# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letter from the Director</td>
<td>4</td>
</tr>
<tr>
<td>About the Institute on Disability</td>
<td>5</td>
</tr>
<tr>
<td>What We Do</td>
<td>6</td>
</tr>
<tr>
<td>Research</td>
<td>6</td>
</tr>
<tr>
<td>Academics</td>
<td>7</td>
</tr>
<tr>
<td>Community Service</td>
<td>8</td>
</tr>
<tr>
<td>Dissemination</td>
<td>9</td>
</tr>
<tr>
<td>Areas of Emphasis</td>
<td>10</td>
</tr>
<tr>
<td>Assistive Technology</td>
<td>10</td>
</tr>
<tr>
<td>Community Living</td>
<td>11</td>
</tr>
<tr>
<td>Inclusive Education</td>
<td>12</td>
</tr>
<tr>
<td>Health &amp; Genetics</td>
<td>13</td>
</tr>
<tr>
<td>Staff</td>
<td>14</td>
</tr>
<tr>
<td>Financials</td>
<td>16</td>
</tr>
<tr>
<td>Advisors</td>
<td>17</td>
</tr>
<tr>
<td>Office Locations</td>
<td>18</td>
</tr>
</tbody>
</table>
Dear Friends and Colleagues,

It is a pleasure to present the Institute on Disability (IOD) annual report for FY 2013. The report summarizes Institute faculty and staff accomplishments throughout the fiscal year as we work to further our mission to promote full access, equal opportunities, and participation for all persons by strengthening communities and advancing policy and systems change, promising practices, education, and research.

There is no greater asset to an organization than its people. This is particularly true at the IOD. In FY ’13, our staff grew to an all-time high of 107 employees. Although the quantity alone does not reflect the extraordinary individual talents and commitments by each staff member, it does however demonstrate the relevance and quality of our work and the continued expansion of our reach and impact, particularly in a time of national economic challenges and shifting policy landscapes.

Fiscal year 2013 represents the last of a 4-year strategic planning cycle during which a number of strategic initiatives were realized including the adoption of “priority areas” in inclusive education, health and genetics, community living, and assistive technology. Additionally, as this report presents, the IOD has placed particular emphasis on expanding engagement with other organizations in equitable partnerships; ensuring prudent and effective management of precious IOD resources; increasing IOD contributions to new knowledge, best practices, and public policy; and developing strategies to maximize our financial strength and sustainability. These changes were designed to align not only with IOD strengths and areas of opportunity, but with emerging national, regional, and state priorities in the field of disabilities.

In the coming months, we will once again undertake the task of planning for our future and develop a new 3-year Strategic Plan that will prioritize our work through 2017. As in the past, it will be a journey of challenge and discovery, commitment and collaboration, inclusiveness and excellence, and I look forward to sharing the experience with you.

Thank you for your ongoing support and partnership.

Sincerely,

Charles E. Drum, MPA, JD, PhD
Director, IOD & Professor of Health Management and Policy
About the Institute on Disability

The Institute on Disability was established in 1987 to provide a university-based focus for the improvement of knowledge, policies, and practices related to the lives of people with disabilities and their families and is New Hampshire’s University Center for Excellence in Disability (UCED). Located within the University of New Hampshire, the IOD is a federally designated center authorized by the Developmental Disabilities Act. Through innovative and interdisciplinary research, academic, service, and dissemination initiatives, the IOD builds local, state, and national capacities to respond to the needs of individuals with disabilities and their families.

Mission

The IOD promotes full access, equal opportunities, and participation for all persons by strengthening communities and advancing policy and systems change, promising practices, education, and research.

Vision

The IOD envisions a future where all people, including those living with disabilities, are fully engaged members of communities and where culturally appropriate supports that lead to independence, productivity, and a satisfying quality of life are available to individuals and families across the life span.

A University Center for Excellence in Disability

The IOD is a member of the Association of University Centers on Disabilities (AUCD), a network of 67 university-based centers located in every state and territory in the United States. These centers are designed to facilitate the flow of disability-related information between communities and universities.

