



**Center, Institute, or Bureau (CIBs) Annual Performance Statement
2018-2019**

Name of CIB: University of Memphis Institute on Disability

Website URL: <https://www.memphis.edu/umid/>

Physical Location: 4050 S. Park Loop Bldg. 29, Memphis, TN 38152
(901) 678-4303

Director Dr. Chrisann Schiro-Geist
Professor, Department of Counseling, Educational Psychology, and
Research

Leadership Team Mr. Maurice Williams, Associate Director
Career Development and Transition Program Director
Dr. Sharon Hsu, Assistant Director of Research
Mr. Patrick Krolik, Assistant Director of Operations
Ms. Cindy Cassell, Assistant Director of Transition Programs
Dr. Jeffrey B. Smith, BCBA Behavior Unit Director
Dr. Annett Teepe, Instructional and Curriculum Coordinator

MISSION STATEMENT

The University of Memphis Institute on Disability (UMID) commits to inclusion, social justice, and equity by creating innovative and interdisciplinary engaged research with public and private entities to promote higher education access and career development, advocating for community integration, and enhancing the overall quality of life for individuals with disabilities and their families. UMID utilizes a person-centered Systems Approach to maximize educational, health, social, family, employment, and financial outcomes for diverse community members and those who support them in an ever-changing global environment.

BUDGET INFORMATION

Index: 411506 UMID TigerLIFE

Acct Code	Description	Budget	Actual	Encumbr	Avail Bal
51842 R	TigerLIFE Program Fee	745800	777487.3	0	-31687.29
51999 R	Bad Debt - Tuition and Fees	-2600	320.02	0	-2920.02
53300 R	Federal Residual Balance	180	179.54	0	0.46
54000 R	State of TN Grants and Contracts	30000	30536	0	-536
	Total	773380	808522.9	0	-35142.85

Index: 540703 UMID Pre-ETS

Acct Code	Description	Budget	Actual	Encumb	Avail Bal
51842					
51999					
53300					
54000	State of TN Grants and Contracts	186,150.00	18,454.18	5,610.41	167,695.86
	Total	186,150.00			

Index: 540442 UMID BRIDGE

Acct Code	Description	Budget	Actual	Encumbr	Avail Bal
51842					
51999					
53300					
53000	DOE TPSID Grant	420,168.58	256,646.53	4,897.96	163,514.15
	Total	420,168.58			

Total Funds Institute on Disability = \$1,414,841.48

PERFORMANCE NARRATIVE (10 pages maximum)

Overview of UMID

The University of Memphis Institute on Disability (UMID), founded in 2006, is organizationally associated with the Department of Counseling, Educational Psychology, and Research (CEPR) and housed on the Park Avenue campus. UMID is comprised of three units: the *Research Unit*, the *Vocational Unit*, and the *Career Development and Transition Programs Unit*. The **Research Unit** engages with an interdisciplinary team of on-campus and local, regional, national and international affiliates. The interdisciplinary team also includes doctoral-level students who are budding researchers and seek experiences writing grants, conducting research studies, and publishing research in peer-reviewed journals. The **Vocational Unit** provides all elements of support to help clients to become independent and successfully employed and to retain employment through the Institutes' vocational services as a TN VR Community Rehabilitation Provider, letter of agreement (LOA). UMID has maintained their CRP status since 2012. Under the LOA, UMID renders services in Madison and Shelby counties in West-Tennessee through maintaining a TN VR certified staff of employees that provide a variety of services that include: vocational assessments, job development and job coaching. All five pre-employment transitions service; job coaching, job shadowing, work-based learning, workforce readiness, self-advocacy and post-secondary transition counseling. Under the continued contract to provide services for TN VR clients, UMID has continually to grow their service contract from \$30,000 to an anticipated contract this year just shy of \$500,000. UMID has plenty of room to increase its contract to higher amounts with the extension of services in the Madison county region, at the University's Lambeth campus. UMID will continue to place emphasis in providing services to clients with intellectual developmental disabilities, as it is our area of expertise in the region. The **Career Development and Transition Programs Unit** encompasses UMID's most notable programs, the Tigers Learning Independence Fostering Education and Employment program, also known as the TigerLIFE program and the dual enrollment partnership program with Shelby County Schools department of exceptional children College Campus Transition Program (CCTP). The CCTP program was inaugurated in the fall of 2011, and will be in its eighth year come fall of 2019. CCTP is a transition program that allows students enrolled at area SCS schools to enroll in the program housed on the University campus to receive the five pre-ets transition services in a collegiate atmosphere where the students gain valuable social inclusion that leads to successful transition to employment and community independence. TigerLIFE, founded in January 2013, is a two-year career development and transition program for 18 - 29 year old students with intellectual and developmental disabilities (IDD). It is a non-degree 60-credit hour program that culminates in a certificate in Career and Community Studies. TigerLIFE uses a systematic approach to assess each student's academic, career, technical, independent living, and social skills. Based on this, the best person centered plan is created to match students' goals for transition into gainful employment and living a more meaningful life. TigerLIFE program also provides inclusive college campus experience. TigerLIFE began with eight (8) students and rapidly expanded to its largest enrollment of 106 students. Currently 77, students are enrolled in either the training component or the job placement component, confirming the need that exists for transition support for individuals with IDD in the Memphis community. Since the conception of both transition programs, UMID has had 73 students to graduate from CCTP and 157 TigerLIFE completers. Based on data from the two programs, CCTP graduates, one year after completion maintain an average 65% successful employment rate, while TigerLIFE has maintained an average 70% successful employment rate one year after graduation.

