Contents

1. Mission/Vision Statement
2. Director's Report
3. Consumer Advisory Council Membership
4. Executive Management Team
5. Core Coordinators
6. Internships
7. Organizational Chart
8. Leadership Appointments
9. Proposals Submitted
10. Fiscal Year 2000 Financial Information
11. Faculty/Staff Involvement in MSU Teaching
12. Publications and Products
13. Services, Consultations and Outreach Training
14. Project Directory
15. Faculty and Staff Roster

NDCPD ANNUAL REPORT
2004–2005

© North Dakota Center for Persons with Disabilities
A University Center of Excellence in Developmental Disabilities Education, Research, and Services

Minot State University
Minot, North Dakota

This document is available in alternative formats.

On the Cover:
Kathlyn MacIver and adopted
Great-Grandma, Mel Seibert

Photography: M. Hill, P.I.P.
Sheldon Dokken, NDCPD
MISSION AND VISION STATEMENTS

Mission Statement
Our mission is to provide leadership and innovation that advances the state-of-the-art and empowers people with disabilities to challenge expectations, achieve personal goals and be included in all aspects of community life.

Vision Statement
We believe that people with disabilities have the same rights as all citizens. We believe that people with disabilities who receive publicly funded services have the right to expect that those services appropriately promote their independence, productivity, integration and inclusion. Furthermore, we believe that the public expects that these services will be provided in an effective manner.
The North Dakota Center for Persons with Disabilities (NDCPD) was established at Minot State University in 1990. This past year, we have celebrated our 15th birthday with a number of notable accomplishments. Some of these accomplishments are the culmination of several years of preparatory work while others are the result of successful community partnerships. In all cases, they are brought about through the hard work of faculty, staff, colleagues and community members as we grapple with the challenges facing people with disabilities and their families.

Working with a variety of service agency, advocacy, and community partners, NDCPD cosponsored the North Dakota Family Connections Conference this past year. The conference facilitated a dialog between elected officials, policy makers, and the families of citizens with disabilities. Over 208 people participated in the September 2004 conference prior to the beginning of the legislative session. A follow-up conference was held in June 2005 and involved 258 people. The fact that conference attendance has gone up 25% each session (a trend continued from last year) is evidence that the Family Connections Conference is an effective means for addressing public policy issues of importance to the disability community.

In June, NDCPD, with additional funding from the North Dakota Association for the Disabled, conducted the second annual Youth Disability Leadership Conference. Fourteen high school students with disabilities from around the state participated in the conference. Workshops addressed issues of self-advocacy, leadership, and a variety of other topics aimed at helping the next generation of disability advocates become confident, articulate, and comfortable at confronting the issues facing our communities.

After five years of work, the North Dakota First Sounds Project has been successful at helping North Dakota see that over 95% of babies born in the state have their hearing checked before they leave the hospital. New grant funding from the Centers for Disease Control and the US Department of Health and Human Services will help NDCPD faculty and staff see that every newborn identified with a potential hearing impairment gets a diagnostic evaluation and is appropriately referred for early intervention before they reach six months of age. We are especially pleased that NDCPD has received funding for project Kaylyn (named for one of the children successfully identified through early hearing screening efforts) to more effectively share screening and tracking information with state early intervention programs.

The North Dakota Workers with Disabilities Medicaid Buy-in program has opened new employment opportunities for hundreds of citizens with disabilities. The Medicaid Buy-in program was reauthorized by the 2005 North Dakota Legislature as it removed the original bill’s sunset clause. NDCPD faculty and staff worked with the ND Department of Human Services, county social service coordinators, Independent Living Centers, and other disability advocacy groups to implement the program. As a result, participants are able to enjoy the dignity of employment, increased discretionary income, and the opportunities for independence that come with a regular source of income.
NDCPD has had a successful year in touching the lives of people with disabilities, their families and those who work with them. For example:

- Over 300 people participated in the annual North Dakota Association of Community Facilities (NDACF) conference;

- Over 200 professionals and paraprofessionals participated in the six topical CD-casts held over the past year;

- Over 3000 direct support workers employed by North Dakota service agencies participated in competency-based training provided by NDCPD's Community Supports training Program;

- NDCPD provided speech/language therapy to over 45 students in some of North Dakota's most rural and isolated communities using teletherapy protocols and desktop video conferencing systems created at Minot State University;

- Over 90 rural North Dakota educators received tuition and stipend support to pursue graduate training in special education.

The numbers describe only a single aspect of the work carried out at NDCPD. Our success is more accurately described in the lives of the people our programs touch.

Sometimes that touch is a direct contact with someone we serve. Other times, that touch comes from someone who has participated in one of our training or educational programs. In any event, NDCPD continues its mission to increase the independence, community participation, and productivity of citizens with disabilities and their families.
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Consumer Status</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>David Boner</td>
<td>Member</td>
<td>Primary Consumer</td>
<td>Region II Advocate North Dakota Protection and Advocacy Project</td>
</tr>
<tr>
<td>Rachael Bremer</td>
<td>Member</td>
<td>Primary Consumer</td>
<td>Student with a disability employed in telemarketing</td>
</tr>
<tr>
<td>Joe Bunn</td>
<td>Member</td>
<td>Primary Consumer</td>
<td>Parent of a child with ADHD, self-advocate and Partners in Policymaking graduate from Fargo</td>
</tr>
<tr>
<td>Lisa Bunn</td>
<td>Member</td>
<td>Primary Consumer</td>
<td>Parent of a child with ADHS, self-advocate and Partners in Policymaking graduate from Fargo, ND</td>
</tr>
<tr>
<td>Priscilla D. Carlson</td>
<td>Member</td>
<td>Primary Consumer</td>
<td>Business woman, supervisor for a local telemarketing firm, from Park River, ND</td>
</tr>
<tr>
<td>Elroy Kadrmas</td>
<td>Member</td>
<td>Secondary Consumer</td>
<td>Parent of a daughter with CP. Past member of BECEP advisory board and Bismarck PEET committee, Works at the ND Geological Survey.</td>
</tr>
<tr>
<td>Evelyn Klimpel</td>
<td>Member</td>
<td>Secondary Consumer</td>
<td>Parent of a son with mobility challenges, Student Services Coordinator at MSU, registered member of Three-Affiliated Tribes</td>
</tr>
<tr>
<td>Shannon Simonson</td>
<td>Member</td>
<td>Primary Consumer</td>
<td>Business woman, receptionist and file clerk for local mental-health firm, self-advocate from Minot, ND</td>
</tr>
<tr>
<td>Mary Lou Stil</td>
<td>Member</td>
<td>Primary Consumer</td>
<td>Clerk, Volunteer at Trinity Hospital from Minot, ND. Mary Lou is deafblind</td>
</tr>
<tr>
<td>Bobby Vogel</td>
<td>Member</td>
<td>Primary consumer</td>
<td>Self advocate active with The Arc, Upper Valley, People First of ND, and Partners in Policymaking, member of Toastmasters, International</td>
</tr>
<tr>
<td>Heather Zietz</td>
<td>04/06</td>
<td>Secondary consumer</td>
<td>Mom of a daughter with Russell Silver syndrome. Heather and her family are active and on the go.</td>
</tr>
<tr>
<td>Dr. Bryce Fifield</td>
<td>Ex officio</td>
<td>Director of NDCPD</td>
<td>Executive Director, NDCPD</td>
</tr>
<tr>
<td>Cathy Haarstad</td>
<td>Consumer Liaison</td>
<td>Secondary Consumer</td>
<td>Parent of a child with intellectual challenges, MS in education, Serves as NDCPD's Consumer liaison</td>
</tr>
</tbody>
</table>
DR. BRYCE FIFIELD  
Executive Director