Centers work with people with disabilities, members of their families, state and local government agencies, and community providers on projects that offer training, technical assistance, service, research, and other resources, with a focus on building the capacity of communities to sustain all their citizens.

Since 1963, centers have worked toward a shared vision that foresees a nation in which all Americans, including Americans with disabilities, participate fully in their communities. Independence, productivity, and community inclusion are key components of this vision.

For more information, visit www.aucd.org.
The IOD makes significant contributions to the body of knowledge related to disability through its research and evaluation. Whether faculty and staff are collecting and analyzing data, facilitating focus groups, conducting model demonstration projects, or evaluating project outcomes, IOD research is informing the services, systems, and policies that impact the lives of individuals with disabilities. IOD Research in 2013 included 139 conference presentations with 106 being presented to a national or international audience.

Program Spotlight: Annual Disability Statistics Compendium

The Annual Disability Statistics Compendium serves as a single source for disability data “collected” from various federal agencies. In its fifth year of being produced by the Rehabilitation Research and Training Center on Disability Statistics and Demographics (StatsRRTC), the compendium allows people working on legislative and other matters relating to persons with disabilities to access statistics to support and shape decision making. The Compendium’s annual release takes place on Capitol Hill in Washington, DC, and allows disability advocates, policymakers, and researchers the chance to come together and highlight research, issues, and policies which can better serve people with disabilities. Individuals may participate in person or watch live via webcast. You can access and explore the data year-round at www.DisabilityCompendium.org.

RESEARCH
BY THE NUMBERS...
• 19 Peer-Reviewed Articles
• 7 Books & Book Chapters
• 24 Other Research Products
• UNH’s 1st Design Patent for Dr. Therese Willkomm’s A.T. Pad Stand

To learn more about the IOD’s research projects, visit: iod.unh.edu/research
The IOD is dedicated to preparing leaders in disability-related fields through university academics. IOD faculty and staff design and implement innovative learning experiences, interdisciplinary teaching models, and programs of study that incorporate universal design principles, include the perspectives of self-advocates, and employ a variety of instructional methods and formats.

**Program Spotlight: NH LEND**

The New Hampshire Leadership Education in Neurodevelopmental and Related Disabilities Program (NH LEND) is a collaboration between the Geisel School of Medicine at Dartmouth College, the Institute on Disability/UCED at the University of New Hampshire, and the Center for Community Inclusion and Disability Studies/UCEDD at the University of Maine. It prepares leaders to enter the field of maternal and child health with the overall goal of improving the system of care for children and youth with neurodevelopmental disabilities. Since 1993, the NH LEND program has trained over 250 leaders in the field of developmental disabilities.

The NH LEND program is a workforce development program that provides a minimum commitment of 300 hours of graduate-level training over a nine-month period. The curriculum follows the academic calendar and includes coursework and experiences working with faculty, families, community partners, and legislators in New Hampshire and around the nation. NH LEND activities are organized into three core areas: academic coursework, leadership skill development, and clinical training. Each core area represents approximately 100 hours of direct contact time. The curriculum and activities are designed to support trainees’ ability to move into professional leadership roles in New Hampshire and Maine communities.

NH LEND is funded through a grant from the Maternal and Child Health Bureau, Health Resources and Services Administration (HRSA) and is a part of a national network of 43 programs across the country.

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**Academics by the Numbers...**

- 5 Training Curricula
- 22 UNH Courses
- 16 Guest Lectures
- 8 Programs of Study

To learn more about the IOD’s academic programs, visit: [iod.unh.edu/academics](http://iod.unh.edu/academics)
The IOD supports the efforts of consumers and professionals to create more inclusive communities by providing local, regional, and national services that represent best practices and include:

- Offering professional development that is evidence-based, progressive, and culturally relevant
- Training tomorrow’s leaders in disability-related fields
- Providing technical assistance to improve organizational and community capacities to include all citizens
- Serving as a resource for policy makers
- Providing interdisciplinary evaluation and consultation to families of children with disabilities

Program Spotlight:
The Center for START Services

The Center for START (Systemic, Therapeutic, Assessment, Respite & Treatment) Services is a national initiative that strengthens service efficiencies and outcomes for individuals with intellectual and developmental disabilities and behavioral health needs in the community. Driven by a person-centered approach in the context of the system of support, the START model offers proactive, clinically-based consultation and training for crisis prevention and intervention.

