Mission Statement

By partnering with students, their families, employers, educational institutions, researchers and policy makers, the Gregory S. Fehribach Center at Eskenazi Health promotes and equalizes the opportunity for economic independence, equitable employment, and full economic and civic engagement of college graduates with physical disabilities in communities in Indiana and throughout the United States.
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What we now know as the Gregory S. Fehribach Center began as an idea. In the early 2000s, Greg Fehribach, an Indianapolis attorney and national leader in accessible design, became concerned that few young adults with disabilities were in leadership positions, on boards, or – as Greg often says by quoting Hamilton – “in the room where it happens.” He used a sports metaphor to make his point: “We need to build a bench” of younger people with disabilities who are prepared to become leaders.

I was then director of the disability program at Ball State University (Ball State), a campus with a national reputation for educating students with disabilities that specialized in accessibility for students with physical disabilities. From research we conducted, we knew that Ball State students with disabilities were graduating at very high rates (in some instances higher than their peers without disabilities). Compared to national trends, that was very good news. But many of these high-achieving individuals then struggled to find equitable and sustainable employment after graduation. This troubling disconnect was due to discrimination; lack of accessibility in job sites, transportation and housing; and economic disincentives for people with disabilities to work. But we also learned that Ball State graduates with physical disabilities could do more while in college to prepare for success after graduation. Internships show potential employers that the candidate has real-world work experience and help interns enhance their self-advocacy and networking skills. Far too few Ball State graduates with physical disabilities were leaving campus with any meaningful work experiences.

As a trustee at both Ball State University and the Health & Hospital Corporation of Marion County (parent organization of Eskenazi Health), Greg promoted a partnership between the two institutions to enhance economic independence for college graduates with physical disabilities. After a trial run with one Ball State intern in 2011, Eskenazi Health established the Initiative for Empowerment and Economic Independence (IEEI) in 2013. Christia Hicks, chief human resources officer at Eskenazi Health, became the champion for IEEI. She led efforts to put the infrastructure in place to support a well-rounded internship program that provided paid work experiences, housing, professional development and accommodations for students with physical disabilities. Ernie Vargo, president and CEO of Eskenazi Health Foundation, and the team at Eskenazi Health Foundation raised funds to support the program’s growth. With the incredible grant-writing skills of Kristin Hyde, director of communications and grants administration for Eskenazi Health Foundation, IEEI garnered significant support from corporate, private and individual donors. A Board of Advisors was created and assisted in developing a strategic plan to chart the course for the future. The Board was originally chaired by former Indianapolis mayor Bart Peterson (Hud Pfeiffer became chair in 2021) and consists of visionary and supportive business and civic leaders in Indianapolis. As the vision for IEEI grew, my colleague Carlos Taylor and I left Ball State to help expand it into a multi-dimensional center. In 2019, IEEI officially became the Gregory S. Fehribach Center (Fehribach Center) in recognition of Greg’s leadership.

The Fehribach Center aspires to become a national leader in promoting equity, inclusion and economic independence for college graduates with physical disabilities. To get there, we have expanded the Fehribach Center’s work beyond our flagship internship program to include a research component and to enhance our educational outreach efforts. David Parker, Ph.D., has assisted us with this growth in the last two years and, in 2022, became the third member of the Fehribach Center staff. More about Dr. Parker’s work for the Fehribach Center and these future plans is included in this report.

Greg’s vision for economic independence for college graduates with physical disabilities is becoming a reality. The Fehribach Center that is named for him has provided 255 internships to 131 college students to date. What started as a partnership between Eskenazi Health and Ball State has now grown to include 35 colleges and 24 employers, with more set to join in 2022.

As you will read in the following pages, Fehribach Center interns and alums are making a difference and are on the road to becoming leaders. Greg’s “bench” is filling.

I hope you enjoy this update on the work of the Gregory S. Fehribach Center in 2021. We look forward to partnering with you in 2022 and the years to come.

Best wishes,

Larry Markle
Director, Gregory S. Fehribach Center at Eskenazi Health
larry.markle@eskenazihealth.edu
Why We Do What We Do

Gregory S. Fehribach
Founder, Gregory S. Fehribach Center

“True American independence is represented by access to economic equality. Full inclusion for people with disabilities into all segments of society is the goal of the Gregory S. Fehribach Center. The Fehribach Center is committed to facilitating employment relationships that embrace compassionate capitalism thereby benefiting students with physical disabilities and employers alike.”

