency public rehabilitation VR activities (i.e., counseling, training, supported employment, job development, and case/caseload management).

**1991-1994 RINTELMANN AND ASSOCIATES, Baltimore, Maryland**

**Rehabilitation Consultant/Vocational Evaluator**

Consulted with legal, medical, and other professionals about client (individuals with disabilities) issues (e.g., adjustment, counseling, earning capacity, work readiness, reasonable accommodations, job placement, and training). Utilized medical information to determine functional capacity. Developed and implemented assessment protocol, performed and interpreted individual assessments of personality, aptitude, achievement, abilities, and interests, for career planning.

**1990-1991 Exeter Hospital, Inc., Exeter, New Hampshire**

**CENTER FOR OCCUPATIONAL HEALTH**

**Functional Restoration Program Coordinator**

Assisted Behavioral Medicine and Associates to establish functional restoration center and coordinated services for clients (individual with disabilities) seeking treatment for pain management.

**1989-1990** **BEHAVIORAL MEDICINE ASSOCIATES, Portsmouth, NH**

**Manager of Clinical Services/Rehabilitation Consultant**

Private practice specializing in behavioral medicine: managed office and coordinated services for three psychologists that specialized in pain management. This was a part-time position, concurrent with Intracorp employment.

**1989 – 1990 INTRACORP, Manchester, New Hampshire**

**Rehabilitation Specialist/Intern**

Assisted individuals with industrial injuries return to work. This experience also doubled as the Master’s level supervised clinical internship and Rehabilitation Counseling Residency.

**1986-1989 PERKINS SCHOOL FOR THE BLIND, Watertown, Massachusetts**

**Assistant Resident Manager**

Provided supervision and support to youth and adults with disabilities. Provided academic assistance to Rehabilitation Teacher and personal assistance to residents. Developed and implemented activities while providing independent living assistance.

SPECIAL AWARDS, FELLOWSHIPS, AND OTHER HONORS

Auburn University, College of Education, **Outstanding Commitment to Diversity Award,** 2017

**Phi Kappa Phi,** Honor Society, member 2015

**Rehabilitation Services Administration Discretionary Grant Reviewer** 2014 & 2015

**Commission on Rehabilitation Counselor Certification** (CRCC), **Appointed** to serve on the CRCC Taskforce to update Professional Code of Ethics for Rehabilitation Counselors 2007- 09.

**Athens Employer Committee**, Project of the Year, 1999.

**Job Placement Division** Georgia Rehabilitation Association. Distinguished Service Award 1998

**Rehabilitation Counseling Traineeship.** U.S. Department of Education, Rehabilitation Services Administration (1988-1990), Boston University, Sargent College of Allied Health.

COMMITTEE MEMBERSHIPS

Outreach Faculty Engagement Council (2013 - Present)

Competitive Outreach Scholarship Grant Proposal Review Committee 2016, 2017, 2018

Rehabilitation Program, Advisory Committee (2012- Present)

SERVICE ACTIVITIES

Alabama Correction Education Coalition member since 2016

Governor’s Office on Disability (GOOD) member since 2016

Alabama Rehabilitation Association Board member 2016, 2017

PROFESSIONAL MEMBERSHIPS

**National Council on Rehabilitation Education** (NCRE). Individual Membership, since 2004.

**National Rehabilitation Association** (NRA) Member since 1985

**Association of People Supporting EmploymentFirst** (APSE). Member, since 2013

**American Counseling Association** (ACA)**.** Professional Member, since 2013

GRANTS and CONTRACTS

**Fleming**, C., Shippen, M., & Derzis, N. (2018). Co-Project Director, Alabama Department of

 Corrections, *Female Inmate PREA Polling*. (213,188). Pending.

Reid, L., Shippen, M.,Kenney, J. **Fleming**, C., Derzis, N., Cheatham, L., Daquin, J., & Dolliver, M.

 (2018). Co-Principal Investigator, Alabama Department of Corrections, *Women’s Risk Needs*

 *Assessment Validation Study*. (University of Alabama Total funding: $3,151,242 with SubAward:

 $814,444 to Auburn). Pending.

**Fleming**, C. (2017 - 2020). Co-Principal Investigator, Housing and Urban Development: *Affordable,*

 *Accessible Housing Solutions for Aging in Place and People with Disabilities.*

Award#: H-21674 CA. College of Architecture, Construction and Design. Co- Principal Investigators: Miller, J. & Collins, W. ($633,955) Funded.

**Fleming**, C. (2017-2018) Project Director, Alabama Department of Youth Services, *Psychoeducational*

 *Professional Development*. (25,000) Funded.

