

NTID Health Care Initiatives

October 1, 2011

(Based on *Interim Report, Task Force on Health Care Careers for the Deaf and Hard-of-Hearing Community*, June, 2011)

“Building Pathways to Health Care Careers for the Deaf and Hard-of-Hearing Community: Interim Report” submitted by the *Task Force on Health Care Careers for the Deaf and Hard-of-Hearing Community* offers significant short-term recommendations that represent a beginning (but critical) step in fulfilling the Task Force Charge of increasing the number and success of deaf and hard-of-hearing individuals in health care careers. These recommendations are intended for consideration and implementation by the Task Force’s four founding institutions (Gallaudet University, the National Technical Institute for the Deaf at the Rochester Institute of Technology, the National Center on Deaf Health Research at the University of Rochester Medical Center, and the Rochester General Health System).

The Task Force recommendations are accompanied by the following set of Task Force expectations:

- The founding institutions are the *primary agents* in considering and implementing these recommendations;
- The founding institutions will collaborate with one another in deciding *which* institutions will assume lead role in implementing *which* short-term recommendation, based on institutional expertise and strategic directions;
- In fully realizing the intended impact of Task Force recommendations, the founding institution assuming lead role in implementing a particular recommendation will collaborate as needed and appropriate with other founding institutions (as well as with other institutions and organizations throughout the country, including those represented on the Task Force); and
- Given resource limitations and ongoing institutional commitments, it is unlikely the founding institutions will be able to implement all submitted Task Force short-term

recommendations, even collectively. Founding institutions will communicate formally to the Task Force by October 1, 2011 regarding which recommendations have been selected as 'top priority' initiatives for implementation.

Based on deliberations within NTID, the following Task Force recommendations have been selected as most appropriate for NTID to assume leadership responsibility in moving forward the Task Force Charge:

Section I: Maximizing Information Dissemination

1. Recommendation IA (NTID-led)

Establish and maintain a comprehensive Internet presence that can serve **D/HH students and their parents, educators, and other professionals working with D/HH individuals, gatekeepers in educational institutions, and health care employers**. This site would provide access to information about health care careers for individuals who are D/HH as well as technology that facilitates access and accommodation in health care fields. It is suggested that, at minimum, the following information be disseminated: ... (pp.9-10, Interim Report).

NTID (through the Educational Design Resources Department) will assume central leadership in creating, developing, and maintaining the recommended website, with ongoing support and contribution as appropriate from the other founding institutions (as well as other institutions/organizations represented on the Task force). The nature and scope of ongoing support by these other contributors will be formalized through inter-institutional memoranda-of-agreements. **This website will become public by October 2012.**

NTID Strategic Decisions 2020 Linkage: Supports program and curriculum development goal of expanding NTID's role as a National Resource Center of Excellence in providing resources and dissemination strategies.

Recommendation IB (Proposed Gallaudet University leadership)

Develop and implement a public relations campaign directed towards parents, guidance counselors, academic advisors, regional centers on deafness, vocational training schools specializing in health care career training, community colleges with D/HH students, and other institutions serving the needs of D/HH students. This campaign would promote health care careers for...(p. 11, Interim Report).

With NTID assuming leadership for the website referenced in IA, it is proposed that Gallaudet University assume central leadership responsibility for developing and carrying out the described PR campaign (as a complement to the Internet presence), jointly sponsored and supported by NTID (again, as formalized through an inter-institutional memorandum-of-agreement). Such an initiative would represent joint public relations conducted by the two institutions regarding the general realm of health care career opportunities for D/HH individuals, and would not restrict public relations initiated by each institutions individually regarding respective resources and offerings in this area. **This joint PR campaign could be implemented by October 2012.**

Recommendation ID (Proposed NTID/Gallaudet University leadership]

In disseminating the information listed above (A-C), collaborate with key organizations, e.g. PEPNet, National Association of the Deaf, ...(p. 11, Interim Report).

Recommendations IA (led by NTID) and IB (proposed leadership by Gallaudet University) could be undertaken through collaboration with the key organizations listed in Recommendation ID.

Section II: Enhancing Educational Curricula and Training Programs

1. Recommendation IIA1. (NTID-led)

Expand and enhance academic opportunities for **pre-college** D/HH students to engage in health-related activities that could lead to increased numbers of these students entering the health fields (p. 13, Interim Report).

Collaborate with NTID's Explore Your Future, University of Arkansas' iTransition College Camp, Gallaudet University's high school recruitment activities, and other enrichment/summer programs offered nationally for D/HH pre-college students to add a component that focuses on health care careers, including job prospects, academic readiness, and success stories of D/HH health care providers.

NTID will implement a variation of this recommendation by incorporating a health care careers dimension as part of NTID's 'Explore Your Future'; **to be implemented Summer 2012.**

At the same time, NTID will assume central leadership in collaborating with Gallaudet University and other national partners to be determined (e.g., a prominent K-12 program for D/HH students, University of Arkansas iTransition College Camp, etc.) in jointly sponsoring a National Health Care Careers Summer Academy for secondary D/HH students; **planning (including budget and funding considerations) to be completed by Summer 2012, with implementation Summer, 2013.**

***NTID Strategic Decisions 2020 Linkage:** Supports program and curriculum development goal of expanding NTID's role as a National Resource Center of Excellence—expansion of Outreach programs and initiatives.*

2. Recommendation IIA2 (NTID/IHST-led)

Expand and enhance academic opportunities for **pre-college** D/HH students to engage in health-related activities that could lead to increased numbers of these students entering the health fields (p. 13-14, Interim Report).

Collaborate with RIT's Biomedical Career Day and Mash Camp, Rochester Health System's New Vision Medical Careers and School-to-Work Youth Apprenticeship Program, the University of Rochester's Science and Technology Entry Program (STEP) for high school students,

and other national partners as appropriate to include D/HH pre-college students in their recruitment efforts.

NTID will implement a variation of this recommendation by working with RIT's Institute of Health Sciences and Technology (IHST) to explicitly recruit D/HH individuals in IHST outreach initiatives targeted to middle school/high school students; **beginning Summer 2012.**

***NTID Strategic Decisions 2020 Linkage:** Supports program and curriculum development goal of expanding NTID's role as a National Resource Center of Excellence—expansion of Outreach programs and initiatives.*

3. Recommendation IIA4. (NTID-led)

Expand and enhance academic opportunities for **pre-college** D/HH students to engage in health-related activities that could lead to increased numbers of these students entering the health fields (p. 14, Interim Report).

Collaborate, on a pilot basis, with RIT/NTID's Project Fast Forward, which offers dual credit courses to high school students in various computer applications. This model could be adapted for the purpose of strengthening science and math skills within the context of preparation for health care majors

NTID will implement **AY2012-13.**

***NTID Strategic Decisions 2020 Linkage:** Supports program and curriculum development goal of expanding NTID's role as a National Resource Center of Excellence—expansion of Outreach programs and initiatives.*

4. Recommendations IIB2 and IIB4 (NTID portion in collaboration with RIT)

Expand opportunities for students already in the **college** pipeline to enter into and succeed in health-related majors. This can be accomplished in the short-term through articulation and collaboration efforts among existing programs throughout the founding institutions in the following ways (pg. 14 and pg. 15, Interim Report):

Establish a Health Care Careers designated presence at Gallaudet University and RIT/NTID that serves as a clearinghouse and mentoring/advising center for D/HH health care majors and provides information to academic advisors and relevant departments on opportunities in health care careers.

Collaborate (NTID) with the academic leaders of the newly established Institute of Health Sciences and Technology (IHST) at RIT to assure a “deaf friendly” environment for qualified D/HH students wishing to major in health-related fields and partner with IHST units on new initiatives that would increase the numbers of D/HH students training for health care careers.

Create a Health Care Careers Scholars Program as a special component of already existing support services offered by Gallaudet and RIT/NTID, which would provide additional academic support, social support, and mentoring opportunities for D/HH students pursuing health-related majors, with particular attention to the freshman and sophomore “gatekeeper” courses.

NTID, through Career Counselors and Support Faculty (as coordinated through the NTID Health Care Implementation Commission, to be established), will implement NTID-related aspects of these two recommendations; **beginning Spring 2012.**

***NTID Strategic Decisions 2020 Linkage:** Supports program and curriculum development goal of expanding NTID’s 2+2 or 2+3 transfer degree programs.*

5. Recommendation IIB5 (NTID-led in collaboration with URMC and Gallaudet University)

Expand opportunities for students already in the **college** pipeline to enter into and succeed in health-related majors. This can be accomplished in the short-term through articulation and collaboration efforts among existing programs throughout the founding institutions in the following ways (pg. 15, Interim Report):

Collaborate with University of Rochester Academic Leaders to increase the numbers of D/HH students in the Summer Research Fellowship Program (SURF). SURF is an eight-week academic program designed to strengthen the science, clinical, and research skills of selected college students to enhance their competitiveness for careers in medicine and the biomedical sciences.

Through coordination with National Center on Deaf Health Research/URMC and Gallaudet University, NTID will provide central leadership in pursuing this recommendation for qualified D/HH students in related IHST and Gallaudet University majors; **initial cohort of recruited students planned for Summer 2012.**

6. Recommendation IIB7 (NTID-portion)

Expand opportunities for students already in the **college** pipeline to enter into and succeed in health-related majors. This can be accomplished in the short-term through articulation and collaboration efforts among existing programs throughout the founding institutions in the following ways (pg.15 , Interim Report):

Complete preliminary program feasibility analyses by January 1, 2012, regarding the following areas:

- a. The establishment of inter-institutional curricular and degree articulations among **existing** programs in health care careers. In conducting these feasibility analyses, the four partnering institutions should consider as well the involvement of the other institutions represented on the Task Force.
- b. The establishment of **new** programs in health care careers, both inter-institutionally and intra-institutionally. For example, what is the feasibility of a new joint Gallaudet/RIT bachelor's degree in a health-related field following the model of the recent UR/RIT joint master's program in Health Informatics? Examples of such an initiative would be a joint bachelor's degree in Social Work specializing in health care settings, or a joint bachelor' program in Biomedical Science. Other examples include a new associate degree pro-gram at NTID in Physical Therapy Assistant or Medical Assistant, new transferable NTID and Gallaudet A.S. degree programs in Health Sciences that articulate with bachelor level programs offered by RIT in Biomedical Sciences; and a new R.N. program at Gallaudet that articulates with advanced nursing degrees at the University of Rochester Medical Center. In conducting such feasibility analyses, the four partnering institutions should consider as well the involvement of the other institutions represented on the Task Force.

NTID will explore implementing variations of these recommendations through conducting preliminary feasibility analyses, **by January 1, 2012**, regarding the following:

- A self-contained NTID career-focused degree (**AOS**) in a high growth area of health care careers that also is low-cost to implement and sustain (e.g., physical therapy assistant,

medical secretary, etc);