Community Service by the Numbers...

- 54 Events
- 2,829 Participants
- Satisfaction Rating of 3.39 out of 4.0.

The Center for START Services provides technical support, clinical expertise, and training and consultation services. START is currently being implemented in 25 U.S. States. Four states—Arkansas, North Carolina, New Hampshire, and Virginia—have implemented it statewide. Over the past year, both New Hampshire and Ohio have moved towards providing lifespan services.

To learn more about the services the IOD provides, visit: iod.unh.edu/services
Through active and strategic information sharing, the IOD raises awareness and bridges the gap between disability research and practice. The IOD makes use of a variety of tactics, including traditional and emerging media, with the goal of maximizing the reach, accessibility, and impact of its resources.

In response to the increased use of online resources by the disability community, the IOD worked to strengthen its capacity to disseminate information electronically in FY ’13. In addition to making significant investments in social media, the IOD hired a full-time web designer to manage its numerous websites and make improvements to digital communications. The IOD continued to produce and disseminate high quality print materials including the 2nd Annual Disability Statistics Compendium, a report and summary brief on the New Hampshire’s Community Mental Health System, and an organizational curriculum vitae.

Program Spotlight: Who Cares About Kelsey?

When Kelsey Carroll entered high school, she was a more likely candidate for the juvenile justice system than graduation.

Diagnosed with ADHD and carrying the emotional scars of homelessness and abuse—as well as the actual scars of repeated self-mutilation—Kelsey was volatile, disruptive and, by her own admission, “not a nice person” to be around. During Kelsey’s sophomore year, new school leadership at Somersworth High School implemented Positive Behavioral Interventions and Supports and RENEW—a youth-directed planning process developed by the IOD’s JoAnne Malloy—to improve the school’s culture and reduce the dropout rate.

The story of Kelsey’s transformation from a defiant “problem student” to a motivated and self-confident young woman is documented by IOD Filmmaker in Residence, Dan Habib, in the film Who Cares About Kelsey?

Since its premiere, Who Cares About Kelsey? has screened at 11 film festivals and won Best Feature at the 2012 Lights. Camera. Help. Film Festival. During FY 2013, the film was screened 67 times across the United States and was broadcast on public television stations across the U.S. and Canada in the fall.

To see a full list of the IOD’s 2013 dissemination materials, visit iod.unh.edu/Research/IOD.CV

Dissemination

by the numbers...

• 67,321 Website Visits
• 1,376 Bookstore Orders
• 1,415 Digital Downloads
• 1,733 Facebook Followers

A University Center for Excellence in Disability
The IOD aligns its projects and strategic initiatives with current and emerging national, regional, and state priorities related to individuals with disabilities. A majority of IOD grants and programs are concentrated within the following areas:

**Assistive Technology**

Assistive technology (AT) is integral to the daily lives of many individuals with disabilities. The IOD continuously develops and expands its services and training in this area and is actively partnering on campus, throughout the state, and nationally to promote access to AT solutions and services.

**Program Spotlight: [AT]Connects**

A National Public Assistive Technology Internet Site, AT Connects aims to provide guidance, news, information and to be a gateway to the various projects and programs funded by the AT Act in the states and territories. It provides resources for employers, highlights AT programs across the country, AT-related news items, and information on how individuals can use AT. AT Connects is a joint effort between SilverTech Inc. and the University of New Hampshire. You can visit the site at www.atconnects.com.

**Program List**

- Assistive Technology in New Hampshire (ATinNH)
- AT Connects
- getATstuff
Community Living

Community living encompasses a broad range of IOD systems-change efforts related to adults and long-term services and supports including employment, housing, transportation, person-centered planning, aging, and direct care. The IOD offers well-researched and practical assistance that supports thoughtful program and public policy design for adults with disabilities and those aging into disabilities.