Christia Hicks
Chief Human Resources Officer, Eskenazi Health

“The Fehribach Center represents access, equality and inclusion. Providing meaningful work experiences for the next generation is a true representation of empowerment and transformation. The Fehribach Center changes lives and builds communities. I feel fortunate to be connected with such an impactful opportunity for our students.”

| Dustin Gilmer Award |

The Fehribach Center is pleased to announce that Emily Malueg is the recipient of the inaugural Dustin Gilmer Award for Excellence. Malueg is a 2021 graduate of Rose-Hulman Institute of Technology with a degree in mechanical engineering. She interned through the Fehribach Center in 2020 and 2021 with Eskenazi Health Biomedical Engineering. Malueg is currently a continuous improvement engineer at BraunAbility. Read more about Malueg on page 9.

The award is named for Dustin Gilmer, a Fehribach Center intern in 2014 and 2015. Gilmer embodied what the Fehribach Center aims to do – empower highly capable college graduates with physical disabilities to obtain equitable employment and achieve full civic and economic inclusion. A 2015 graduate from Ball State University with a degree in journalism and telecommunications, Gilmer was hired by the Department of Public Works for the City of Indianapolis where he worked until his death in 2020.
In 2020, 25.7% of college graduates with disabilities were employed compared to 72.1% of college graduates without disabilities. - U.S. Bureau of Labor (2021)
Gregory S. Fehribach Center
Staff and Leadership

Larry Markle
Director
Larry Markle oversees all administrative functions of the Fehribach Center, supervises staff, heads collaboration with colleges and employers, and serves as the liaison with Greg Fehribach and members of the Advisory Board.

Carlos Taylor
Program Manager
Carlos Taylor manages the internship program and assists Markle in the day-to-day leadership of the Fehribach Center.

David R. Parker, Ph.D.
Program Manager for Research, Educational Outreach and Communications
Dr. David Parker coordinates research operations with members of the Research Advisory Board, facilitates educational outreach activities and disseminates news and information about Fehribach Center events.

Gregory S. Fehribach Center Advisory Board Members

Hud Pfeiffer, J.D. (Chair)
Partner, Faegre Drinker (retired)

Doug Boles, J.D.
President, Indianapolis Motor Speedway

Andy Bridge, M.D.
Dermatologist and Dermatopathologist, American Health Network

Mary Ciccarelli, M.D.
Professor of Clinical Medicine and Pediatrics, Indiana University School of Medicine
Physician, Eskenazi Health Center North Arlington

Erin Dorsey
Civic Leader

Greg Fehribach, J.D.
Founder, Gregory S. Fehribach Center
Counsel, Tuohy Bailey & Moore LLP

Sandro Franchi
Global Senior Director, Leadership Recruiting, Eli Lilly and Company (retired)

Lexi Heer
Staff Accountant, BraunAbility

Juli Paini, J.D.
Labor and Employee Relations Specialist, Defense Finance and Accounting Service

Bart Peterson, J.D.
President and CEO, Christel House International
Mayor of Indianapolis, 2000-2008

Frank Pulice, J.D.
Senior VP of Human Resources and General Counsel, Pacers Sports and Entertainment

Sharon Reed
Director of Administration, RCR Technology Corporation

Ernie Vargo, II CFRE
President and CEO, Eskenazi Health Foundation (ex-officio)

Kristin Hyde, Dr.PH.
Director, Communications and Grants Administration, Eskenazi Health Foundation (ex-officio)

Larry Markle
Director, Gregory S. Fehribach Center (ex-officio)

Carlos Taylor
Manager, Gregory S. Fehribach Center (ex-officio)
David Parker, Ph.D. (Chair)
Gregory S. Fehribach Center

Katie Brendli, Ph.D.
Cornell University

Brad Duerstock, Ph.D.
Purdue University

Heather Evans, Ph.D.
University of Washington

Sharon Field, Ed.D.
2BSD and Wayne State University

Allison Fleming, Ph.D.
Penn State University

Kristin Hyde, Dr.PH.
Eskkenazi Health Foundation

Pam Luft, Ph.D.
Kent State University

Joe Madaus, Ph.D.
University of Connecticut

Melinda Messineo, Ph.D.
Ball State University

Joshua Mitchell, Ph.D.
Milwaukee School of Engineering

Yolanda Trevino, Ph.D.
Indiana University

Roger Wessel, Ph.D.
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Eskkenazi Health and Eskkenazi Health Foundation
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Lilly Endowment, Inc.
PNC Bank
And many generous individual donors
Meet Some of Our Interns
Interviewed by Caleb Posey, Fehribach Center intern