Shippen, M. & **Fleming**, C. (2017). Co-Project Director, Alabama Department of Corrections,

 *Female Inmate PREA Polling*. (139,182). Funded.

Menefee, A. & **Fleming, C.** (2017). Co-Principal Investigator, Office of the Vice President for

 University Outreach, *Needs Assessment of Farmers with Disabilities,* ($10,000) Awarded.

**Fleming**, C. (2013 - 2018). Project Director, Alabama Department of Rehabilitation Services.

 *Consumer Satisfaction Survey*. ($520,433). Funded.

Windham, J., Malocsay, K., Braswell, K. & **Fleming**, C. (2016). Co-Principal Investigator, Center

 for Disability Research and Policy Studies and School of Graphic and Industrial Design,

 U.S. Department of Veterans Affairs. *Touch-Voice Eye Controlled Assistive Technology*

 *for Veterans and Service Members with Significant Disabilities*. ($199,630). Funded.

**Fleming**, C. (2014 - 2019). Sub-Award Project Director, Alabama Department of Mental Health

 Project Evaluator for SAMHSA: *Transforming Lives through Supported Employment:*

 *Alabama Individual Placement and Support Model Supported Employment Project.*

Award#: 1H79SM061718-01. Award Amount to ADMH: 4 million. Five-year sub-award

 to Auburn University: $500,000.00. Funded.

**Fleming**, C. & Rawlins, L. (2014). Project Director, Alabama Department of Rehabilitation

 Services. *Program Evaluation of Community Rehabilitation Program*. ($8,855). Funded.

Renner, S. & **Fleming, C.** (2013-2017). Co-Principal Investigator. Alabama Department of

 Rehabilitation Services. *Alabama Assistive Technology Exposition and Conference*

 *(ALATEC)* ($49,600). Funded.

Meyer, J. M., Curtis, R., Rawlins, L., Derzis, N., & **Fleming**, C. (2014) Preparing Rehabilitation

 Counselors for the Challenges and Benefits of the Rehabilitation Profession.

 Rehabilitation Services Administration. A five-year project. ($1,000,000). Funded.

**Fleming**, C. & Ericson, J. (2011 - 2013). Project Director, U.S. Department of Education,

 Rehabilitation Services Administration In-service Training Grant, GVRA. Award#:

 H265A100054. Five-year grant: $774,000 with 10% state match $86,000. Funded.

Fulcher, G. & **Fleming**, C. (2005 - 2010) Project Coordinator, U.S. Department of Education,

 Rehabilitation Services Administration In-service Training Grant, GDOL.

 Award#:H265A050107. Five-year grant: $786,000 with 10% state match $87,400.

 Funded.

GRANTS and CONRACTS Developed Not Funded

Menefee, A. & **Fleming, C.** (2018). Co-Principal Investigator, United States Department of

 Agriculture, *AGcess Alabama: AgrAbility,* ($312,400). Not Funded.

Jones, C., Menefee, A. & **Fleming, C.** (2018). Co-Principal Investigator, United States Department of

 Agriculture, *GO VETS Alabama: Growing Opportunities for Veterans through Entrepreneurial*

 *Training & Support,* ($1,000,000). Not Funded.

Derzis, N., Bishop, J., **Fleming**, C., & Shippen, M. (2018). Alabama Department of Corrections,

 *Male Inmate Polling*. ($146,000). Not Funded.

**Fleming**, C. (2016). Department of Labor Research and Evaluation Grant. *Transforming the*

 *Disability Service System to Promote Competitive Integrated Employment for Individuals*

 *with the most Significant Disabilities.* ($250,000) Not Funded.

**Fleming**, C. & Derzis (2016). City of Mobile Parks & Recreations Accessibility Assessment.

 ($200,000). Not Funded.

**Fleming**, C. & Hill, D. (2015). Organization for Autism Research. *Determining the Efficacy of*

 *CONNECTIONS, a Successful Social Skills Program for Young Adults.* ($30,000). Not

 Funded.

**Fleming**, C. & Martin, E.D. (2014). National Institute on Disability, Independent Living, and

 Rehabilitation Research, Advanced Rehabilitation Research Training Projects. *Preparing*

 *Rehabilitation Researchers and Leaders to Affect System Change within Vocational*

 *Rehabilitation Systems to Improve Employment of Individuals with the most Significant*

 *Disabilities.* ($750,000.00). Not Funded.

**Fleming** C. & Rawlins, L. (2013). Auburn University Outreach Scholarship Grant. *What is the*

 *Capacity of Alabama to Provide Quality Supported Employment Services to Individuals*

 *with the Most Significant Disabilities?* ($20,000). Not Funded.