UMID Director reports to the Chair of CEPR Department and is supported by a leadership team (Associated Director, Assistant Director of Research, Assistant Director of Operations, Assistant Director of Transition Programs, Campus Team Coordinator, Instructional and Curriculum Coordinator, Behavioral Specialist Coordinator, and a coordinated staff of master and doctoral level graduate assistants, practicum level interns, undergraduate mentors and buddies, along with volunteers that provide all services that support the three units.

Additionally, UMID maintains consultants from the College of Education, an advisory board of on-campus and off-campus affiliates to ensure UMID is meeting its goals and objectives (See Appendix B for UMID Organizational Chart).

Goals/Purpose

The **purpose** of UMID is to provide quality service, teaching and research to and about persons with disabilities, with an emphasis on persons with intellectual developmental disabilities and those with other social justice issues, and their families, from a Person-Centered, Systems perspective, especially focused on the needs of the Memphis area.

UMID works to accomplish the following **goals**:

Goal 1: Support students with disabilities in their quest for employment and independent living

Goal 2: Build capacity of UMID programs to increase and extend the impact on individuals with IDD and their communities

Goal 3: Conduct research to determine empirically supported best practices for postsecondary educational transition services

Goal 4: Assist community colleges, rural colleges, and minority-serving institutions in the mid-south region in efforts to establish/sustain inclusive postsecondary education programs for students with IDD

Additionally, UMID added Goal 5 this year to build research capacity to solicit internal and external funding:

Goal 5: Develop interdisciplinary research projects utilizing person-centered systems approach and whole family approach by collaborating with on-campus and off-campus/international affiliates

Membership/Affiliate Criteria - UMID employs a diverse staff of approximately 55 researchers, instructors, practitioners, behavior specialists, graduate assistants, and interns. UMID has supported on-campus faculty affiliates through collaborations in grant submissions, co-hosting training conferences, currently maintains affiliations with the following persons or entities:

City of Memphis Mayor's Committee on Employment and Disability, UMID staff are members of the committee and help to promote the committee agenda annually.

Shelby County Schools (SCS) - UMID works in full partnership with SCS department of exceptional children in providing transition awareness in the district and in full partnership for the regional transition fair. 2019 we are planning to host two transition fairs, adding a new fair to the fall 2019 calendar.

Department of Intellectual and Developmental Disabilities (DIDDs) - UMID has been requested by DIDDs to partner with the West TN DIDDs office, to allow them to partner with UMID in presenting the fall and spring regional transition fairs.

Shelby County Special Education Resource Council - UMID has served on the council since its conception. UMID participated with the council in sponsoring the annual West TN SPED Conference in past years, and will again in 2019. A new endeavor by the council will be the 2019 PLC Conference - UofM SPED Partnership Showcase Classroom/Behavioral Management HLP Conference. The Council will also work together to enhance Pre-ETS services in the county.

Committee on Rehabilitation Accreditation (CoRA) - UMID has accepted the leadership to provide administrative support to the development of the CoRA agency under a letter of affiliation. UMID will

also, host on behalf of CoRA, a fall conference on Undergraduate Rehabilitation Education, to be held on the campus of the University of Memphis, fall 2019.