The flagship component of the Fehribach Center is its internship program. This program has celebrated massive success in just a few years. While the Fehribach Center champions inclusion, there are some stipulations to being accepted as an intern. First, the program is open to individuals with physical disabilities. While it’s necessary to be an advocate for all people with disabilities, Greg Fehribach saw there was a specific lack of opportunities for professional advancement for people with physical disabilities. Accordingly, he wanted the program to fill that void. The second stipulation is that the individual must be in good academic standing with his or her coursework. A solid education is necessary for professional advancement, so candidates must prove that they are serious about their education. The final, and possibly most important, piece is that the student must demonstrate both the desire and the drive to succeed professionally and become a model for the success of disabled individuals.

Given this context, what of those laudable individuals who have taken part and made it such a success? The interns themselves have given their all in pursuit of their professional goals and, in so doing, have added credence to the recognition of all disabled professionals. Though it would be prudent to recognize each and every intern, this would be an arduous task. Instead, here are some words on and from a small sampling of these incredible people about their experiences with the Fehribach Center.

Mike Stanek
Mike Stanek is a 2011 graduate of Ball State University with a degree in actuarial science. He has the distinction of being the first intern through the Fehribach Center. In 2021, he interned with Eskenazi Health Decision Support. He built predictive models, validated databases and created a presentation for a board using departmental data. He said that his greatest takeaways were making connections in his field and gaining experience, both practically and in demonstrating his knowledge.

“I made many connections which helped me to secure jobs. The internship was the first time I got to work in my field. I learned how to work in the environment and on a team, and I gained the confidence to know I can do what I went to school for.”

Stanek is now a senior healthcare analyst at Agilum Healthcare Intelligence. He considers the internship to be one of the most impactful experiences of his career to date.

Sophie Weber
Sophie Weber is a sophomore at Hanover College who will graduate in 2024 with degrees in secondary education and English. The summer of 2021 was her first internship experience with the Fehribach Center. She interned at the Eiteljorg Museum in the Public Programs department. In that position, she was able to take a leading role in creating educational materials for Boy Scouts and Girl Scouts who visit the museum to supplement their learning.

This internship was her first professional working experience and she confessed to being quite nervous about whether she would be able to work in a professional environment. By the end, she said she not only felt good about her work ethic but also that she proved herself a more than capable professional worker.
“I went back to school and took a part-time job at my college as a student ambassador. While I would have previously been worried about my ability to work a job, my experience this summer gave me the confidence that led me to apply for and secure the job. I remember one time early on in the job, my task was to give campus tours to prospective students, but I of course needed to be approved first. On one particular tour, I was shadowed so that they could assess my work. Having had previous work experience, I was able to calmly reflect and prepare for my assessment so I could pass and be approved.”

As Weber demonstrated, the key word to sum up her work experiences is “confidence.” The internship helped her develop the knowledge and belief in herself so that she could move on to secure her first job. Working at the Eiteljorg Museum affirmed her passion for education and gave her confidence in her bright future as a next generation educator.

Mark Sortino
Mark Sortino is a junior at Butler University working towards a degree in marketing with an education minor. Summer 2021 was his first internship through the Fehribach Center and he worked as a school services intern at The Children’s Museum of Indianapolis. He created virtual programs and helped with in-person day camps, field trips and general visits to the STEM Lab.

“I learned that I don’t have to take myself super seriously and was able to have fun with it. I was worried the work environment would be all business without any room for fun encounters, but I was pleasantly surprised to see we were able to be loud and fun while also getting work done.”

He said that the internship gave him the freedom to set his sights and ambitions higher than previously. Sortino was selected to be a 2022 marketing operations intern at Eli Lilly and Company, a key partner for the Fehribach Center.

Abbey Russell
Abbey Russell is a first-year student at the Indiana University School of Medicine. She has an undergraduate degree in biology from Taylor University and had three internships through the Fehribach Center, with summer 2021 being her third. Previously, she interned with Eskenazi Health Family Beginnings and then at Eskenazi Health West 38th Street. Russell’s internships helped her confirm that she wanted to attend medical school.
“My main takeaway is that I want to continue to be involved in my community as a physician and that I really need to keep my eyes open to what is happening in the community. This has been a lifelong dream in the making, and I know I am meant to be here, even in such a time as this. In fact, I have grown in my respect of the medical field and the efforts that go into research. It heightens my desire to learn and continue to fuel my passion to become a physician.”