Dr. Fifield has served as the NDCPD’s Executive Director since 1997. He is also a professor of Special Education at Minot State University. Over the past several years, Dr. Fifield has worked with a research team at NDCPD to develop a system for providing online captioning to students with hearing impairments attending rural and isolated schools. Dr. Fifield serves on the ND State Council on Developmental Disabilities Executive Committee. He is also a member of the Association of the University Center’s Board of Directors and serves on the Association’s Finance Committee.

DR. BRENT ASKVIG  
Associate Director

As Associate Director, Dr. Askvig is responsible for developing and assisting NDCPD staff in preparing grant proposals and contracts with various granting agencies. Dr. Askvig also conducts staff training and support for grant and project management. Further, he directs two personnel development projects funded by the U.S. Department of Education, Office of Special Education.

MS. SUSIE MACK  
Office Manager

Ms. Mack is NDCPD’s Office Manager administering office policies and operations. She has several years experience in office procedures, systems, and policy making. Within this position, Ms. Mack coordinates the NDCPD support staff as well as the human resource issues for NDCPD. In addition, she is the Data Coordinator for NDCPD’s National Information Reporting System (NIRS).

MS. MARCIA JOHNSON  
Accounts Manager

Ms. Johnson is the Accounts Manager for all financial services for grants, contracts and fees associated with the operation of NDCPD. In addition to managing over 45 project budgets she assists in grant budget development. She works closely with the NDCPD Executive Director, project directors, subcontract directors, project secretaries and MSU’s Grants & Contracts Office.
NDCPD hosts a variety of grants and contracts that provide services, educational opportunities, technical assistance, research, and policy supports for the disability community. Additionally, activities are carried out in five ‘core’ programmatic areas: Interdisciplinary Preservice Training, Community Supports and Services, Community Based Training, Dissemination and Research. Additional functional areas include consumer and multicultural activities. NDCPD projects and program activities are also designed to be responsive to the interests and needs of consumers of disability services and members of ethnic and cultural minorities.

MS. JOLLYN WEBSTER
Preservice Training Coordinator

DR. BRENT ASKVIG
Research Coordinator

MS. SUE GARNES
Dissemination Coordinator

The interdisciplinary pre-service training program through the North Dakota Center for Persons with Disabilities is provided to enhance the professional development of students in disability-related departments through training, service, and research activities. The interdisciplinary pre-service training process promotes the development of a core body of knowledge and relevant skills and prepares future leaders in the field of developmental disabilities.

Accomplishments from the past year include:
- Recruited and selected two undergraduate and two graduate trainees
- Revised content for online courses
- Facilitated presentations by disability service providers from the community for trainees and faculty from disability-related disciplines
- Monitored trainees’ completion of required courses and project activities

Over the past year, NDCPD has had an active research and evaluation program developing more effective approaches to serving citizens with disabilities.

These research activities include many validation and replication studies that affect many segments of the disability community including:
- A nation-wide survey to determine the state-of-the-states regarding efforts to reduce and eliminate the abuse and neglect of adults with developmental disabilities;
- Experimental validation of the effectiveness of online captioning as an accommodation to give students with hearing impairments access to the general curriculum in schools;
- Experimental validation of online videoconferencing to provide speech/language assessment and therapy with students attending rural and isolated schools;
- Statewide surveys to follow-up the progress of students with disabilities who graduate from North Dakota schools;
- Research and development of a community development package to improve the way North Dakota law enforcement and criminal justice systems work with people who have disabilities;
- Examination of twenty years of student enrollment trends in North Dakota’s special education programs.

NDCPD’s dissemination coordinator helped to carry out the following activities:
- Developed and disseminated informational materials to increase public awareness of disability issues
- Put all materials into electronic format (e.g. MS-Word) compatible with various Braille and text-to-voice computer systems, or other alternative formats (e.g. web pages)

Accomplishments include:
- 105 products now gathered and entered into product database
- Four issues of NDCPD’s Collaborator newsletter published and distributed
- Collaborator mailing list revised and updated
- Collaborator format being redesigned for in-house printing
- Experienced Parent and Medicaid Infrastructure Grant newsletters continue publication
The Community Services Coordinator’s area of emphasis concentrates on services available or offered to individuals in a community, including formal and informal community supports, which affect their quality of life. In this light, NDCPD strives to facilitate the delivery of exemplary services to individuals with disabilities and their families who are underserved by existing service systems.

Community Services goals include:
- Development of new and more effective strategies to deliver services to underserved individuals (includes marketing, outreach planning)
- Assistance to others to adopt strategies
- Provision of infrastructure and support systems that assist others
- Provision of services through a variety of strategies (contracting, consultation, brokering, fee-for-service, licensing, franchising effective and successful models)

In recent years, many NDCPD grant-funded projects have fulfilled these goals. Several projects have met with such success and consequent demand that they’ve evolved into self-supporting services and led to the development of a new service division, Online Disability Services. These services, Remote Realtime Online Captioning, Speech-Language Teletherapy, iBUSS, Connections, and Prairie Data Services continue to develop and expand services to persons with disabilities.

This fiscal year marked the funding (by the Dept. of Commerce) and initial development of the Flatlands Disability Network (FDN). The FDN is a dedicated high speed data network linking disability service providers, consumer groups, and disability advocacy groups of North Dakota. It created a mechanism to provide training, therapy services, supervision, and coordination in the delivery of services to people with disabilities.

The goal of the community training core area is to improve the capacity of a variety of service systems to meet the needs of people with developmental disabilities through training and technical assistance for individuals with developmental disabilities, their families, professionals, paraprofessionals, policy makers, students, and other members of the community.