TPSID National Coordinating Center Accreditation Committee (NCC) - UMID's Director Dr. Geist, serves and will continue to serve on the national committee providing leadership in the area of accreditation for Postsecondary Education Programs.

TPSID National Coordinating Center Accreditation Committee (NCC) - UMID Associate Director Williams, serves and will continue to serve on the national self-study committee providing leadership in the area of program development and assessment.

Southeast Postsecondary Education Alliance (SEPSEA) - UMID Associate Director services as the vice chair for professional development for the regional organization's board of directors. Mr. Williams provides leadership of the Historical Black Colleges and University Alliance, an initiative to bring postsecondary education programs to the nation's HBCUs.

TN Inclusive Higher Education Council (TN IHE) - UMID is a charter member of the State of TN, IHE Council, annually hosting the councils quarterly meeting in the Memphis region.

University of Memphis Black History Month Committee - UMID annually serves on the committee helping to plan and execute the University's Black History Month activities.

University of Memphis Friends of the Library - UMID's leadership Dr. Schiro-Giest, (chair) and Mr. Williams, member of the executive committee on the organization geared towards finding new opportunities to promote the University's libraries.

INSPIRED - The International Network for Special Projects in Inclusive Rehabilitation Education and Disability, both Dr. Schiro-Giest and Mr. Williams are members of this organization.

Limerick Institute of Technology

UMID Advisory Board Members

Workforce Investment Network

Disability Coordinator - Phyllis Brunson

Department of Vocational Rehabilitation

Supervisor - Anthony McClyde

VR Counselor - Jamie R. Perry

Shelby County schools

Exceptional Children Department: Director - Cecilia Moore

Manager - Patricia M. Beane

Transition Instructor - Tonyal Mathes

Municipal public schools

Millington High School - Jill Church (Cindy please add the other municipal schools and representatives)

Lemoyne-Owens College

Dr. Ralph Calhoun

TigerLIFE parent and student

Student - Joseph Hill

Parent - Ms. Hill

University of Memphis

UM Dean of Students - Dr. Justin Lawhead

CEPR Chair - Dr. Steven West

COE Assistant Dean - Alfred Hall
COE Dean - Kandi Hill-Clarke
UTCHS Boiling Center
Dr. Bruce Keisling
Dr. Lee Wallace

Progress Towards Objectives -

Goal 1: Support students with disabilities in their quest for employment and independent living

Objective 1: Increase externship and internship opportunities

- A partnership with the recently developed Crosstown Concourse community was maintained, resulting in TigerLIFE student externship positions in Church Health's procurement, concierge service, and commercial kitchen.
- Internship opportunities were also maintained through the following partnerships: Marshall's, Ronald McDonald House, Memphis Botanic Garden, Southern Reins Equine Therapy, Highlands of Memphis, UofM Physical Plant, UofM Food Services, and UofM Recreational Center.
- New campus-based and community internships were created at the following sites: Dreamers Coffee, Mid-South Supportive Living, Mid-South Food Bank, Christian Care Center, UofM Art Museum, Holiday Inn, Tiger Garden, UofM Basketball Equipment.

Objective 2: Increase opportunities for community engagement (off campus)

- Students continued to utilize facilities at Church Health at Crosstown Concourse as part of the "healthy living lab" portion of the Health Advocacy course to take cooking and exercise classes

Objective 3: Increase opportunities for on-campus inclusion

- Peer mentors with Best Buddies partnered with TigerLIFE students to engage in activities such as the Homecoming parade, sporting events, and other campus events

Goal 2: Build capacity of UMID programs to increase and extend the impact on individuals with IDD and their communities

Objective 1: Establish a Pre-Employment Transition Service (Pre-ETS) program for area high school students with IDD

- 220 high school students participated in Pre-ETS program through UMID Pre-ETS services to explore career interests, learn self-advocacy skills, engage in job shadowing, and receive postsecondary education counseling
- Seven (7) Shelby County Schools and six (6) municipality high schools agreed through a memo of understanding (MOU) to participate in Pre-ETS program activities provided by UMID at their respective high schools and at camps offered on the University of Memphis campus
- Tennessee VR Pre-ETS funding: \$200,000

Objective 2: Work with vocational rehabilitation departments as a community rehabilitation provider (CRP)

- UMID provides internships and job placement opportunities to Vocational Rehabilitation clients

Objective 3: Collaborate with internal and external partners to seek mutually beneficial funding opportunities

- “BRIDGE” (Building Resources for persons with Intellectual Disabilities towards Gainful Employment) U.S. Department of Education grant renewed for FY 2018-19, in the amount of \$322,015.00
- UMID partnered with Alabama A&M to create Bulldog LIFE, from which UMID received a consultant contract of \$50,000
- UMID serves as a consultant to LeMoyné-Owen College Department of Education.
- UMID served as consultants to the National Coordinating Center for TPSID, on both the Accreditation Committee and the Self-Study Committee
- UMID hosted the Shelby County Transition Fair for the Memphis region

Goal 3: Conduct research to determine empirically supported best practices for postsecondary educational transition services

Objective 1: Collaborate with Tennessee’s Inclusive Higher Education Alliance (including Lipscomb University, Union University, University of Tennessee, and Vanderbilt University) in research endeavors

- “Faculty Perceptions” study to determine what factors predict the successful placement of a student with IDD in a typical college course, conducted with faculty across the Alliance
- “ATTID (Attitudes toward Individuals with Disabilities) scale validation” study, conducted in conjunction with Alliance members to determine if the proposed scale structure exists in a student sample and a crowd-sourced sample.
- “Peer Mentor” study conducted with researchers from Vanderbilt University and UofM to determine motivations and expectations of peer mentors of students in IPSE programs and experiences and impact of IPSE program involvement on peer mentors. Data for this study continue to be collected each academic year
- Quarterly meetings (most recent held on June 14th, at UofM) held with representatives from Alliance universities to share information and collaborate on future projects

Objective 2: Conduct research internally with graduate assistants and College of Education faculty

- “Family Quality of Life” longitudinal study, which determines how involvement in TigerLIFE impacts the overall quality of life of students’ families. Data continue to be collected
- “Employer survey” developed and piloted in fall of 2017 to determine whether TigerLIFE prepares students to be valuable employees; IRB approved and data collection began in January 2018, and is currently being conducted.
- Research from graduate assistants was accepted for presentation at the American Psychological Association’s annual convention. The presentation is a look at preliminary vocational outcomes for TigerLIFE graduates
- Data continue to be collected in relation to the “VR Credentials” study, which assesses the employment outcomes of VR clients and its potential relationship with VR counselor education level

Objective 3: Promote visibility of UMID through publications and presentations

- Presentations from UMID staff at West Tennessee SPED Conference on Transition Programs, the Council for Exceptional Children Division on Autism and Developmental Disabilities, the Shelby County Parents and Family Transitions Summit

- UMID hosted the West Tennessee Counseling Association’s conference, and presented at the conference as well
- Representatives from UMID regularly hold information sessions and college fairs at area high schools for parents, students, and staff to learn about TigerLIFE and CCTP (College Campus Transition Program); CCTP is housed on the UMID campus and provides Shelby County Schools students with a year-long work-readiness/transition opportunity
- Two papers have been submitted for publication that have focused on rehabilitation counselor degree type and client closure rates. Additionally, the findings of these studies have been presented at two national conferences: the 2018 meeting of the National Council on Rehabilitation; the 2018 meeting of the American Psychological Association
- Other research within UMID has been published by journals such as the *DADD Online Journal* as well as the *Journal of Forensic Vocational Analysis*
- Krolik, P. (May 2018) Financial Aid - PSE and Internal-External PSE, *West Tennessee Counseling Association Summer Conference*

Goal 4: Assist community colleges, rural colleges, and minority-serving institutions in the mid-south region in efforts to establish/sustain inclusive postsecondary education programs for students with IDD

Objective 1: Advise minority-serving institutions (Historically Black Colleges and Universities) on implementation of IPSE programming

- UMID continues to advise and collaborate with LeMoyne-Owen College, Alabama A&M University, and Lane College

Objective 2: Promote expansion of IPSE programs throughout the Mid-South region

- UMID was chosen to host the 2018 SEPSEA conference in April, 2018, which was included within a week-long “Pre-employment Transition” event, including a vigil for Dr. Martin Luther King, Jr., a college and career fair for students with IDD, and a “LIFE Ball for all” – a gala for students with disabilities and their supporters

Special Achievements and/or Challenges

Achievements at a glance for 2018-2019

1. Contracts and grants renewed for a total of approximately \$1,330,015: (a) TPSID BRIDGE: \$322,015, (b) Tennessee Vocational Rehabilitation Pre-Employment Transition Services: \$200,000, and (c) TigerLIFE program: \$808,000
2. The TPSID project supported the opening of the Alabama A&M University (AMU) Bulldog LIFE program and the successful submission and awarding of a \$250,000 Alabama DIDDS proposal. UMID received \$105,000 Consultant contract.
3. UMID served as consultants to the National Coordinating center for TPSID on the accreditation committee (Chair, Dr. Chrisann Schiro-Geist) and Self Study Committee (Mr. Maurice Williams)
4. UMID served as the Vice Chair of SEPSEA and as Chair of Professional Development for SEPSEA Memphis Conference.
5. UMID presented at the West TN SPED Conference on Transition Programs in TN
6. UMID serves on the Memphis Mayor’s Employment Disability Council
7. UMID presented at the West TN Counseling Association Conference and served as the Host site.
8. UMID Host the Shelby County Transition Fair for the Memphis region over 200 participants
9. UMID presented at the Shelby County Parents and family Transitions Summit

10. UMID serves on the Shelby County SPED Council
11. UMID serves on the TN IHE Alliance Committee
12. UMID serves as an Consultant to LeMoyne-Owen College Department of Education

New and Ongoing Relationships with Major Partners

- City of Memphis Mayor's Committee on Employment and Disability, UMID staff are members of the committee and help to promote the committee agenda annually.
- Shelby County Schools (SCS) - UMID works in full partnership with SCS department of exceptional children in providing transition awareness in the district and in full partnership for the regional transition fair. 2019 we are planning to host two transition fairs, adding a new fair to the fall 2019 calendar.
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Challenges

1. Communication between three UMID units needs to be perfected to allow for the maximum use of all staff in the promotion of UMID goals and mission.
2. Program evaluation data collections (consistent data collection)
3. Building permanent staff pool
4. Pre-ETS issue with expanding refundable services under Pre-ETS contract with TN VR.
5. Working with UMID affiliates to ensure productivities (establish MOUs)

Plans for Upcoming Fiscal Year

UMID will continue all endeavors in the previous year (1-5) and has intentions to add 6 to 17

UMID will partner with industrial and certification programs to offer certificates to increase the employability of TigerLIFE students. Certificate programs being investigated include Logistics in Warehouse Services (forklift operations), Environmental Safety and Cleaning, Personal Care Assistant, and Safety and Industrial Services.

1. Beginning in Fall 2020, TigerLIFE plans to operate a satellite program on the Lambuth campus of UofM, which will seek to include residential facilities for students.
2. UMID will submit at least 20 papers for publication during 2019-20. UMID will also submit proposals for presentations and workshops at the APA (American Psychological Association), NCRE (National Council on Rehabilitation Education), ATINER (Athens Institute for Education & Research), EDEN (European Distance and E-Learning Network), and ICAP (International Congress of Applied Psychology) conferences in 2019, as well as presenting at conferences specific to IPSE programs.
3. UMID will increase its social media presence by posting relevant news, publications, Institute's and student's achievements throughout 2019-20.
4. More extensive partnership with the University of Tennessee, Boling Center
5. The development of a Rehabilitation Education Undergraduate UMID will increase its social media presence by posting relevant news, publications, Institute and student achievements throughout 2019.
6. Increase level of services to the TN VR Pre-ETS program
7. Host a conference for the Committee on Rehabilitation Accreditation
8. Expand the Career Development and Transition programs to the Jackson campus
9. Develop MOU's with key tri-state HBCU's to establish Centers on Disability to partner with UMID in future expansions of LIFE model programs to include in the state of Arkansas Shorter College, American Baptist College and Philander Smith College; MS Rust College and Jackson State; and TN Lane College and LeMoyné-Owen College – with an ultimate goal of pulling the centers together in a new TPSID-BRIDGE to HBCU Alliance.
10. Expand UMID's research and contracts footprint to new agencies and corporations
11. Develop UMID's relationship with the Undergraduate Rehabilitation program and other academic programs across campus
12. Maintain UMID's visibility among IHE programs
13. Maintain UMID's role in accreditation efforts
14. Complete the outstanding 2020 goals for the BRIDGE grant
15. Grow UMID's CRP to meet the needs of Memphians with disabilities
16. UMID will develop plan to address the new Goal 5 and objectives detailed below:

Appendix A
UMID Organizational Chart