Program Spotlight: Direct Connect

DirectConnect was a collaborative initiative of the IOD and the Institute of Health Policy and Practice at UNH, funded by the US Department of Labor, and designed to recruit, train, and retain direct care workers in home and community based care settings. The project far exceeded its performance outcome goal of training 1,100 participants. Over the three years of the project 2,476 participants enrolled in the project, with 1,692 completing at least one training. 3,289 credentials were awarded. 2,052 of the participants were incumbent workers who received training to improve their job skills and 283 out of 418 participants who were unemployed found employment as a direct care worker as a result of the program.

Program List

NH Balancing Incentive Program
Center on Aging and Community Living
DirectConnect
Employment and Asset Development Resource Network (EARN)
Employment Consultant Training
EPM-RRTC: Rehabilitation Research and Training Center on Employment Policy
Family-Centered Transition Planning
IC-RRTC: Rehabilitation Research and Training Center on Individual-Level Characteristics and Employment
NH Children’s Behavioral Health Workforce Development Network
NH Children’s Mental Health Competencies
NH Health Professional Opportunity Project
NH Leadership Series
Resources, Employment, Assets and Learning for Persons with Disabilities Opportunities Study
RTC-CL: Research and Training Center on Community Living
The Center for START Services
StatsRRTC: Rehabilitation Research and Training Center on Disability Statistics and Demographics
Inclusive Education

When students with disabilities are provided appropriate instruction and supports, they can learn the general education curriculum, effectively communicate, have meaningful social relationships, and graduate from high school. The IOD partners with educators, administrators, and policy makers to develop and deliver the tools necessary for every student to be a fully participating member of the classroom.

Program Spotlight: RENEW

RENEW (Rehabilitation for Empowerment, Natural Supports, Education, and Work) is a structured school-to-career transition planning and individualized wraparound process for youth and their families who are most at-risk of experiencing poor educational and employment outcomes. In December 2012, RENEW was named to the Social Impact 100 of the Social Impact Exchange. Modeled on aspects of the S&P 500, the S&I 100 highlights organizations that consistently deliver impact. In May, RENEW’s Director, JoAnne Malloy, presented at a legislative briefing for members of Congress and their staff. Its impact is also highlighted in the documentary Who Cares About Kelsey?

Program List

APEX: Achievement in Dropout Prevention and Excellence
Act Early
Genetic Education Materials for School Success
I Am Norm
Including Samuel
National Center and State Collaborative
NH Augmentative and Alternative Communication (AAC) Initiative
NH RESPONDS
RENEW
SWIFT
Who Cares About Kelsey?
Health & Genetics
Health initiatives at the IOD aim to improve the health and well-being of individuals with disabilities and/or inherited (genetic) disorders. Work in this area includes a variety of activities and projects focusing on access to and the improvement of appropriate and quality health care.

Program Spotlight:
GEMSS for Schools
In Winter 2012, the IOD’s New England Genetics Collaborative launched a new website, Genetics Education Materials for School Success (GEMSS), to provide educators, other school personnel, and parents with a “one stop shop” of useful tools and tips for support of students with genetic conditions throughout the school day. GEMSS provides practical guidance for educational teams in an easily-accessible continually-updated online format. Conditions and their symptoms are introduced through a brief description in plain language and visitors can also access strategies for addressing the unique needs of the condition.

Program List
Community Engagement Initiative
   Knowledge Translation Research Project
Seacoast Child Development Clinic
Disability & Public Health Project
Health Disparities & Intellectual Disability Project
Health Disparities Project
Maternal Infant and Early Childhood Home Visiting Evaluation
New England CCHD Newborn Screening Project
New England Genetics Collaborative
NH LEND: New Hampshire Leadership Education in Neurodevelopmental and Related Disabilities
NH Public Mental Health Consumer Survey Project
Obesity and Disability Project: Adapting Community-Based Obesity Reducing National Strategies Project
STAFF

IOD LEADERSHIP
Charles E. Drum, Director & Professor
Susan Fox, Associate Director
Jennifer Donahue, Director of Finance
Matthew Gianino, Director of Communications
Andrew Houtenville, Director of Research
Mary Schuh, Director of Development & Consumer Affairs