BIBLIOGRAPHY: Publishing & Presentations

Peer Reviewed-Publications

  **Fleming, C.**, Curtis, R., Martin, E., Kraska, M., Shippen, M., & Varda, K. (accepted 2018).

 *Perceptions and practices of mental health professionals regarding the employment of*

 *people with serious mental illness,* Journal of Vocational Rehabilitation.

Tidwell, P., **Fleming**, C., Kraska, M., & Alderman, L.A. (2016). Identifying the referral process, practices, knowledge, training and technical assistance needed for quality transition assessments. *Journal of Rehabilitation*, 82(1), 3-11.

Cartwright, B.Y. & **Fleming**, C.L. (2010). Multicultural and diversity considerations in the new code of professional ethics for rehabilitation counselors.  *The Rehabilitation Professional 18*(2), 65-70.

Professional Reports

**Fleming, C**., Derzis, N., Shippen, M., Hall, A., Weaver, S. (2018). *Tutwiler Inmate Data Report -- 4th Quarter Results*, Alabama Department of Corrections, Auburn Alabama.

Shippen, M., **Fleming, C**., Derzis, N., Hall, A., Weaver, S., Mautz, E., & Wofford, L. (2018).

 *Tutwiler Inmate Data Report – 3rd Quarter Results*, Alabama Department of Corrections,

 Auburn Alabama.

Shippen, M., **Fleming, C**., Derzis, N., Hall, A., Mautz, E., & Wofford, L. (2018).

 *Tutwiler Inmate Data Report – 2nd Quarter Results*, Alabama Department of Corrections,

 Auburn Alabama.

Kraska, M., Hall, A., & **Fleming**, C. *(2018). Consumer Satisfaction Survey Report*,

 Alabama Department of Rehabilitation Services, Auburn, Alabama.

Shippen, M., **Fleming, C**., Derzis, N., Hall, A., Mautz, E., Wofford, L., & Bishop, J. (2017).

 *Tutwiler Inmate Data Report – 1st Quarter Results*, Alabama Department of Corrections,

 Auburn Alabama.

**Fleming**, C., Iarussi, A., Reese, S., & Hales, J. (2017). *Individual Placement*

 *and Support (IPS) Supported Employment Fidelity Report.* Chilton/Shelby Mental

Health Center, Alabama.

**Fleming, C.,** Curtis, R., & Iarussi, A. (2017). Transforming Lives through Supported

 Employment, Alabama Individual Placement and Support Supported Employment

 Program, *Stakeholder Interviews*. Auburn, Alabama.

Curtis, R., **Fleming**, C., & Iarussi, A. (2017). Transforming Lives through Supported

 Employment, Alabama Individual Placement and Support Supported Employment

 Program, *Stakeholder Interviews*. Auburn, Alabama.

Kraska, M., Sylvester, M., & **Fleming**, C. *(2016). Consumer Satisfaction Survey Report*,

 Alabama Department of Rehabilitation Services, Auburn, Alabama.

Smith, B., Reese, S., Iarussi, A., Hicks, J., **Fleming**, C., & Hales, J. (2016*). Individual*

 *Placement and Support (IPS) Supported Employment Fidelity Repor*t. AltaPointe

 Health System, Alabama.

Smith, B., **Fleming**, C., Iarussi, A., Reese, S., & Hales, J. (2016). *Individual Placement*

 *and Support (IPS) Supported Employment Fidelity Report.* Chilton/Shelby Mental

Health Center, Alabama.

Reese, S., Smith, B., **Fleming**, C., & Hales, J. (2016). *Individual Placement and Support*

 *(IPS) Supported Employment Fidelity Report.* Chilton/Shelby Mental Health

Center, Alabama.

Smith, B., Reese, S., **Fleming**, C., & Hales, J. (2016*). Individual Placement and Support*

 *(IPS) Supported Employment Fidelity Repor*t. AltaPointe Health System, AL.

Kraska, M., Sylvester, M., & **Fleming**, C. *(2015). Consumer Satisfaction Survey Report*,

 Alabama Department of Rehabilitation Services, Auburn, Alabama.

Kraska, M., Sylvester, M., & **Fleming**, C. *(2014). Consumer Satisfaction Survey Report*,

 Alabama Department of Rehabilitation Services, Auburn, Alabama.

**Fleming**, C., Rawlins, L., & Helm, J. (2014). *Wiregrass Area Program Evaluation.*

 Wiregrass Rehabilitation Center and Alabama Department of Rehabilitation

 Services, Auburn, Alabama.