**Natalie Davis**

Natalie Davis is a 2021 graduate of St. Mary’s College with degrees in English literature, writing, and women and gender studies. Summer 2021 marked her third internship experience with the Fehribach Center. She interned with the Pass the Torch for Women Foundation. In that internship, Davis was in charge of contacting over 800 alumni to recruit them for Project Grow; a collegiate institutional program that invests in college students. The goal of the program is to help students realize and harness their full potential.

Davis performed so well in her internship that she was offered and accepted a full-time position with the Pass the Torch for Women Foundation. As the program coordinator, Davis facilitates the Project Grow modules and revises them as necessary. Other duties include planning new programming and working to get those running. She works with the Foundation’s internal team on signature events and manages different communities within the Foundation.

Reflecting on her internships, Davis said, “Doing this helped me realize that I am more than capable of doing things that scare me and that what I do for the students I serve is important to them in ways that I can only begin to understand. Similar to what Project Grow does for its students, these opportunities have helped me realize my full potential and use it to my advantage personally and professionally.”

**Emily Malueg**

Emily Malueg graduated from the Rose-Hulman Institute of Technology in March of 2021 with a degree in mechanical engineering. Malueg has completed four internships through the Fehribach Center with Eskenazi Health Biomedical Engineering. Her responsibilities included making repairs, running updates and overall maintenance of equipment in the hospital. Other duties included doing inventory on equipment and repairing CT scanners. Through this experience, she learned that nothing is ever really broken. “Anything can be fixed with the right tools, knowledge and a little bit of patience.”

Malueg was recently hired by Fehribach Center partner BraunAbility for the position of continuous improvement engineer. BraunAbility equips vans with the technology necessary to be converted to wheelchair-accessible vehicles. In this role, Malueg works as a bridge between design and manufacturing of a product. She thrives in the team environment at BraunAbility.

“I have always looked at teamwork as coordination. We need knowledge from every single person to get the job done.”

Anthony Phoenix, director of Eskenazi Health Biomedical Engineering, supervised Malueg during her internship experiences. He praised her work with his department. “Emily was a fantastic addition to the team. She came in with a great attitude and a smile. She would ask everyone if they needed help. If one person didn’t, she would move to the next. This proactivity was a tremendous help to management.”
Due to COVID-19, all of the 2021 professional development events were conducted virtually. Examples of these events included:

- The Talent Acquisition and Diversity Sourcing Strategy team from Eli Lilly and Company hosted a workshop for interns on building their personal brand and leveraging tools such as LinkedIn.
- The digital communications coordinator at Eskenazi Health made a presentation entitled, “Navigating Social Media in the Workplace.” Interns were given valuable information on the positive and negative impact social media can have on their professional careers.
- Staff from the Joseph Maley Foundation (JMF) discussed the importance of participating in boards and leadership opportunities. JMF is an Indianapolis nonprofit with the mission to “serve children of ALL abilities.” Interns were provided with information as to how to join boards sponsored by JMF.
- Juli Paini, attorney and employee relations specialist at the Department of Defense, along with Preston Radtke, a former Fehribach Center intern and current assistive technology specialist at Columbia University, presented on the topic of disclosing a disability to a potential employer.

The Fehribach Center also provided interns with the following:

- While most of the internships this year were remote, there were several students who needed to be on-site for their summer internships. The Fehribach Center paid for these students to stay at the Candlewood Suites hotel, a short distance from Eskenazi Health.
- Eskenazi Health’s transportation services provided rides for interns who could not drive to their worksites. This service provided transportation both for interns living at the Candlewood Suites and those living in the Indianapolis area.
- Interns who worked at Eskenazi Health were provided meal cards to offset the cost for daily lunches.
- Disability accommodations were offered to interns by the Fehribach Center. Amongst the accommodations provided were screen enlargement software, screen reading software, large screen monitors, voice-to-text dictation software and live captioning for online professional development programs.
- Interns were given the opportunity to complete a career assessment with David Parker, Ph.D., through Children’s Resource Group (CRG) in Indianapolis. The 21 participating interns received highly personalized debriefing and reports about their personality types, how they make significant decisions, what types of jobs they have a propensity to thrive in, what kinds of work environments would be most successful for them, and resources about individualized accommodations as needed.