- A joint associate's degree program (**AAS**) with Monroe Community College (MCC) in a health care field already offered by MCC, such as radiologic technology, health information technology/medical records, nursing, dental hygiene, biotechnology, etc (see as well Recommendation IIB8, pg. 16). This joint program would be open to both hearing and D/HH students. As part of this partnership, at least in initial stages, NTID could offer developmental courses in mathematics and English, as well as provide needed access services (interpreting, note-taking and faculty tutoring). On a more long-term basis, NTID could assist MCC in developing funding streams to support ongoing access costs. Graduates of this joint program would receive a degree from both NTID/RIT and MCC;
- An NTID-based transfer **AS (or AAS)** degree for D/HH students that would link to related BS degree programs both at RIT/IHST and Gallaudet University. This would be a 3+2 program (or some version thereof) that would prepare students for advanced study in a field associated with health care careers. This arrangement would necessitate formal articulation agreements with both IHST and/or Gallaudet University, ensuring optimal transferability of course work between the associate and baccalaureate degree levels. Regarding the issue of finding enough students with sufficient academic readiness to make such a degree offering a viable option, in the long term, this may be an issue of enhanced high school preparation for D/HH students through such initiatives as DeafTec. In the short term, it may be that there are qualified D/HH students already admitted to RIT who would be interested in health care careers if there were opportunity to engage in preparatory study at the associate degree level directly leading to a baccalaureate degree. Such a degree offering might also attract D/HH students currently choosing other two and four year programs around the country. With a portfolio of health care programs, NTID/RIT could begin to establish itself as a "hub" for D/HH individuals aspiring for health care careers.

For the three degree possibilities noted above, implementation as merited will be completed **within two years** of the completed feasibility analyses.

NTID Strategic Decisions 2020 Linkage: Supports program and curriculum development goal of reviewing and updating NTID Career-focused program portfolio and expanding 2+2/2+3 transfer degree programs.

[**Note:** In addition to the above, it is possible that Gallaudet University may desire to develop a 3+2 program (or some version thereof) that would articulate with an appropriate RIT/IHST health care major. This would entail a formal articulation analysis between Gallaudet University and RIT/IHST, and could benefit from NTID playing a liaison/facilitator role. Should this become the case, resource implications for NTID in the articulation analysis phase would be the re-prioritizing/re-allocating existing institutional resources; if implemented, access services costs for enrolled students would need to be determined.]

7. Recommendation IIB9. (NTID-led)

Complete exploratory discussions by January 1, 2012, regarding the establishment of a jointly sponsored Consortium Center of Excellence in Health Care Education resulting in various exit points for D/HH students. This Consortium could at minimum include Gallaudet University, RIT/NTID, the University of Rochester, Rochester General Health System, and other national partners represented by members of the Task Force. Such an initiative would build on the initiatives listed above, as well as incorporate “pipeline partners” with select high schools throughout the country (pp.16-17, Interim Report).

Such a Consortium Center of Excellence could include:

- Career awareness and academic skills development related to health care careers for middle school and high school students at summer academies conducted throughout the country
- Associate level training at NTID (A.A.S. in Physical Therapy or Medical Assistant); at Monroe Community College (A.A.S. in Nursing, Radiology Technology, Dental Hygiene, Health Information Technology/Medical Records, Biotechnology); at Rochester General Health System (L.P.N. and Medical Records)
- Associate level training at Gallaudet and Montgomery College (A.S. in Biotechnology, Medical Coder/Abstractor/Biller, Nursing, Physical

Therapy Assistant, Pre-Pharmacy, Radiology Technology, Nursing; other possible sites for collaboration include Northern Virginia Community College and Howard Community College

- Bachelor's level training at RIT (B.S. in Biomedical Sciences, Bioinformatics, Biomedical Engineering, Biotechnology, Diagnostic Medical Sonography, Physician Assistant, Psychology, pre-med, etc.); at Gallaudet (B.S. in Social Work, Psychology, pre-med, etc.); at Nazareth (B.S. in Communication Sciences and Disorders, Occupational Therapy, Nursing); and at the University of Rochester (B.S. in Nursing, B.A. in Bioethics, Epidemiology, Health Policy)

- Professional level training at the University of Rochester (M.D., M.D./Ph.D. in the School of Medicine and Dentistry, M.D./M.S. in Medical Education and Medical Neurobiology, M.D./M.P.H. in Medical Education and Master of Public Health, M.D./M.B.A. in Medical Education and Master of Business Administration, Ph.D. in Psychology); at Gallaudet University (M.S.W. in Social Work, M.A. in Mental Health Counseling, Ph.D. in Clinical Psychology, Au.D. in Audiology, Ph.D. in Audiology); at Rochester Institute of Technology (M.S. in Bioinformatics, Health Systems Administration, Physician Assistant); at St. John Fisher College (Pharm.D in Pharmacy); at New York Chiropractic College (Doctor of Chiropractic, M.S.D.I.); at Nazareth College (M.S. in Occupational Therapy, B.S./D.P.T. in Physical Therapy, D.P.T. in Physical Therapy).

Pending successful implementation of the degree program possibilities delineated in IIB, 7a and 7b (above), NTID would assume leadership for conducting discussions among the founding institutions regarding a jointly sponsored Consortium Center of Excellence.

8. Recommendation IIC1 (NTID-led)

Coordinate **post-college** enrichment opportunities for D/HH college graduates desiring to enter health care fields through the following:

In collaboration with regional and national partners, identify mentoring opportunities for new D/HH college graduates with current D/HH health care career professionals, including the University of California San Diego's "Eight Week Summer Science Training and Enrichment Program for Graduate Level Science Majors" (p. 17, Interim Report).

NTID (through the NTID Center on Employment) will assume leadership for piloting this initiative, in collaboration as appropriate with IHST, URM/NDHRC, Gallaudet University, RGHS, and University of California, San Diego; **for implementation by end of Academic Year 2011-12.**

Section III: Creating Employer Awareness

1. Recommendations IIIA1 (NTID-portion)

Redirect current employer training programs at the partnering institutions to focus on increasing the effectiveness of health care employers in supporting the success of their D/HH employees. Begin efforts to disseminate such employer training programs nationally (p. 18, Interim Report).

Request that resources be reallocated at the National Center on Employment at RIT/NTID and the Gallaudet University Career Center to adapt existing employer training materials for health care organizations and institutions. Request that these centers, together with other partnering institutions, disseminate information on D/HH individuals in the health care workforce, conduct training with selected health care employers on integrating D/HH employees into the workforce, and showcase D/HH role models in science and health careers, including access and technology solutions used to achieve such integration (i.e., using PEPNet's model of *Achieving Goals!*).

As an initial step towards realizing this recommendation, NTID (through the NTID Center on Employment) will assume central leadership in working with the other founding institutions to sponsor one national pilot for health care employers; **to be accomplished by October 2012.**

2. Recommendation IIIB. (NTID-led)

Begin identifying potential partnerships with the corporate sector of the health and wellness industry (both for-profit and not-for-profit organizations, including pharmaceutical companies, device manufacturers, insurance companies, health care organizations, etc.) to develop employment opportunities for the increased number of D/HH individuals who will be trained for the health care industry. Such partners could provide both entry-level positions for graduates of training programs as well as temporary jobs and internships/co-op experiences for students in training (p. 19, Interim Report).

NTID (through the National Center on Employment) and in collaboration with Gallaudet and other national partners will begin to develop a list of potential partners and employers who could be tapped as students enter the health care career pipeline, especially those needing internships and other learning opportunities.

Section IV: Promoting Accessibility and Technological Solutions

1. Recommendations IVA (NTID-led)

Support the continued growth of specialized interpreting for D/HH health care professionals and students in health care majors. While the new Health Care Interpreting Program launched at RIT/NTID this year is a strong first step in terms of interpreting for deaf patients in medical settings, there is a critical need for more highly trained and qualified interpreters to serve the increasing numbers of D/HH students and professionals in the health care fields. Over the next 12 months, the following activities would increase the numbers of such uniquely trained interpreters nationally (pp. 21-22, Interim Report):

1. Support development and delivery of an online curriculum for specialized interpreters that focus on professionals and students in health care settings.
2. Identify shadowing opportunities for interpreters in health care settings and other continuing education opportunities in medical areas. Identify interpreters with significant experience in medical fields who are willing to serve as resource persons. Develop a listing of such resources for dissemination nationally.
3. Develop a program for delivering supervision for health care interpreters via the Internet.
4. Share information about the Certificate in Health Care Interpreting Program (for deaf patients) at RIT/NTID with other interpreting programs across the country.
5. Develop guidelines/policies on hiring specialized interpreters in consultation with D/HH health care professionals and interpreters.
6. Collaborate with Rehabilitation Services Administration (RSA), Registry of Interpreters for the Deaf (RID), and health care organizations to emphasize the need and priority for health care interpreting specialization.
7. Connect the Registry of Interpreters for the Deaf (RID) with spoken language interpreting organizations to share experiences and gain insight into job demands and strategies.
8. Publicize and support the ASL STEM Forum. The purpose of this national online community is to bring educators, interpreters, captioners, students, and others together in order to help build American Sign Language's technical vocabulary from the ground up.

NTID, through the ASL and Interpreter Education Department (ASLIE), will assume central responsibility for addressing the above recommendations by developing an appropriate 'action plan' for subsequent implementation; action plan to be completed **by October 2012**.

In developing this action plan, ASLIE should consider the following possibilities:

- Including some element, in very basic format, of Medical Interpreting within the existing BS program in Interpreting Education;
- Expanding the current certificate program in Medical Interpreting that prepares interpreters to work with D/HH patients. This could be offered in a distance-learning format so as to attract a national audience;
- Considering the offering of a highly specialized advanced track for Medical Interpreting that prepares interpreters to work with health care professionals such as MD's, DO's, Dentists, PA's, NP's etc. This could fit within the SV 2020 plan for offering a second NTID Masters degree. Consideration should also be given to offering this degree in non-traditional formats such as online MS or weekend MS similar to current MBA programs offered by RIT and other area colleges.

NTID Strategic Decisions 2020 Linkage: Supports program and curriculum development goal of expanding NTID's graduate degrees to prepare professionals to work with individuals who are Deaf and Hard-of-Hearing.

2. Recommendations IVC and D (NTID-portion)

Work with national organizations and partners to promote awareness of technological innovation in delivering access services and create opportunities for replication of best practices.

Set up a health care access and communication consulting service that can promote the training of specialized interpreters for health care workers and provide information about current technological solutions in providing access

services. This consulting service could house a technology lab where common assistive devices can be tested (i.e. stethoscopes, etc.). A loan program could be considered for D/HH individuals in the health care fields wanting to try different technology solutions. This short-term recommendation sets the foundation for a more comprehensive long-term recommendation that would enable such a consulting service to also work with manufacturers of acoustic instrumentation and advise on issues of “universal design” for prototype equipment (p. 22, Interim Report).

NTID, through the ASLIE Department and the Center on Access Technology as coordinated by the NTID Health Care Implementation Commission (to be established), will assume responsibility for addressing the above recommendations by developing an appropriate ‘action plan’ for subsequent implementation; action plan to be completed **by October 2012**.

***NTID Strategic Decisions 2020 Linkage:** Supports access goal of promoting technology in support of access and learning and becoming a recognized leader in the exploration, adaptation, testing and implementation of innovative technologies.*

Section V: Investigating External Funding, Cultivating Governmental Relations, and Creating Programs of Sponsored Research/Policy Development

1. Recommendation VC (NTID-led)

The Task Force also recommends that the founding institutions establish an ongoing inter-institutional Sponsored Research/Policy Development Committee that focuses on health care careers for D/HH individuals. Examples of sponsored research and policy development stemming from such a Committee include (pp. 24-25, Interim Report):

- Numbers of D/HH individuals currently in the health care fields, the types of positions held, sites of employment, nature of accommodations used, cost of accommodations, and longitudinal career advancement and economic outcomes that can be used to monitor progress and further educate employers and employees
- Numbers of D/HH students in health care programs at the postsecondary and professional training levels, types of accommodations provided, and graduation outcomes, including identification of institutional

barriers and success strategies that can be used by federal and state agencies and individual educational pro-grams

- Innovation/evaluation regarding instructional strategies and access services within health care fields (including both educational and professional development contexts) that can be used subsequently by educational institutions and employers
- International comparison of familial and societal career outcome expectations for D/HH individuals, particularly as related to health care careers, which can be used to inform future policy development at national and international levels.

This Committee should incorporate the two critical dimensions of strong collaboration among the founding institutions in bringing to bear areas of complementary expertise and strong central leadership in setting timely direction and ensuring efficient follow through.

Between now and January 1, 2012, representatives from the founding institutions should determine collectively the inter-institutional model best capturing these two dimensions in establishing the recommended Committee. In addition, these representatives should identify sources of “seed money” in fueling the Committee’s preliminary activities..

The recommended Sponsored Research/Policy Development Committee, to be jointly sponsored by the Task Force’s founding institutions, is to function through strong central leadership as provided by one of the founding institutions, with ongoing collaboration among the others in bringing to bear complementary areas of expertise.

The scope of this Committee’s activity can be conceived as wide-ranging, including research and policy development in aspects related to: (1) instructional and curricular innovation, (2) technological advancements in the provision of access services, and (3) employment outcomes and career trajectories.

With regard to these three aspects, it is proposed that NTID assume central leadership in collaboration with the other founding institutions as follows:

- *instructional and curricular innovation related to health care preparation and professional development* (through a future

NTID Strategic Research Center focused on Teaching and Learning); **to be implemented by date to be determined**

- *technological advancements in the provision of access services related to health care preparation and professional development* (through NTID's Center on Access Technology); **to be implemented by date to be determined**
- *employment outcomes and career trajectories related to health care careers* (through the proposed NTID Strategic Research Center on Employment and Adaptability in the Global Workplace); **to be implemented immediately upon approval of pending SRC proposal]**

NTID Strategic Decisions 2020 Linkage: *Supports program and curriculum development goal of expanding NTID's role as a National Resource Center of Excellence, including NTID Research Center.*

Recommendations VA and B (Proposed Gallaudet University with with NTID support)

A. Governmental Relations Specialists at each of the four founding institutions should initiate and maintain contact with local, state, and federal funding agency representatives to determine if the institutions qualify for specific funding opportunities in implementing Task Force recommendations..(p. 23, Interim Report).

B. In situations where agency heads indicate that the partnering institutions do not qualify for specific funding opportunities due to exclusionary definitions for criteria such as "disadvantaged," "inhibited" or "cultural and linguistic competency," Governmental Relations Specialists at the institutions should devise new wording to make these definitions more inclusive and then approach local, state and federal legislative representatives for support of a change in agency interpretations of such definitions... (p. 24, Interim Report).

It is proposed that Gallaudet University assume a central leadership role for these two recommendations, as jointly supported by NTID through its Office of the President; **to be initiated by October 2011 and implemented in a timely manner so as to advance funding opportunities supporting other recommendations.**

Recommendation VD (NTID/GU/UR/RGHS-led)

At the same time, in coordinated fashion, Development Officers at the partnering institutions should explore pilot funding from private foundations and individual donors for select short-term Task Force recommendations as designated by the founding institutions. Such preliminary funding would be used to establish a portfolio of successful pilot interventions to be leveraged in securing ongoing funding (private, state, and federal) in support of designated long-term Task Force recommendations (p. 25, Interim Report).

NTID proposes this recommendation be addressed by ongoing collaboration/coordination among Development Officers at the founding institutions; **to be initiated by October 2011 and implemented in a timely manner so as to advance funding opportunities supporting other recommendations.**