Activities:
- Nine courses in the Associate of Science degree with Emphasis in Developmental Disabilities were offered through MSU Online.
- Teleconferences on Alternate Assessment; Sexual Victimization of People with DD; Human Rights, Supporting Families as Partners in Schools and Community Services; The Power of Optimism, and Bridging the Gap Training: The Criminal Justice System and People with Disabilities.
- Regional workshops on: Making Self-Employment Work for Prospective Business Owners with Disabilities in ND; A New Look at Person-Centered Planning; You’ve Had Enough! A Look at Needlestick Limitations and Power Struggles; Self Concept and People with Developmental Disabilities; Communication: Who’s Listening?, and Train the Trainer to Train the Staff in Therapeutic Intervention.
- Over 300 participants attended the statewide conference held in collaboration with the ND Association of Community Facilities, the ND APSE: The Network on Employment; The State Council on DD; ND Medicaid Buy-In Project at NDCPD, the Protection and Advocacy Project for Beneficiaries of Social Security; Family Education Enhancement Team of Fargo Public Schools; Red River Human Services Foundation; HIT, Inc., and the Region

One of the boys in the clinic, we have seen since 2000. This past year when he came to the clinic, he was walking. He just walked and walked and walked during the whole time he was in the clinic. What a delight to see the expression on the face as he showed us all what he could do! During the exit interview, parents comment that they got answers to the questions they didn’t even know they had. They really appreciate the efforts of the whole team in getting referrals, services, devices, etc for their children.

Marita Hoffart, NDCPD
Child Disability Clinic
NDCPD's consumer liaison serves two primary roles: 1) Bring consumer perspective to UCEDD projects; and 2) facilitate communication with the Consumer Advisory Council. Activities include: involving consumers in NDCPD grant writing efforts, obtaining and sharing data on consumer perspectives with project staff, preparing and distributing orientation materials for the Consumer Advisory Council, collaborating with consumer service and advocacy groups throughout North Dakota, supporting Consumer Advisory Council members in their role on the council as requested, and collaborating with staff to develop or modify project activities in ways that will enhance consumer involvement or address consumer perspectives.

Accomplishments include:
- Conducted a Poster Session on Future Think—a planning tool to involve consumers in strategic planning at the annual AUCD conference
- Recruited membership for the CAC council and revised the recruitment materials to include a new poster
- Developed a pictorial planning tool to benefit persons with limited reading/language skills
- Presented at a National Facilitated Discussion on Supporting Parents with Cognitive Disabilities
- Conducted focus groups with families whose children have both developmental disabilities and mental health challenges
- Disseminated information on leadership to families and professionals through the ND Family Connections Conference
- Participated in COCA conference calls and face-to-face meetings
- Completed a statewide survey of families and produced a comprehensive report on the status of family support in ND.

The race wasn’t even close to evenly matched. In one corner was a small boy in an electric wheelchair. In the other was a staffer from NDCPD, manning the wooden wheelchair from the early 1900s, recently donated to the Center. Yellow tape marked the finishing line in the hallway at Minot State University’s Memorial Hall. Excitement was in the air. But when the start was given, the little boy in the 21st century wheelchair left his competitor in the dust. A lot has changed for the better for persons with disabilities in the past century and the displays newly designed for the Center depict how modern technology is used to help people with disabilities handle everyday tasks. In addition to the new technology and the 20th century wheelchair, the Center displays feature projects and information.

From an Article Published in the Minot Daily News.
People with disabilities are employed in a variety of jobs. They also receive services from a wide range of professions. Because students from Minot State University will encounter people with disabilities as employers, clients, co-workers, and patients, it is important for these students to have a solid background in diversity before they graduate.

The Interdisciplinary Training Program through the North Dakota Center for Persons with Disabilities (NDCPD) provides this foundation as students from various academic departments enhance their program of study through an emphasis on developmental disabilities. As Interdisciplinary interns complete online coursework and applied experiences with current NDCPD projects, they gain skills in areas such as inclusion, disability etiquette, advocacy, systems change, and leadership.

Two undergraduate and two graduate students participated in NDCPD’s Interdisciplinary Training Program during the 2004-2005 school year. The undergraduate students were majoring in elementary education and communication disorders. Graduate students were from audiology and psychology programs.

The overall goal of NDCPD’s Interdisciplinary Training Program is to provide opportunities for students to enhance and strengthen their leadership skills through didactic and experiential learning experiences. Below is a sampling of outcomes which resulted as interns applied leadership skills and completed activities to accomplish NDCPD’s program objectives. Through NDCPD’s Interdisciplinary Training Program, interns:

- Established partnerships with practitioners from a variety of disciplines
- Adopted appropriate values and attitudes toward people with disabilities and their families
- Met and discussed important issues with disability service providers from the community, individuals with disabilities and their families
- Provided person-centered services and supports to children with disabilities through home visits and clinical activities
- Participated in research and evaluation in support of NDCPD projects and activities
- Prepared students with disabilities to become leaders and advocates for meaningful inclusion and self determination

Elaina Tande is one of the interns who took advantage of NDCPD’s training opportunities to develop her leadership skills and launch a professional career that impacts individuals with disabilities and their families. She shares her experience below.

The NDCPD internship has changed my life. My experience working at NDCPD has broadened my horizons. I learned about issues that affect people with disabilities. This knowledge has helped me in various jobs to improve quality of life for people with disabilities. NDCPD is a valuable resource for delivering services for people with disabilities. Working on different projects has enhanced my understanding of marketing services and carrying those services out. Specifically, I valued the experiences of planning for a youth disability leadership conference, participating in Telehealth speech language therapy, and producing brochures to educate people on newborn hearing screenings. These experiences have provided a basis for my professional career in speech language pathology.