Assessment Report Highlights

Roger Wessel, Ph.D., professor emeritus of Higher Education at Ball State University, is an independent contractor of the Fehribach Center who provides annual assessment and evaluation of the internship program. Interns were required to complete a pre-internship and a post-internship assessment. Supervisors and co-workers also completed an assessment at the conclusion of the internship. Additionally, interns were asked to journal their experiences on a weekly basis, addressing what they did in their internship that week and making observations about the culture of their workplace. In 2021, Dr. Wessel also began an annual follow-up survey with interns three months after their internship experience (see PICSS chart on page 12).
Key findings include:

- Interns reported higher levels of autonomy and self-determination, professional development and empowerment for career readiness after completing the internship. The areas of largest growth in the pre- and post-assessment were:
  - I am confident I will succeed professionally.
  - I have the skills needed to succeed professionally.
  - I network by professionally interacting with others on work interests in a real-world workplace.
  - I can self-advocate; I am able to express my own goals, assert my rights, and seek assistance when needed.
- Interns reported a very high level of satisfaction with the quality of their internships.
  - First-time interns averaged 4.778 on a five-point Likert scale to the prompt: I had meaningful, work-related responsibilities in my internship.
  - Returning interns averaged 4.5 on a five-point Likert scale to the prompt: I had meaningful, work-related responsibilities in my internship.
- Both new and returning interns reported feeling they were able to perform their internship duties well.
  - First-time interns averaged 4.778 on a five-point Likert scale to the prompt: I was competent in my work and able to perform my responsibilities well.
  - Returning interns averaged 4.611 on a five-point Likert scale to the prompt: I was competent in my work and able to perform my responsibilities well.
- Supervisors reported that their interns did their duties well, with an average score of 4.7 on a five-point Likert scale to the prompt: The intern was able to adequately perform his/her duties.
- Supervisors and co-workers reported a high level of comfort working alongside individuals with physical disabilities, with an average score of 4.4 on a five-point Likert scale.
- Supervisors and co-workers reported that they believed their workplace was accessible and inclusive for interns, both in terms of physical and technological access. Interns confirmed this in reporting very few barriers in the workplace.
Post-Internship Career Status Survey (PICSS) Summer 2021

PICSS provides cohort semester data on post-internship career steps taken by interns sponsored by the Fehribach Center at Eskenazi Health. An overall career engagement rate provides a percentage of interns actively advancing in their careers following the internship.

This is a summary of data for interns during the summer semester of 2021. Among the 52 interns, information was gathered on all of them, yielding a 100% response rate.

- **Career Engagement Rate**: 89%
- **Continuing Education**: 73%
- **Professional Employment**: 14%
- **Unemployment**: 8%
- **Under-employment**: 4%
- **Internship**: 2%

71% of the interns who were working found jobs in Indiana.

100% of employed interns were in jobs related to their college studies.

$44,252 was the average gross salary.
I learned that I am easily capable of setting expectations for myself and then holding myself accountable for meeting them.

-Gregory S. Fehribach Center intern
Research Activities

In response to Dr. Parker’s 2019 white paper, “Employment Issues Affecting College Graduates with Physical Disabilities,” the Fehribach Center contracted with him in 2020 to help launch the Fehribach Center’s research operations. Over time, the expectation is that this component will help the Fehribach Center:

- Fill many research gaps in what is known about employment barriers and solutions for college graduates with physical disabilities
- Inform policy recommendations at the state and national level
- Strengthen the Fehribach Center’s aim of becoming a national model
- Generate even wider corporate support for Fehribach Center operations

In 2020, Dr. Parker worked closely with Markle and Taylor to create a national Research Advisory Board (RAB) for the Fehribach Center. This group of scholars has published research, developed training materials and curriculum, and/or engaged in policy work or grant writing related to employment and college students with disabilities. The Fehribach Center values diversity and, when possible, recruits RAB members who have disabilities and/or belong to diverse minority groups to enrich the perspectives of this community. See page 6 for a list of RAB members. Each spring, they attend a two-hour virtual group meeting to discuss the Fehribach Center’s research priorities and current operations. Each fall, the group meets for a two-day research symposium. Due to COVID-19, these have been virtual thus far. When safety permits, the symposia will be conducted in person at Eskenazi Health. During each symposium, RAB members are welcomed by Greg Fehribach and other Advisory Board and Eskenazi Health leaders, make presentations about their research, learn from panels of student interns and receive updates about current Fehribach Center programming. RAB members receive an annual stipend of $500 for their service.