FACULTY & STAFF
Derek Ahl, Education Program Coordinator I
MaryAnn Allsop, Senior Program Support Assistant
Peter Antal, Research Associate
Joan Beasley, Director of START Services
Linda Bimbo, Director of Program Operations, Center for START Services
Debra Brucker, Project Director
Sarah Buckovitch, Office Support
Kären Clausen, Senior Program Support Assistant
Heidi Cloutier, RENEW Trainer & Project Coordinator
Brittney DeVincenzo, Office Assistant
Ann Dillon, Program & Clinical Placement Coordinator
Beth Dixon, Program Coordinator
Sonke Dornblut, Clinical Assistant Professor
Jonathan Drake, Project Training Coordinator
Casey Eyring, Information Technology Specialist
Kathryn Filanoski, Receptionist & Bookstore Coordinator
Kathryn Francoeur, Research Associate
Amy Frechette, ASD Consultant
Arthur Frick, Web Designer
Deb Genthner, Project Coordinator
Penny Gould, Program Support Assistant
Nichole Guntz, Communications & Marketing Assistant
Dan Habib, Filmmaker in Residence
David Hagner, Research Professor
Anne Hurley, Research Associate Professor
Elizabeth Humphreys, NH LEND Training Director
Cat Jones, Events Coordinator

2013 Annual Report
Diann Kashulines, Billing Assistant
Eric Lauer, Project Research Specialist
Anne Long, Outreach & Communications Coordinator, AT Projects
Joanne Malloy, Clinical Assistant Professor
Melissa Mandrell, Project Director
Monica McClain, Research Associate Professor
Michael McSheehan, Clinical Assistant Professor
Julie Moser, Program Manager
Sarah O’Rourke, Senior Program Support Assistant
Tobey Partch-Davies, Project Director
Kimberly Phillips, Project Director
Kathleen Pirie, Office Manager
Jennifer Rabalais, Project Director
Sarah Rainer, Project Assistant
Leigh Rohde, Clinical Assistant Professor
Jaime Roscoe, Project Development Assistant
Robert Scholz, Project Coordinator
Frank Sgambati, Project Coordinator
Julie Smith, Clinic & Family Coordinator
Karen Smith, Program Coordinator
Rae Sonnemeier, Clinical Associate Professor
Jennifer Squires, Executive Assistant to the Director
Mary Straight, Office Manager
Michelle Stransky, Postdoctoral Research Associate
Vidyalakshmi Sundar, Project Director
Maureen Tracey, Education Program Coordinator I
Scott Trudo, Project Director
Jill Varney, Administrative Program Specialist
Shannon Wedge, Online Events & Website Coordinator, START
Therese Willkomm, Clinical Assistant Professor
Michelle Winchester, Health Policy Analyst

* In addition to the 65 staff represented in this list, the IOD employed 42 additional part-time and adjunct staff in FY 2013 to support its 91 programs, grants, and contracts.
The IOD receives core funding from the Administration on Developmental Disabilities (ADD) and obtains funding for other programs and projects through federal grants, state contracts, and private agencies. Despite increased competition over limited resources, the IOD was able to grow its operating budget in FY ’13 to the largest in its 26 year history.

**IOD FUNDING SOURCES 2012-2013**

**TOTAL BUDGET: $9,870,311**

- **Federal Grants (54%)** $5,278,362
- **State Grants (10%)** $1,026,517
- **Subcontract Grants (15%)** $1,493,364
- **Foundation Grants (2%)** $217,545
- **Non-Grant Revenue (19%)** $1,854,522
Executive Committee

The Executive Committee is collectively made up of leaders across several non profit, government, and academic institutions in New Hampshire with an emphasis on disability, education, health, and social services. The Committee meets at least twice per year to review progress toward joint initiatives and identify organizational priorities.

Richard Cohen, Executive Director, Disabilities Rights Center
Charles Drum, Director, Institute on Disability
Matthew Ertas, Director, New Hampshire Bureau of Developmental Services
Michael Ferrara, Dean, College of Health & Human Services, University of New Hampshire
Susan Fox, Associate Director, Institute on Disability
Carol Stamatakis, Executive Director, New Hampshire Council on Developmental Disabilities
Santina Thibedeau, Administrator, Bureau of Special Education
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