Elaine Tande, 2004-05 NDCPD Intern
NDCPD is a vital part of Minot State University and interacts with a variety of disciplines across all three of MSU’s academic colleges. The chart below shows the interrelationships between NDCPD’s program elements and project support offices.
| Brent Askvig                      | Vice Chair of the MSU Institutional Review Board (IRB) for the Protection of Human Subjects  
|                                   | State Member of the North Dakota Alternate Assessment Team  
|                                   | Member of the North Dakota State Transition Steering Council  
|                                   | Member of the ND CADRE team, North Dakota Education Association  
|                                   | Member of the ND Leadership Summit on Transition  
| Bryce Fifield                    | Member, ND State Council on Developmental Disabilities  
|                                   | Member, ND State Council on Developmental Disabilities—Executive Committee  
|                                   | Member, MSU Constitutional Review Committee  
|                                   | Member, MSU Faculty Budget Committee  
|                                   | Member, AUCD Board of Directors  
|                                   | Member, AUCD Finance Committee  
| Cathy Haarstad                   | Council for Exceptional Children  
|                                   | American Association on Mental Retardation  
|                                   | National Down Syndrome Society  
|                                   | National Down Syndrome Congress  
|                                   | Regional Coordinator for ND Family-to-Family Network  
|                                   | Professional of the Year Award, the Arc, Upper Valley  
|                                   | ND IDEA Committee  
|                                   | ND State Improvement Grant  
| Dawn Olson                       | Member, Minot Mayor’s Committee  
|                                   | Member, Toastmasters  
|                                   | Board of Directors, Independence Inc.  
| JoLynn Webster                   | Member, TASH  
|                                   | Member, CEC  
|                                   | Advisory Board Member, Retired Senior Volunteer Program, Western Division  
|                                   | Advisory Council Member, Corporation for Community & National Service  
| Karlee Rauschenberger            | Member, MSU Staff Senate  
| Linda Madsen                     | Member, American Speech-Language-Hearing Association (ASHA)  
|                                   | Special Interest Division 16 for School-Based Issues  
|                                   | President-Elect, ND Speech-Language-Hearing Association  
|                                   | Certificate of Clinical Competence in Speech-Language Pathology-ASHA (CCC-SLP)  
|                                   | ND State License in Speech-Language Pathology  
| Mary Mercer                      | National Association of Qualified Mental Retardation Professionals  
|                                   | American Association on Mental Retardation  
|                                   | Midewin Institute: Preventing Abuse and Neglect of Adults with DD  
|                                   | Education Committee of the ND Association of Community Facilities  
|                                   | APSE: The Network on Employment—ND board member  
|                                   | Editorial Board for the College of Direct Support  
|                                   | Member—National Community Education Directors’ Council  
| Marita Hoffart                   | License to practice nursing in North Dakota  
|                                   | Member Human Rights Committee Minot Vocational Adjustment Workshop  
|                                   | Member District, State and American Nurses Association  
|                                   | Member, Omicron Tau Chapter of Sigma Theta Tau International Nursing Honor Society  
|                                   | Past President of Omicron Tau Chapter  
|                                   | Member Delta Kappa Gamma, Society for Women Educators  

## NDCPD Leadership Appointments

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maureen McCloud-Rogers</td>
<td>• Eagle Feather Indian Center&lt;br&gt;• State Transition Planning Council&lt;br&gt;• Jim Thorpe Scholarship Committee</td>
</tr>
<tr>
<td>Rich Berg</td>
<td>• Member, Sertoma Club of Minot</td>
</tr>
<tr>
<td>Steve Peterson</td>
<td>• Member, American Society of Clinical Pathologists&lt;br&gt;• Member, North Dakota Board of Clinical Laboratory Practice&lt;br&gt;• Member, Sertoma Club&lt;br&gt;• Board of Directors, Sertoma Club of Minot&lt;br&gt;• Charter Member, Dakota Territory Air Museum&lt;br&gt;• Core Coordinator, NDCPD&lt;br&gt;• Stewardship Committee, Nominating Committee; Bethany Lutheran Church&lt;br&gt;• Member, Dakota Cruisers Club</td>
</tr>
<tr>
<td>Sue Garness</td>
<td>• Member—MSU Online Studies Committee&lt;br&gt;• Historian for NW ND Chapter #1403 Phi Delta Kappa (PDK)&lt;br&gt;• <strong>Phi Delta Kappa</strong> is an international association for professional educators. The organization’s mission is to promote quality education as essential to the development and maintenance of a democratic way of life by providing innovative programs, relevant research, visionary leadership, and dedicated service.&lt;br&gt;• Scholar-bibliographer in the field of children’s literature for Modern Language Association International Bibliography&lt;br&gt;• member Children’s Literature Association&lt;br&gt;• member of Minot children’s literature annual conference committee&lt;br&gt;• instructor in MSU’s English department in freshman composition, children’s literature&lt;br&gt;• online instructor of children’s literature, freshman composition</td>
</tr>
<tr>
<td>Tom Alexander</td>
<td>• Member, APSE</td>
</tr>
<tr>
<td>Alison Dollar</td>
<td>• Member, Council for Exceptional Children&lt;br&gt;• Member, Learning Disabilities Association of America</td>
</tr>
<tr>
<td>Kimberly Witt</td>
<td>• Member, MSU Staff Senate&lt;br&gt;• Member, Society for Human Resource Managers (SHRM)</td>
</tr>
<tr>
<td>Wendy Thomas</td>
<td>• Member, Regional Interagency Coordinating Committee (RICC);&lt;br&gt;• Member, American Cancer Society</td>
</tr>
<tr>
<td>Susie Mack</td>
<td>• Member, Society for Human Resource Managers (SHRM)</td>
</tr>
</tbody>
</table>

"I came to develop better leadership skills and to be more comfortable in front of people. I don’t want to let people label me or think there’s something wrong with me.

*Mark Solberg, participant at Youth Leadership Conference"
The vast majority of NDCPD's activities during the past year have been supported through grants and contracts with other agencies. This section lists the proposals that were submitted by NDCPD faculty and staff over the past year. It also lists the value amount and whether or not the proposal was funded.

<table>
<thead>
<tr>
<th>Project Director</th>
<th>Title</th>
<th>Date Submitted</th>
<th>Status</th>
<th>1st Yr Funding Amt.</th>
<th>Funding Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Haarstad, Cathy</td>
<td>Collaborative Conference-DPI</td>
<td>7/1/04</td>
<td>Funded</td>
<td>$42,000</td>
<td>ND Dept. of Public Instruction</td>
</tr>
<tr>
<td>Olson, Dawn</td>
<td>Youth Leadership Conference II</td>
<td>7/1/04</td>
<td>Funded</td>
<td>$15,000</td>
<td>NDAD</td>
</tr>
<tr>
<td>Askvig, Brent</td>
<td>MSU Resident Teacher Program II</td>
<td>7/1/04</td>
<td>Funded</td>
<td>$45,510</td>
<td>ND Dept. of Public Instruction</td>
</tr>
<tr>
<td>Askvig, Brent</td>
<td>Transition Follow-up Project</td>
<td>7/8/04</td>
<td>Funded</td>
<td>$52,286</td>
<td>ND Dept. of Public Instruction</td>
</tr>
<tr>
<td>Fifield, Bryce</td>
<td>First Sounds, FY 05</td>
<td>7/15/04</td>
<td>Funded</td>
<td>$125,000</td>
<td>US Dept. of HHS</td>
</tr>
<tr>
<td>Haarstad, Cathy</td>
<td>ND One Stop</td>
<td>7/28/04</td>
<td>Funded</td>
<td>$133,403</td>
<td>US Dept. of HH</td>
</tr>
<tr>
<td>Arrayan, Kari</td>
<td>Disability Justice Initiative III</td>
<td>7/30/04</td>
<td>Funded</td>
<td>$47,807</td>
<td>ND Dept. of Human Services</td>
</tr>
<tr>
<td>Mercer, Mary</td>
<td>Consumer Participation in the 2006 NDACF Conference</td>
<td>7/30/04</td>
<td>Funded</td>
<td>$10,983</td>
<td>ND Dept. of Human Services</td>
</tr>
<tr>
<td>Arrayan, Kari</td>
<td>Government Accessibility Project (GAP)</td>
<td>7/30/04</td>
<td>Not Funded</td>
<td>$40,034</td>
<td>ND Dept. of Human Services</td>
</tr>
<tr>
<td>Fifield, Bryce</td>
<td>DPI Student Population Study</td>
<td>8/30/04</td>
<td>Funded</td>
<td>$9,982</td>
<td>ND Dept. of Public Instruction</td>
</tr>
<tr>
<td>Alexander, Tom</td>
<td>ND Medicaid Infrastructure Grant (MIG) IV</td>
<td>8/31/04</td>
<td>Funded</td>
<td>$469,177</td>
<td>US Dept. of HHS</td>
</tr>
<tr>
<td>Haarstad, Cathy</td>
<td>DD Teen Night Out (DD-TNO)</td>
<td>9/1/04</td>
<td>Funded</td>
<td>$14,501</td>
<td>Otto Bremer Fdn/ St Josephs Comm Health</td>
</tr>
<tr>
<td>Haarstad, Cathy</td>
<td>Collaborative Conference, DHS</td>
<td>10/28/04</td>
<td>Funded</td>
<td>$20,000</td>
<td>ND Dept. of Human Services</td>
</tr>
<tr>
<td>Askvig, Brent</td>
<td>PIEIRS II</td>
<td>10/28/04</td>
<td>Funded</td>
<td>$51,863</td>
<td>Univ. of Montana</td>
</tr>
<tr>
<td>Olson, Dawn</td>
<td>Youth Leadership Conference (MACF)</td>
<td>10/29/04</td>
<td>Not Funded</td>
<td>$39,940</td>
<td>Minot Area Community Foundation</td>
</tr>
<tr>
<td>Berg, Rich</td>
<td>ND Health Services Guidelines Phase I</td>
<td>11/1/04</td>
<td>Funded</td>
<td>$15,000</td>
<td>ND Dept. of Health</td>
</tr>
<tr>
<td>Fifield, Bryce</td>
<td>ND First Sounds Phase II</td>
<td>11/1/04</td>
<td>Funded</td>
<td>$125,000</td>
<td>US Dept. of HHS</td>
</tr>
<tr>
<td>Askvig, Brent</td>
<td>Anne Carlsen Student Data Collection</td>
<td>11/16/04</td>
<td>Funded</td>
<td>$1,913</td>
<td>Anne Carlsen Center for Children</td>
</tr>
<tr>
<td>Helms, Bruce</td>
<td>Data Entry Services Contract Procurement</td>
<td>11/19/04</td>
<td>Funded</td>
<td>$5,000</td>
<td>CTAT, Denver Options Inc.</td>
</tr>
<tr>
<td>Dollar, Alison</td>
<td>North Dakota Resident Teacher Project</td>
<td>1/28/05</td>
<td>Funded</td>
<td>$52,882</td>
<td>ND Dept. of Public Instruction</td>
</tr>
<tr>
<td>Arrayan, Kari</td>
<td>Justice - Temple</td>
<td>2/4/05</td>
<td>Funded</td>
<td>$2,000</td>
<td>Temple University</td>
</tr>
<tr>
<td>Armstrong, Amy</td>
<td>Real Choice Rebalancing Grant</td>
<td>2/16/05</td>
<td>Funded</td>
<td>$81,800</td>
<td>ND Dept. of Human Services</td>
</tr>
<tr>
<td>Berg, Rich</td>
<td>ND Health Services Guidelines Phase II</td>
<td>3/1/05</td>
<td>Funded</td>
<td>$17,500</td>
<td>ND Dept. of Health</td>
</tr>
<tr>
<td>Webster, JoLynn</td>
<td>Project Keith</td>
<td>3/8/05</td>
<td>Pending</td>
<td>$75,153</td>
<td>Corp. for Natl' Community Service</td>
</tr>
<tr>
<td>Haarstad, Cathy</td>
<td>Collaborative Conference Donations</td>
<td>3/15/05</td>
<td>Funded</td>
<td>$200</td>
<td>SW Special Education Unit</td>
</tr>
<tr>
<td>Haarstad, Cathy</td>
<td>4-H For All</td>
<td>3/28/05</td>
<td>Pending</td>
<td>$130,000</td>
<td>US Dept. of Education</td>
</tr>
<tr>
<td>Fifield, Bryce</td>
<td>NDCPD, a UCE in DD</td>
<td>4/6/05</td>
<td>Funded</td>
<td>$666,667</td>
<td>US Dept. of Health &amp; Human Services</td>
</tr>
<tr>
<td>Haarstad, Cathy</td>
<td>Collaborative Conference Donations</td>
<td>5/4/05</td>
<td>Funded</td>
<td>$500</td>
<td>City of Fargo Public Schools</td>
</tr>
<tr>
<td>Alexander, Tom</td>
<td>Medicaid Infrastructure Grant Supplement</td>
<td>5/6/05</td>
<td>Funded</td>
<td>$100,000</td>
<td>US Dept. of Health &amp; Human Services</td>
</tr>
<tr>
<td>Askvig, Brent</td>
<td>RuralNet</td>
<td>5/6/05</td>
<td>Pending</td>
<td>$200,000</td>
<td>US Dept. of Education</td>
</tr>
<tr>
<td>Askvig, Brent</td>
<td>ND Resident Teacher Project</td>
<td>5/9/05</td>
<td>Pending</td>
<td>$200,000</td>
<td>US Dept. of Education</td>
</tr>
<tr>
<td>Mercer, Mary</td>
<td>CSTP FY 06</td>
<td>5/27/05</td>
<td>Pending</td>
<td>$68,290</td>
<td>ND Dept. of Human Services</td>
</tr>
<tr>
<td>Witt, Kimberly</td>
<td>Part C Data Project</td>
<td>5/31/05</td>
<td>Funded</td>
<td>$19,843</td>
<td>ND Dept. of Human Services</td>
</tr>
<tr>
<td>McCloud, Maureen</td>
<td>TRIO</td>
<td>8/31/04</td>
<td>Not Funded</td>
<td>$219,998</td>
<td>US Dept. of Ed</td>
</tr>
<tr>
<td>McCloud, Maureen</td>
<td>College Assistance Migrant Program (CAMP)</td>
<td>3/14/05</td>
<td>Not Funded</td>
<td>$227,783</td>
<td>US Dept. of Education</td>
</tr>
</tbody>
</table>
This figure shows the number of proposals submitted by NDCPD by fiscal year over a six year span.

This figure shows the total dollar amounts submitted by NDCPD by fiscal year over a six year span. These total dollar amounts includes the requested funding for all the years of the proposed projects.
This figure shows the total dollar amounts awarded over a six year span. Only the dollar amounts of the first year of funding are indicated.

Total Dollar Amounts FUNDED by Fiscal Year

This figure shows a six year trend for sources of NDCPD funding.

Sources of Funding - 6 year trend
## NDCPD Faculty & Staff Involvement in MSU Teaching

<table>
<thead>
<tr>
<th>Course #</th>
<th>MSU Course Name</th>
<th>Faculty/ Staff</th>
<th># Students</th>
<th>Total Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPED 101</td>
<td>Introduction to Developmental Disabilities</td>
<td>Mercer</td>
<td>24</td>
<td>3</td>
</tr>
<tr>
<td>SPED 111</td>
<td>Health Care in Developmental Disabilities I</td>
<td>Soderstrom</td>
<td>13</td>
<td>3</td>
</tr>
<tr>
<td>SPED 120</td>
<td>Introduction to Behavior Intervention</td>
<td>Mercer</td>
<td>42</td>
<td>3</td>
</tr>
<tr>
<td>SPED 221</td>
<td>Techniques of Behavior Intervention</td>
<td>Mercer</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>SPED 250</td>
<td>Developing Communicative Interactions</td>
<td>Soderstrom</td>
<td>11</td>
<td>2</td>
</tr>
<tr>
<td>SPED 255</td>
<td>Aging &amp; Developmental Disabilities</td>
<td>LaPointe</td>
<td>8</td>
<td>2</td>
</tr>
<tr>
<td>SPED 296</td>
<td>Supervised Field Experience in DD</td>
<td>Mercer</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>SPED 500</td>
<td>Prevention of Abuse &amp; Neglect</td>
<td>Haworth</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>SPED 500</td>
<td>Self Employment Institute</td>
<td>Hamms</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>SPED 510</td>
<td>Intro to Exceptional Children</td>
<td>Thomas</td>
<td>60</td>
<td>3</td>
</tr>
<tr>
<td>SEPD 450/590</td>
<td>Interdisciplinary Issues in DD</td>
<td>Webster</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>SPED 450/590</td>
<td>Leadership in the Disability Community</td>
<td>Webster</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Nursing 422</td>
<td>Therapeutic Touch</td>
<td>Hoffart</td>
<td>12</td>
<td>2</td>
</tr>
<tr>
<td>Nursing 263</td>
<td>Health Promotion/Disease Prevention</td>
<td>Hoffart</td>
<td>25</td>
<td>3</td>
</tr>
<tr>
<td>Nursing 443</td>
<td>Child Health Nursing</td>
<td>Hoffart</td>
<td>42</td>
<td>3</td>
</tr>
<tr>
<td>Nursing 443</td>
<td>Theory &amp; Research</td>
<td>Hoffart</td>
<td>38</td>
<td>3</td>
</tr>
<tr>
<td>SPED 441</td>
<td>Methods for Teaching Learners with Mild Mental Handicaps</td>
<td>Aslevig</td>
<td>16</td>
<td>3</td>
</tr>
<tr>
<td>SPED 530</td>
<td>Medical and Physical Aspects of Individuals with Severe Disabilities</td>
<td>Aslevig</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>SPED 520</td>
<td>Introduction to Behavior Disorders</td>
<td>Dollar</td>
<td>30</td>
<td>6</td>
</tr>
</tbody>
</table>

**Totals:** 317 Students 43 Credit Hours

“He’s helped us see what’s important in life. You almost feel sorry for parents of kids with no disabilities who don’t have that opportunity. His sister is 2 years older than he is, and has discovered that her brother is a great barometer of people. She can tell if her friends are worthwhile by how they react to her brother. He is a gift to her. He has made our family better.”

**Kathy Snow at the Youth Disability Leadership Conference of her son.**


Arrayan, K. *Disability Justice Initiative, Pilot Project Summary: City of Wahpeton & Richland County, ND*. Minot, ND: North Dakota Center for Persons with Disabilities: Minot State University, Technical report #3.


NDCPD provides services consultation and outreach training to a diverse constituency. The following graphs display the number of people from various interest groups receiving consultation, technical assistance, information, services, and outreach training from NDCPD faculty and staff.
<table>
<thead>
<tr>
<th>Project Title</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>DD Teen Night Out (DD-TNO)</td>
<td>The DD-TNO project is a community based program developed by local families and supporters to provide appropriate social/recreational opportunities for teens with DD living in Minot and the surrounding area.</td>
</tr>
<tr>
<td>Anne Carlsen Student Data Collection</td>
<td>This project developed a database to track Anne Carlson student outcomes according to IHP/IEP objectives. The results were shared with staff from the Anne Carlsen School staff.</td>
</tr>
<tr>
<td>ND Health Service Guidelines, Phase I</td>
<td>This project is developing a statewide health services guidelines manual for the ND Dept. of Health.</td>
</tr>
<tr>
<td>Real Choice Rebalancing Grant</td>
<td>This project provides for a stakeholder consultation process, informed by consumers and stakeholders through focus groups, for development of a new system for providing a funding rebalancing and a single point of entry for the elderly and people with disabilities who are considering long-term home and community-based services and institutional care services.</td>
</tr>
<tr>
<td>Data Entry Services Contract Procurement</td>
<td>This project is developing a procurement program for securing long-term employment contracts for persons with DD.</td>
</tr>
<tr>
<td>ND Medicaid Infrastructure Grant IV</td>
<td>NDCPD has established a collaborative agreement with the Medical Services Division of the ND Dept of Human Services to seek funding for and conduct the ND Medicaid Infrastructure Grant. Based on an evaluation of the availability of personal assistance services to support integrated, competitive employment, ND requests $2,000,000 from the Health Care Financing Administration over a period of four years, as a fully eligible state.</td>
</tr>
<tr>
<td>Disability Justice Initiative III</td>
<td>The purpose of the project is to improve interactions between the state’s criminal justice system and North Dakotans who have disabilities.</td>
</tr>
</tbody>
</table>
Preparing Interdisciplinary Early Interventionists in Rural States (PIEIRS) II
Askvig, Brent
Brent.Askvig@minotstateu.edu
Univ. of Montana
This project provides interdisciplinary early intervention training for personnel to serve infants, toddlers, and young children with low-incidence disabilities and their families.

Rural Special Education Strategist (RSES) III
Askvig, Brent
Brent.Askvig@minotstateu.edu
US Dept of Ed
This project is preparing 60 new teachers for the new ND credential in special education strategist and will alleviate a mild disabilities teacher shortage in central and western ND. In addition to the strategist credential, teachers are being prepared to serve as rural special education leaders in their school districts. The goals of the project are to: 1) refine didactic curriculum components for the special education strategist; 2) refine the field-based practice experiences to assure 15 exemplary training sites; 3) develop a recruitment and selection process for trainees that will enroll three cohorts of 20 trainees each for three years; 4) deliver the RSES curriculum to 60 trainees; 5) develop and implement a resident teacher program to ensure sustainability; and 6) evaluate the project and present data showing the impact of the curriculum on trainees and the services they provide.

Student Population Trends
Askvig, Brent
Brent.Askvig@minotstateu.edu
ND Dept. of Public Instruction
This project studies the trends and current statistics of the ND special education population.

Tobacco-American Heart Association
Buettner-Schmidt, Kelly
Kelly.schmidt@minotstateu.edu
American Heart Assn.
This project seeks to advance and protect the secondhand smoke policy in North Dakota.

Tobacco Education, Research & Policy NDDH III
Buettner-Schmidt, Kelly
Kelly.schmidt@minotstateu.edu
ND Dept of Health
This project seeks to advance and protect the secondhand smoke policy in North Dakota.

Transition Partnership Project II
Dollar, Alison
Alison.Dollar@minotstateu.edu
ND Dept. of Public Instruction
This project has been developed to secure funding for a variety of secondary transition activities in ND. They include: 1) continue the collection and evaluation of ND data on transition systems and impact on youth with disabilities; 2) improve personnel development standards and activities for those staff implementing school-based secondary transition services; and 3) increase the information dissemination efforts to state constituents regarding transition systems and promising practices.

MSU Resident Teacher Program II & Internship
Dollar, Alison
Alison.Dollar@minotstateu.edu
ND Dept. of Public Instruction & Peace Garden SPED Unit
This project is a collaborative effort to recruit, mentor and retain special education teachers in rural communities in North Dakota.
Project Title: Flat Lands Disability Network  
Contact Person: Fifield, Bryce  
Email Address: Bryce.Fifield@minotstateu.edu  
Funding Agency: US Dept. of Commerce  
Project Description: This project will create a high speed network for telehealth, training, and planning to support services for North Dakotans with developmental disabilities.

Project Title: NDCPD Core Award III  
Contact Person: Fifield, Bryce  
Email Address: Bryce.Fifield@minotstateu.edu  
Funding Agency: US Dept. of Health & Human Services  
Project Description: This project is NDCPD's core funding. A five year work plan is currently being administered in response to the needs identified by the ND disability community as prioritized by NDCPD's consumer advisory council. Five goals have been established that address personnel development, quality and availability of services, employment, transportation, and other services. These goals are directly related to emphasis areas outlined in the request for proposals and are described in terms of specific advocacy, capacity building, and systemic change activities through training, community services, dissemination, and research. Measurable outcomes and related activities are provided for each of the goals along with an anticipated timeline.

Project Title: ND One Stop  
Contact Person: Haarstad, Cathy  
Email Address: Cathy.Haarstad@minotstateu.edu  
Funding Agency: US Dept. of Health & Human Services  
Project Description: This project supports a statewide partnership among the ND Dept. of Human Services through 8 regional Human Service centers and various state and private family support agencies and the NDCPD at MSU. The project will develop a state-wide implementation plan that will enable existing Human Service Centers to act as one-stop service centers for ND families whose children have concomitant intellectual and emotional/behavioral disorders.

Project Title: Collaborative Conference - Dept. of Public Instruction  
Contact Person: Haarstad, Cathy  
Email Address: Cathy.Haarstad@minotstateu.edu  
Funding Agency: ND Dept. of Public Instruction  
Project Description: This project contributes funds from the North Dakota Dept. of Public Instruction towards the ND Family Collaborative Connections Conference.

Project Title: Collaborative Conference - DHS  
Contact Person: Haarstad, Cathy  
Email Address: Cathy.Haarstad@minotstateu.edu  
Funding Agency: ND Dept. of Human Services  
Project Description: The project contributes funds from the North Dakota Dept. of Human Services towards the ND Family Collaborative Connections Conference.

Project Title: Child Disability Clinic - 4 (two year period)  
Contact Person: Hoffart, Marita  
Email Address: Marita.Hoffart@minotstateu.edu  
Funding Agency: ND Dept of Human Services  
Project Description: This project supports a team of professionals from private, public, school, community, family support groups, and academic areas that will be involved in the screening of at-risk children and talking with parents.
Project Title: Right Track - 3
Contact Person: Holm, Thea
Email Address: ndcpd@minotstateu.edu
Funding Agency: fee for service
Project Description: This project identifies infant and toddlers that may be at risk for DD, provide developmental screenings, refers to other services as appropriate and provides developmental information to families.

Project Title: ND Infant Toddler Enrichment Program (ND ITEP) II
Contact Person: Lee, Kathy
Email Address: Kathy.Lee@minotstateu.edu
Funding Agency: ND Dept. of Human Services
Project Description: This project seeks to compile and analyze descriptive data, develop instrumentation and methodology, and implement activities to evaluate the impact of training and consultation methods used as part of the Infant/Toddler training initiative.

Project Title: Regional ICC
Contact Person: Lee, Kathy
Email Address: Kathy.Lee@minotstateu.edu
Funding Agency: ND Dept of HS
Project Description: This project coordinates 4 RICC Meetings, schedules and conducts focus groups, tracks implementation of the regional Quality Improvement Plan, prepares notices regarding meetings, takes minutes, and arranges for accommodations.

Project Title: Minot Infant Development Program (MIDP)
Contact Person: Lee, Kathy
Email Address: Kathy.Lee@minotstateu.edu
Funding Agency: ND Dept of Human Services
Project Description: This project with the ND Dept of HHS supports activities which identify infants (birth-3) who are developmentally delayed, high risk, or at risk. In addition, this contract provides for in-home programming and infant stimulation activities for eligible children.

Project Title: Training Contracts
Contact Person: Mercer, Mary
Email Address: Mary.Mercer@minotstateu.edu
Funding Agency: income account
Project Description: NDCPD conducts various workshops introducing a value-based process for developing major program goals with individuals with developmental disabilities and emphasize the relationship between assessment and goal setting.

Project Title: Consumer Participation in the 2005 NDACF Conference
Contact Person: Mercer, Mary
Email Address: Mary.Mercer@minotstateu.edu
Funding Agency: ND Dept. of HS
Project Description: This proposal assists consumers to attend the upcoming NDACF Conference.

Project Title: Community Staff Training Project (CSTP)
Contact Person: Mercer, Mary
Email Address: Mary.Mercer@minotstateu.edu
Funding Agency: ND Dept of Human Services
Project Description: This project provides training services for staff members employed by agencies/facilities serving individuals with MR/DD. MSU has been providing this service since 1983.

Project Title: Youth Leadership II
Contact Person: Olson Dawn
Email Address: Dawn.olson@minotstateu.edu
Funding Agency: NDAD
Project Description: This project provides funding for the annual NDCPD Youth Leadership project which promotes leadership issues to students with disabilities.
Project Title: Program/Survey Fusion
Contact Person: Fifield, Bryce
Email Address: Bryce.Fifield@minotstateu.edu
Funding Agency: income account
Project Description: Program Fusion is an Internet-based agency allowing personnel to update all record files for programs, jobs or medications/general health issues. Survey Fusion is an online service of NDCPD that enables people with moderate and severe disabilities to hold competitive employment in the data entry industry. Since its inception, Survey Fusion customers with mental retardation have earned over quarter million dollars in salaries and benefits.

Project Title: Leaps & Bounds
Contact Person: Arrayan, Kari / Webster, JoLynn
Email Address: Kari.Arrayan@minotstateu.edu/JoLynn.Webster@minotstateu.edu
Funding Agency: ND Dept. of Human Services
Project Description: This project intends to increase community awareness for parents, highlight the abilities of children with disabilities, and collaborate with existing programs to provide support and technical assistance to instructors.

Project Title: Experienced Parent
Contact Person: Yoder, Rachele
Email Address: Rachele.Yoder@minotstateu.edu
Funding Agency: ND Dept of Human Services
Project Description: This project provides information and support to parents with a child enrolled in Developmental Disabilities services including the Minot Infant Development Program.
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>BRYCE FIFIELD</td>
<td>Executive Director</td>
</tr>
<tr>
<td>BRENT ASKVIG</td>
<td>Associate Director for Development</td>
</tr>
<tr>
<td>MARY MERCER</td>
<td>Community Training Coordinator</td>
</tr>
<tr>
<td>STEVE PETERSON</td>
<td>Community Support Coordinator</td>
</tr>
<tr>
<td>JOLYNN WEBSTER</td>
<td>Preservice Training Coordinator</td>
</tr>
<tr>
<td>SUE GARNESSE</td>
<td>Dissemination Coordinator</td>
</tr>
<tr>
<td>BRENT ASKVIG</td>
<td>Research Coordinator</td>
</tr>
<tr>
<td>CATHY HAARSTAD</td>
<td>Consumer Liaison</td>
</tr>
<tr>
<td>MAUREEN MCCLOUD</td>
<td>Multicultural Facilitator</td>
</tr>
<tr>
<td>SUSIE MACK</td>
<td>Office Manager</td>
</tr>
<tr>
<td>MARCIA JOHNSON</td>
<td>Finance Manager</td>
</tr>
<tr>
<td>JESSE SMITH</td>
<td>Computer Programmer</td>
</tr>
<tr>
<td>DARREN SEIFERT</td>
<td>Computer Programmer</td>
</tr>
<tr>
<td>CHAD FENNER</td>
<td>Graphic Artist</td>
</tr>
<tr>
<td>SHELDON DOKKEN</td>
<td>Technical Support</td>
</tr>
<tr>
<td>KATHY LEE</td>
<td>Project Director</td>
</tr>
<tr>
<td>KOLETTA FICEK</td>
<td>Site Coordinator</td>
</tr>
<tr>
<td>HEATHER ELLIS</td>
<td>Home Visitor</td>
</tr>
<tr>
<td>JANE COLBY</td>
<td>Home Visitor</td>
</tr>
<tr>
<td>DIANE HILTNER</td>
<td>Site Coordinator</td>
</tr>
<tr>
<td>BETH WILHELMI</td>
<td>Consultant</td>
</tr>
<tr>
<td>KARI ARRAYAN</td>
<td>Project Director</td>
</tr>
<tr>
<td>TOM ALEXANDER</td>
<td>Project Director</td>
</tr>
<tr>
<td>AMY ARMSTRONG</td>
<td>Project Director</td>
</tr>
<tr>
<td>LAURIE DAVIS</td>
<td>Consumer Liaison</td>
</tr>
<tr>
<td>DAWN OLSON</td>
<td>Consumer Liaison</td>
</tr>
<tr>
<td>KARLEE RAUSCHENBERGER</td>
<td>Marketing Specialist</td>
</tr>
<tr>
<td>SHIRLEY BRENNAAN</td>
<td>Consumer Support Specialist</td>
</tr>
<tr>
<td>LINDA MADSEN</td>
<td>Speech Language Pathologist</td>
</tr>
<tr>
<td>SHELLEY DUBYTS</td>
<td>Speech Language Pathologist</td>
</tr>
<tr>
<td>RICH BERG</td>
<td>Research Associate</td>
</tr>
<tr>
<td>THEA HOLM</td>
<td>Project Coordinator</td>
</tr>
<tr>
<td>KIMBERLY WITT</td>
<td>Curriculum &amp; Training Specialist</td>
</tr>
<tr>
<td>ALISON DOLLAR</td>
<td>Project Director</td>
</tr>
<tr>
<td>WENDY THOMAS</td>
<td>Research Associate</td>
</tr>
<tr>
<td>MARITA HOFFART</td>
<td>Project Director</td>
</tr>
<tr>
<td>ALAN EKBLAD</td>
<td>Co-Project Director</td>
</tr>
<tr>
<td>KELLY BUETTNER-SCHMIDT</td>
<td>Project Director</td>
</tr>
<tr>
<td>BRUCE HELMS</td>
<td>Project Professional</td>
</tr>
<tr>
<td>RACHELE YODER</td>
<td>Project Coordinator</td>
</tr>
<tr>
<td>SUSAN ANDERSON</td>
<td>Support Staff</td>
</tr>
<tr>
<td>MARY HEIDRICH</td>
<td>Support Staff</td>
</tr>
<tr>
<td>CHERYL RYSTEDT</td>
<td>Support Staff</td>
</tr>
<tr>
<td>DONNA WEISHAAR</td>
<td>Support Staff</td>
</tr>
<tr>
<td>ANDRE' CHAMPIEUX-MILLER</td>
<td>Support Staff</td>
</tr>
<tr>
<td>VICKIE BRABANDT</td>
<td>Support Staff</td>
</tr>
<tr>
<td>PHYLLIS BUTLER</td>
<td>Support Staff</td>
</tr>
<tr>
<td>SHANNON SCOTT</td>
<td>Support Staff</td>
</tr>
</tbody>
</table>