**Fleming**, C. (2013) *Summary Report Comprehensive Assessment of Alabama Vocational*

 *Rehabilitation Supported Employment Services*, Alabama Department of

 Rehabilitation Services, Auburn, Alabama.

Panel presentations:

**Fleming**, C.L., Sartin, B, Tidwell, P., & Shuman, M. (2012 and 2013*). Leveraging the VR and*

*DBHDD Partnership to Improve Supported Employment Outcomes*, GA APSE,

Athens, GA

**Fleming**, C.L., Crandell, D., Tidwell, P., Shuman, M., & Sartin, B. (2013). *Supported Employment – IPS and CE and Vocational Rehabilitation*. Atlanta, GA.

**Fleming**, C. L., Anderson, P., Battles, G., & Mackey, A., (2007). *Leveraging Business Relationships.* Georgia Department of Labor, Workforce Conference, GA.

Presentations Delivered:

**Fleming**, C. (2018). *Perceptions and Practices of Mental Health Professionals Regarding*

 *Employment of Individuals with Serious Mental Illness.* Alabama APSE. Birmingham

 AL.

**Fleming**, C. & Curtis, R. (2018). *Perceptions and Practices of Mental Health Professionals*

 *Regarding Employment of Individuals with Serious Mental Illness.* American

 Counseling Association Conference, Atlanta, GA.

**Fleming**, C., & Hall, A. (2018). *Consumer Satisfaction Survey Results*. Alabama

 Department of Rehabilitation Services, Montgomery, Alabama.

**Fleming**, C. (2017). *Perceptions and Practices of Mental Health Professionals Regarding*

 *Employment of Individuals with Serious Mental Illness*. Center for Excellence in

 Disabilities. Ability Grand Rounds. Invited Speaker. West Virginia University.

Tidwell, P., & **Fleming, C**. (2017).*Quality Transition Assessment Practices Leading to Quality*

 *Outcomes*. Georgia Rehabilitation Association Annual Training Conference,

 Callaway Gardens, Georgia.

Meyer, J., & **Fleming,** C. (2017). *Pre-Employment Transition Services: A Theoretical and*

 *Conceptual Approach to Service Delivery.* National Council Rehabilitation Education

 Conference, Arlington Virginia.

**Fleming**, C., Iarussi, A., & Smith, B. (2017). *Integrating Employment with Mental Health*

 *Services.* Alabama Association for People Supporting EmploymentFirstConference, Mobile, AL.

Menefee, A. & **Fleming, C**. (2017). *It’s All About Balance,* Opening Session Alabama

 Rehabilitation AssociationAuburn, Alabama.

**Fleming**, C., & Sylvester, M. (2016). *Consumer Satisfaction Survey Results*. Alabama

 Department of Rehabilitation Services, Montgomery, Alabama.

**Fleming**, C.L (2016). *Perceptions and Practices of Mental Health Professionals*

*Regarding Employment of Individuals with Serious Mental Illness.* The Southeast

Region National Rehabilitation Association Training Conference, Savannah, GA.

**Fleming**, C., Hales, J., Smith, B., Dortch, T., & Hammock, K. (2016). *Transforming*

 *Lives through Supported Employment, Alabama Individual Placement and*

 *Support Supported Employment Program.* SAMHSA Project Meeting, Maryland.

**Fleming**, C.L., & Curtis, R. (2016). *Perceptions and Practices of Professionals*

*Regarding Employment of Individuals with Mental Illness*. National Council

 Rehabilitation Education Conference, Newport Beach, California.

**Fleming**, C., & Smith, B. (2016). *IPS Supported Employment: The Evidence-Based*

 *Practice for Employment.* Alabama APSE Conference, Mobile, AL.

**Fleming**, C., Williamson, M., & Dortch, T. (2016). *Success for All – Individualizing*

 *Strategies for Students Who Need More Support.* Alabama Transition

Conference. Auburn, Alabama.

Tidwell, P., & **Fleming**, C. (2016). *Discovering your personal genius: Person-centered*

 *vocational planning that brings forth possibilities focused on identified strengths.*

 Georgia Winter Institute. Columbus, GA.

**Fleming**, C., Dortch, T., & Byrd, S. (2015). *IPS Supported Employment: The Evidence-*

 *Based Practice for Employment*. Alabama APSEConference, Mobile, AL.

**Fleming**, C., & Sylvester, M. (2015). *Consumer Satisfaction Survey Results*. Alabama

 Department of Rehabilitation Services, Montgomery, Alabama.

**Fleming**, C.L. & Curtis, R. (2015*). Implementing Individual Placement and Support*

 *Through Interagency Collaboration: A Supported Employment Model*. Auburn

 University Outreach Scholarship Symposium: Advancing Transformative Engagement, Auburn AL.

**Fleming**, C.L. & Curtis, R. (2015*). Implementing Individual Placement and Support*

 *Through Interagency Collaboration: A Supported Employment Model*. The

National Council on Rehabilitation Education Spring Conference, Newport Beach,

 California

**Fleming**, C., & Alderman, L. (2014). *Wiregrass Area Program Evaluation Summary*,

Alabama Department of Rehabilitation Services, Wiregrass Rehabilitation Center,

 Dothan, Alabama.

**Fleming**, C.L. (2014). *Supported Employment: Improving Employment Outcomes for*

 *People with the Most Significant Disabilities*. National Council on Rehabilitation

 Education Conference, Arlington, Virginia.

**Fleming**, C.L., & Rachel, Y. (2013). *Transitioning through Discovery*. Alabama

 Transition Conference, Opelika, Alabama.

**Fleming**, C.L. (2012). *Employment Outcomes Fundamentals.* RWSIR, Warm Springs, GA.

**Fleming**, C.L. (2010). Utilizing the 2010 CRCC Code of Ethics When Making Ethical

Decisions. Vocational Rehabilitation Offices, Offered in Valdosta, Albany,

Gainesville, Athens, Savannah, and Rome, Georgia.

**Fleming**, C.L., Hocket, C., & Williams, B. (2010*). Supported Employment Services*

*for VR Clients*, Georgia Vocational Rehabilitation, Gainesville and Athens, GA.

**Fleming**, C.L. & Sherman, S. (2009). *Applying the CRCC Code of Ethics When Making Ethical Decisions*. Georgia Chapter, National Rehabilitation Association, Annual GRA Conference, Savannah, GA.

**Fleming**, C.L., Arnold, D., Morris, D., Welch, A., Walter, E. & Lewis-Brown, Y. (2000-

2008, offered twice annually). *Quality Case Management Training.*  Provided to

all Counselors and Managers of the GA VR program.

**Fleming,** C.L. (2006, 2007, 2008). *Job Analysis and Title I of the Americans with*

 *Disabilities Act and Accessibility Surveys and Title III of the Americans with*

 *Disabilities Act*. Provided to all Employment Specialists of the Georgia

 Department of Labor, Vocational Rehabilitation Program.

**Fleming**, C.L. (2004). *Quality Case Management*. Counselor Conference.

Atlanta, Georgia, (2004).

**Fleming**, C. L., & Prozonic, L., (2000). *Tips and Tools for Quality Case Management.* Georgia Department of Labor, Vocational Rehabilitation Program, GA

**Fleming**, C.L. (2000). *Applying the CRCC Code of Ethics*. Athens Regional

Conference. Lake Hartwell, GA.

**Fleming**, C.L. (1999) *Understanding the Role of the VR Team*, Athens Regional conference.

 Athens, Georgia.

**Fleming**, C. L. (1999). *An Introduction to the Georgia Work Connection.* Georgia Department of Human Resources, Vocational Rehabilitation, Account Representative

 Conference. GA.

Professional In-Service Training:

*Rehabilitation Job Readiness Specialist (RJRS) Training Conference*. Organized by **Fleming,** C., & Pruett, M., with a team of RJRS. Topics ranged from job

Readiness assessments, to job club, to interview skills training. Provided to all RJRS in the VR program. (May 2005).

*Rehabilitation Employment Specialist (RES) Training Conference*. Organized by **Fleming**, C., & Pal, R. and a team of RES. Topics ranged from job analysis, accessibility, and marketing to businesses. Provided to all RES in VR. (2004).

*Rehabilitation Counselor Training Conference*. Organized by **Fleming,** C., Mullinax, J.,

& Siman, J., and a team of CRC. Topics ranged from transition, medical aspects, caseload management to performance indicators. Provided to all Counselors in the VR program. (2004).

*Annual Regional Training Conferences.* Organized by **Flemin**g, C., & Tolbert, C. Topics ranged from medical aspects, team building to performance indicators. Provided to all staff in the Athens regions. (Offered annually 1999 – 2004).

*Account Representative Conference.* Organized by **Fleming**, C., Fulcher, G., Kowalski, C.,

 Simpson, C., & Wagner, K. Topics ranged from Job Analysis to Leveraging Business

 Relationships to an introduction to the Georgia Work Connection. Provided to all

 Account representatives of the GA Vocational Rehabilitation Program. (1999).

*Tri-Regional Conference*. Organized by **Fleming**, C., & Fulcher, G. Topics ranged from medical

 aspects to team building. Provided to rehabilitation staff in the Athens, Augusta, and

 Gainesville areas. (May 1997).