A key purpose of the RAB is to solicit and fund proposals to conduct research on behalf of the Fehribach Center. Up to three $10,000 one-year grants are awarded annually to research teams led by an RAB member. These studies can focus on the Fehribach Center’s internships by recruiting current or former interns as participants or conduct broader studies of college students and graduates with physical disabilities in other settings. Research proposals can also entail the analysis of existing research to produce new recommendations for practice and policy. Researchers agree to share their findings with the Fehribach Center in the form of reports, journal articles and/or conference presentations that acknowledge the funded support of the Fehribach Center while retaining intellectual property rights to their own materials.

2021 funded research projects included:

- Melinda Mesineo, Ph.D. (Ball State University) – This qualitative study investigates how Ball State University students and alumni have made use of campus services to enhance their preparation for employment success, how those experiences shape their independent living skills and how this preparation translates to actual employment experiences.

- Pam Luft, Ph.D. (Kent State University) – Part one of this study examines how a professional development workshop created by Dr. Luft impacted interns’ knowledge and dispositions about factors that contribute to getting hired and promoted. Part two narrows in on a qualitative study with interns who are deaf or hard of hearing to investigate unique barriers to their career preparation.

- Allison Fleming, Ph.D. (Penn State University) and Brian Phillips, Ph.D. (Utah State University) – These researchers have used a pre- and post-survey design to investigate relationships between the internship experience and interns’ autonomy, self-determination, professional development and career readiness.
Educational Outreach

Plans are underway in 2022 to expand the Fehribach Center’s educational outreach to key stakeholders including higher education professionals, K-12 educators, families, employers and other organizations. This builds upon the successful work already done by Fehribach Center leadership to forge close partnerships with disability services and career services professionals at Indiana colleges and universities. Fehribach Center staff have conducted several pre-COVID-19 lunch-and-learn workshops with this community to enhance the referral process of potential interns. An expanded agenda in this area is possible due to the hiring of Dr. Parker in a .5 FTE position.

In 2021, the Fehribach Center launched a new initiative to enhance the “cross training” of university staff in disability services and career services offices in order to provide evidence-based career development to students with disabilities. A virtual Community of Practice (CoP) model was established with members from Indiana University, Purdue University, Rose-Hulman Institute of Technology and the University of Evansville. The Fehribach Center leaders host four quarterly virtual meetings. Each campus has the spotlight in one meeting to share examples of their collaborative goals and activities and to obtain feedback from CoP members about further resources and ideas. Each campus team will submit a brief summary report in June 2022 at the conclusion of the CoP, documenting efforts to evaluate their activities. This information will be used to inform Fehribach Center publications and presentations about this type of educational outreach.

This component of the Fehribach Center’s operations is growing to meet other goals as well. First, these efforts continue to dismantle misinformation society still holds about the capabilities and contributions of employees with physical disabilities. The Fehribach Center understands that college graduates with physical disabilities are a vibrant, often untapped resource who are unemployed or underemployed to everyone’s detriment. Second, the Fehribach Center can be a conduit through which coalitions are built to foster collaborative solutions to these social inequities. A third reason is to build community partnerships to strengthen the pipeline of students with physical disabilities in K-12 settings who view college and successful careers as viable goals. Plans are being developed this year to offer educational programming in K-12 settings, beginning with high school pilot sites. The goal will be to enhance students’, teachers’ and families’ appreciation for disability as a valuable aspect of diversity in both society and the workplace. Workshops, videos, speakers and resource materials will be designed and offered to encourage younger students with physical disabilities to set college as a goal and to know about the Fehribach Center’s internship opportunities as they make their postsecondary educational plans. We anticipate piloting a CoP with high school educators and career/guidance counselors as a part of this initiative.

The Fehribach Center’s staff and partners are currently engaged in a number of other outreach activities to address these priorities:

- With funding support from the Fehribach Center, Dr. Melinda Messineo at Ball State is developing a training video for employers to better understand best practices for hiring, accommodating and promoting qualified employees with physical disabilities.

- Markle, Taylor and Dr. Parker co-authored two practice articles that were published by the National Association of Colleges and Employers (NACE) Journal in 2021. NACE is the leading journal for college career services professionals. These articles provide overviews of the Fehribach Center’s mission and operations, convey quotes from Indiana higher education professionals, describe a more disability-inclusive approach to career assessment offered to interns, and make research-based recommendations for campus partnerships to strengthen career preparation services.

  
Finally, Markle, Taylor and Dr. Parker have built upon the above articles to make three conference presentations in 2021. These included:


