

CURRICULUM VITAE  
*of*  
DR. JAMES R. HARDING II

◆ **THOUGHT LEADERSHIP** ◆

- *Received two Presidential appointments to the United States Access Board* –
- *Appointed for Gubernatorial service seven times by three governors of the state of Florida* –
- *Served as Disabled Community Representative to the Blueprint 2000 Citizens Advisory Committee* –
- *Honored with Gubernatorial appointment as the Chair of the Commission for the Transportation Disadvantaged*

◆ **INDUSTRY INFLUENCE** ◆

- *Author of two five-star-rated books: “Now What?” and “ADA Adventure”* –
- *Negotiated a \$420 million, 6-year contract with the state of Florida’s Agency for Healthcare* –
- *Led the charge to pass House Bills 1175 and 4871 providing \$360 million for critical transportation needs* –
- *Secured appropriations totaling \$8.8 million to fund and develop Billy Joe Rish Park, a 98-acre accessible park and event space* –

◆ **HONORS & ACCOLADES** ◆

- *UWF Impact Story 2020* –
- *FSU ALL-Access Champion of the Year 2019* –
- *FSU Phi Beta Kappa Teacher of the Year 2018* –
- *Member of Governor Elect Crist’s Education and Disability Transition Team* –
- *Recognized as the first disabled graduate of Leadership Tallahassee and Leadership Florida* –
- *Member of the Quality of Life Grant Review Team with the Christopher & Dana Reeves Foundation* –

**DR. JAMES R. HARDING II**

Tallahassee, FL | 850-510-4628 | JR@JRHarding.com

**D**isability expert with an exceptional record of advocacy for the disabled community, engaging at the local, state, and national levels to improve quality of life, access, and services for 60 million Americans.

Committed to **maximizing independence and self-sufficiency** for persons with disabilities by applying America's public and private policies and procedures to the built environment and employment sector. **Partner with state and national organizations** to ensure the highest degree of reasonable accommodation and integration of diverse disabled populations. Recognized as a **community ambassador and change agent**—earned repeated presidential and gubernatorial appointments—driving change across a broad spectrum of industries. Outstanding public speaker, influential collaborator, high-impact negotiator, and motivational team leader and builder.

**EDUCATION**

Florida State University, Tallahassee, FL	
<b>Doctorate of Education (Ed.D.), Higher Education</b>	1999
<i>Specialization in Leadership and Public Policy</i>	
<b>Educational Specialist (Ed.S.), Higher Education</b>	1996
<i>Specialization in Public Policy</i>	
University of West Florida, Pensacola, FL	
<b>Master of Education (M.Ed.), Educational Leadership / Curriculum &amp; Instruction</b>	1993
<i>Specialization in English</i>	
Wright State University, Dayton, OH	
<b>Bachelor of Arts (BA), English</b>	1991

**NON-DEGREE EDUCATION**

Collaborative Institutional Training Initiative (Florida State University)	
<b>Human Subjects Research</b>	2020

**PROFESSIONAL EXPERIENCE**

FLORIDA STATE UNIVERSITY, Tallahassee, FL	2019-present
<b>Teaching Faculty I, Management Department, College of Business</b>	

Developed and implemented new curriculum for the College of Business Management Department and HR students via the "Disability Inclusion in the Workforce" (MAN 4310) course. Improved course quality by achieving two liberal studies designations (Scholarship in Practice and Diversity in Western Experience). These two designations enable the students to better apply the principles of inclusion through independent research and experiential learning.

Engaged in research in partnership with the Office of Accessibility Services via the (IDS 1107) Engage 100 course to improve the higher education experience for students with disabilities. Served as a guest lecturer on disability inclusion for the College of Education, College of Music, College of Business, College of Medicine, and others.

- ◆ **Delivered targeted instruction on inclusion of Persons with Disabilities (PWD's)**, supporting the institution with its University of Choice Initiative to transform FSU into a college of choice for students and faculty with disabilities.
- ◆ **Recruited corporate leaders for the annual College of Business Leadership and Diversity Symposium**, and facilitated relationships with industry leaders such as Disney, Delta Airlines, JP Morgan, IBM, SAP, Hyatt, Royal Caribbean Cruises, and others.
- ◆ **Presented papers/curriculum at national and statewide conferences**, discussed FSU's transformational inclusive practices and its role as a leader in the diversity and inclusion space.
- ◆ **Facilitated FSU off campus relationships for student engagement**, to improve FSU community outreach, job readiness, and further brand FSU within the disability community.

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FLORIDA STATE UNIVERSITY, Tallahassee, FL  
**Instructional Specialist, Office of the Provost**

2016-2019

Engage in a hybrid role allowing for direct instruction opportunities through teaching of the (MAN 4390) "Current Issues in Human Resources" and (IDS 1107) Engage 100 for first year student with disabilities courses. Served as a guest lecturer on disability inclusion across FSU colleges.

- ◆ **Delivered targeted instruction on inclusion of PWDs**, supporting the institution with its University of Choice Initiative to transform FSU into a college of choice for students and faculty with disabilities.

AGENCY FOR PERSONS WITH DISABILITIES, Tallahassee, FL  
**Management Review Specialist**

2009-2016

Charged with advancing access, employment, and equality for persons with disabilities through public-private partnerships. Served as a lead representative with the authority to initiate and manage employment, transportation, and community affairs within a \$1.2B state agency with supervision of 25 employees in 15 area offices.

- ◆ **Engaged in national, state, and local partnership advocacy with key partners including...**



- ◆ **Developed and implemented scholarship programs**—Game Changer and Billy Joe Rish Scholarships—offered to waitlist families, partnering with key stakeholders to provide this rare opportunity to families.
- ◆ **Managed a \$1M federal employment grant**, \$39M in transportation services, and the facilitation of the 225-member, Governor-appointed Family Care Council.

FLORIDA DEPARTMENT OF EDUCATION, Tallahassee, FL  
**Partnership Specialist III**

2002-2009

Served as a key advocate for persons with disabilities, Vocational Rehabilitation (VR), and the Florida Department of Education (DOE). Educated lawmakers and the community regarding VR services for persons with disabilities and conducted frequent presentations at state and national conferences. Administered a \$360M budget as Chairman of the Transportation Disadvantaged Commission to bring more choices and self-sufficiency to disabled and elderly citizens throughout the state. Led 8,900 employees who provided more than 52M trips annually.

- ◆ **Acted as a valued representative for national and statewide committees and organizations** including the U.S. Access Board, Transportation Disadvantaged Commission, and the Florida Building Commission (FBC).
- ◆ **Drove the acquisition of 52,000 competitive full-time jobs across the state**, shaping policy that resulted in persons with disabilities achieving, retaining, and / or maintaining gainful employment.
- ◆ **Elected as FBC's Waiver Counsel Vice-Chair** and a voting member of the Accessibility Technology Advising Committee, ensuring all buildings/structures comply with Florida Vertically Accessibility issues.
- ◆ **Collaborated with 800+ Florida businesses to assist them in meeting ADA requirements**; served on a tribunal that made recommendations to expedite the compliance process.

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SELF-EMPLOYED, Tallahassee, FL

1990-present

**Disability Consultant**

Authored *Now What?* and *ADA Adventure* and recognized as an ADA subject matter expert, working closely with state and national organizations to promote a specific agenda that supports the integration of the disabled population into the mainstream of American life. Travel across the country to meet with business leaders, speak at national events, and tour public facilities to ensure that the disabled community's needs are being considered, planned for, and addressed across the employment, education, business, politics, healthcare, and recreation landscape.

- ◆ **Served as Vice Chairman on Governor Crist's Commission on Disabilities;** led a team in developing and delivering the State of the State Disability Report to the Governor's office on July 1, 2008.
- ◆ **Co-authored multiple legislative initiatives,** including the Americans with Disabilities Act Accessibility Guidelines in 2004 and the Volunteer Voting System Guidelines in 2006.
- ◆ **Engaged as an expert witness on multiple legal cases;** guided the passing of 4 separate state laws (SB 202, HB 1175, HB 4871 and HB 7005) and 3 executive orders advancing disability policy.
- ◆ **Co-founded and led a Florida Disability Mentoring Day,** raising more than \$1M for the program; placed 7,000+ individuals with disabilities in jobs of their choosing across the state.
- ◆ **Provided training for any private, not-for-profit, or government entity** to improve compliance with ADA rules, and implemented a one-stop clearinghouse for disability issues.

Additional professional experience includes:

<b>Program Specialist</b> – Office of the Director of Vocational Rehabilitation Services	2000-2002
<b>Interim Executive Director</b> – Occupational Access and Opportunity Commission	1999
<b>Special Assistant to House Appropriations Chair</b> – Florida House of Representatives	1996
<b>Intern Policy and Budget</b> – Executive Office of the Governor	1995
<b>Certified Teacher for the State of Florida</b> – Escambia and Leon Counties	1993-1998

**NATIONAL, STATE, & COMMUNITY SERVICE**

U.S. Architectural and Transportation Barriers Compliance Board

U.S. Election Assistance Commission (EAC) Advisory and Technical Guidelines Committees

Blueprint 2000

Boy Scouts of America, Disability Advisory Board Member

Delta Airlines, Disability Advisory Board, Chairman of Special Activities Committee

Evergreen Life Services Board Member (ELS)

Governor's Commission on Disabilities

Governor's Working Group on Americans with Disabilities, Florida

Florida Alliance for Assistive Services and Technology (FAAST)

Florida Building Commission (FBC) Waiver Council Member

The Able Trust

Transportation Disadvantaged (TD) Commissioner for Department of Education

Capital Regional Transportation Planning Agency (CRTPA)

Tallahassee Chamber of Commerce, Leadership Tallahassee Class XIX

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Leadership Florida, Class XXVII

UWF and FSU Alumni Board of Directors

Big Bend Business Leadership Network Member (Greater Tallahassee)

The Florida Family Network on Disabilities (FND)

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**APPOINTMENTS**

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**Presidential:**

United States Access Board	2007-2011
United States Access Board (Vice Chairman, 2005-2006)	2002-2006
United States Election Assistance Commission Advisor and Technical Boards	2004-2006

**Gubernatorial:**

The Able Trust	2009-2015
Chairman, Transportation Disadvantage Commission	2006-2011
Governor's Commission on Disabilities, Vice Chairman	2007-2009
Governor's ADA Working Group	1999-2006
Board of Regents, State University System, Florida (2x)	1996-1998

**Secretary / Cabinet:**

Florida Alliance for Assistive Services and Technology	2015
Florida Building Commission	2001-2009
Transportation Disadvantage Commission	2001-2006

**Mayor:**

Tallahassee Transportation Planning Advisory Committee (TPAC)	2001
Citizens Search Committee for new Police Chief, Tallahassee, FL	1996

**County Commission:**

Blueprint 2000 Citizen Advisory Committee (CAC)	2014
Tallahassee Transportation Citizen's Advisory Committee (TCAC)	2003

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**HONORS & AWARDS**

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UWF Alumni Impact Award	2020
FSU Diversity and Inclusion Mini-Grant	2020
FSU/Student Disability Resource Center All Access Champion	2019
FSU Phi Beta Kappa Teacher of the Year	2018
Leadership Tallahassee Servant Leadership Award	2017
Florida Network on Disability (FND) Service Award	2016
APD 15-Year Service Award	2016
Mary Kane Leadership and Advocacy Award Ability 1 <sup>st</sup>	2014

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Respect and Appreciation for Distinguished Promotion in Diversity and Inclusivity	2013
Sons of the Revolution Member	2013
Proclamation from the Panama City, FL Mayor	2013
Civil Rights Warrior Award	2012
Orange County ADA Access Award	2011
University of South Florida, You Make the Difference Recognition	2011
US Access Board Service Award	2007-2011
Good Wheels Leadership and Service to the TD Commission Award	2011
APD Ten-Year Service Award	2011
Able Trust Disability Leadership Award	2009
DMD Appreciation, Governor Crist	2009
Leadership Florida Class XXVII Graduation	2009
Florida Building Commission, Accessibility Waiver Counsel, Service Award	2008
Ability 1st Disability Mentoring Day Recognition Award	2008
UWF National Alumni Association Outstanding Alumnus	2008
VR Excellent Customer Service Award, Florida (2x)	2008
International Association of Rehab Professionals Appreciation Award	2007
Florida Department of Education Meritorious Performance Award	2007
U.S. Access Board Service Award	2006
VR Excellent Customer Service Award, Florida (3x)	2006
VR Sapphire Award for Exemplary Customer Service, Florida	2006
FSU Alumni Association Award	2006
Transportation Disadvantaged Recognition of Achievement Award	2006
Performance Bonus for Work with Vocational Rehabilitation	2006
da Vinci Lifetime Achievement Award	2004
Federal United We Ride Award	2004
National Association of Alcohol, Drugs, and Disability Certification of Appreciation	2004
Gubernatorial Certificate of Appreciation (Disability Mentoring Day)	2003
Appointed by President George W. Bush to the U.S. Access Board	2002
FSU created annual "student, JR Harding award"	2002
United Way Appreciation Award for Community Service (CHIP)	2002
Leadership Tallahassee Class XIX	2001
American Cancer Society Highest Individual Fundraiser for 2001 Relay	2001
Certificate of Recognition for Relay for Life Contribution	2001
ADA Torch Spirit Appreciation Award	2000

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Advocacy Award, Brooks Health System in accordance with their Celebration of Independence	2000
ADA Torch Run Participant	2000
Distinguished Service Award, Florida Student Association	1999
Distinguished Service Award, Republican Party, Florida	1999
Service Award, Florida Board of Regents, State University System	1998
Service Award, Florida Student Association	1996-1998
Service Award, Florida Board of Regents, State University System	1997
Service Award, Florida Atlantic University, Student Government	1997
Graduate Student Citizenship Award, Florida State University	1997
Dissertation Research Grant Award, Florida State University	1997
Community Service Metal, State of Rhode Island, Town of Johnston	1995
Outstanding University Service Award, University of West Florida	1993
Eagle Scout, Boy Scouts of America	1981

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**PUBLICATIONS**

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- February 2020:** "JP-PAS Program Lends Needed Support, Gains Terrific ROI" Tallahassee Democrat
- February 2020:** "There's More Work to Do as Americans with Disabilities Act Turns 30" Tallahassee Democrat
- November 2019:** "People, Insurance Companies Don't Agree on Meaning of Emergency" Tallahassee Democrat
- November 2019:** "What We Need to do to Have More Workplace Accessibility" Workology HR Podcast
- November 2016:** "Courage Not Weakness: Accepting Support in the Differently-Able Community;" DifferentBrains.com, blog 16 November
- September 2016:** Harding, J. ADA Compliance: Now What? Florida Restaurant and Lodging Association fall magazine; P 56
- September 2016: Summer news update** "International Association of Rehab Providers"
- March 2016:** "Point of View: Floridians with Disabilities Face Employment Hurdles" Palm Beach Post, 28 March
- June 2015: ADA Adventure**
- May 2014:** "A Barrier-Free Beach Vacation at Rish Park." Parenting Special Needs Magazine
- December 2013:** "Paradise just Around the Corner." NSCIA Life in Action Magazine
- June 2011: Now What?**
- July 2008:** Contributing author, Governor's Commission on Disabilities Report
- February 2008:** Harding J. Disability Mentoring Day: New Mobility P. 10
- September 2006:** Contributing author to the Voluntary Voting Systems Guidelines (VVSG), US Election Assistants Commission
- October, 2005:** Harding, J. Don't penalize customers for paying bills online (letter to editor) Tallahassee Democrat. 21 October
- September 2004:** Harding, J. Transportation is Freedom; New Mobility. P. 10
- July 2004:** Contributing author to the new ADAAG, US Access Board
- Winter/Spring 2004:** Harding, J. Transportation is Freedom; Community Transportation. P 12.

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**Spring, 2003:** Harding, J. Adaptive Technologies and Persons with Disabilities; FAAST ACCESS (Volume 1, Issue 2). P 25.

**December, 2002:** Harding, J. Accessibility: Tallahassee should lead by example (letter to editor) Tallahassee Democrat. 21 December

**November, 2002:** Harding, J. Left speechless at lack of Veterans' Day coverage (letter to editor) Tallahassee Democrat. 13 November

**May 2002:** Harding, J. Flawed process led to self-serving decision (letter to the editor) Tallahassee Democrat. 29 May

**March 2002:** Harding J. Fans want fair shake at Final Four tickets iCan online

**February 2002:** Harding, J. A City Commission Meeting that will live in infamy (letter to editor) Tallahassee Democrat. 6 FEB p 6A

**August 2001:** Harding, J. Applauding Commitment to the Disabled (letter to editor) Tallahassee Democrat. 5 AUG

**November, 2000:** Harding, J. *Florida VR: An Alternative Perspective*; AccessLife.com, November 10, 2000

**March 1999:** "Performance Measures for Native and Transfer Students at Florida State University," dissertation, FSU, Tallahassee, Florida.

**September/October 1998:** Harding, J. *Liberal Arts Technicalities, Trusteeship* (The Association of Governing Boards for the Universities and Colleges), p.31.

**June 1998:** "Born to Ride," The Pragmatist, Tallahassee, Florida.

**1997-1998:** Strategic Master Plan for 1998-2003. Authored the Student Affairs section of Florida State University System Strategic Master Plan, Tallahassee, Florida.

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**MEDIA, CONFERENCES, & PRESENTATIONS**

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*Possess an extensive list of media appearances, conference presentations, and keynote speeches. Full list on request.*