



AER Report

Vol. 31 No. 2 Summer 2014



Research Finds Link Between Employer Knowledge and Attitudes Toward Employees Who Are Blind or Visually Impaired

INSIDE THIS ISSUE:

AER International Conference 2014 preview

BANA update on UEB

Recruitment of vision professionals

Ferrell Scholarship winners

...and much more!

Improving employment rates of people who are blind or visually impaired has been a longtime priority for those in the rehabilitation field. According to the National Industries for the Blind (NIB), 70% of working-age Americans who are blind or visually impaired are unemployed. In 2010, the National Research and Training Center on Blindness and Low Vision (NRTC) won a grant from the U.S. National Institute on Disability and Rehabilitation Research (NIDRR) to examine barriers to employment and explore possible interventions to improve employment rates for individuals who are blind or visually impaired.

The research project comprises six strands that examine barriers and facilitators of employment for people who are blind or visually impaired. "We chose to look at employer attitudes because attitude is the #1 barrier to the employment of people who are blind or visually impaired," said Michele McDonnall, Ph.D., CRC, interim director/research professor, NRTC and principal investigator for the NIDRR-funded studies. "Consumers say it all the time: employer attitudes are bad and negatively impact their getting jobs. The problem has been around for a long time, but it hasn't been studied much." For this study, McDonnall and her team developed an instrument—the first of its kind—to measure employer

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Contents

President’s Message 4

Executive Director’s Message 5

AER Board Motions 7

AER-Approved Program Spotlight 10

AER Financial History 11

Braille Appears on Pharmaceutical Packaging for First Time in U.S. 12

AER International Conference 2014 Sneak Peak 14

AER International Conference 2014 Pre-Conference Workshops 18

AER Business Meeting 19

BANA Spring 2014 Meeting 21

2014 AER Awards Recipients 21

AER 30th Anniversary 22

Recruitment of Vision Professionals 23

Chapter News 24

Welcome New Members 27

Vision Rehabilitation Therapist Appreciation Week..... 28

BANA Report 30

JVIB May-June 2014 Issue Highlights 31

2014 Ferrell Scholarship Recipients 32

Names In The News 32

Tech Links..... 33

2014 Hall of Fame Inductees..... 34

Calendar of Events 35

Job Exchange 36

In Memoriam 40

President's Message

by Jim Adams, 2012–2014 AER president

It is hard to believe that the 2012-2014 biennium will soon be ending. In the past two years your board members have met quarterly and devoted their time, knowledge and energy in a continued effort to move our association into the future. Most of our meetings have been conducted telephonically; however, I am pleased to report that our last board meeting was held face-to-face, in Reno, Nev., the site selected for our AER International Conference 2018, with each board member personally paying their own travel expenses. If you have visited our Facebook page recently, you may have seen some pictures posted of that meeting. I would like to take a moment here to thank each of our board members for the countless hours they so graciously donated in helping to make this biennium the success it has been. I would also like to express my most sincere appreciation to the chairs and members of our nine standing and eight special committees who have either met or will have completed their charge, as set forth by the board, before we meet in San Antonio. AER is fortunate to have such dedicated members working on behalf of all its members.

One of the more notable accomplishments this biennium is the successful planning and delivery of the AER International Orientation & Mobility Conference 2013. It was a great member benefit and professional growth opportunity, as our members and other professionals met and shared knowledge and expertise. Many thanks to the O&M Conference planning committee and AER office staff for working together to make this event possible. The O&M conference was approved by the 2010-2012 board, and I would like to thank them for their forethought and focus on member benefits.

Early in the 2012-2014 biennium, our board recommended a task force on Orientation & Mobility Licensure. The intent was to develop a guide that members and chapters could use to bring this credential to their state. On behalf of the board, I would like to thank our Licensure Task Force co-chairs and members for their work. We are all looking forward to receiving and using their guide on how to pursue orientation & mobility licensure at the state level.

Another notable accomplishment of our board relates to the association's financial status. Our Finance Committee and board at large have put considerable effort into planning and managing our budget effectively and, with the help of our executive director and staff, our efforts have paid off. For the first time in 10 years, we have placed funds in reserve. As one of our board members often says, "We are making gains, but we still have work to do."

In closing I would like to thank each of our members for being an active part of our association. Your role at the chapter, division, district or international level is vital to the success of our organization. As I have said before, our strength lies in our unity and moving our profession collectively in a positive direction, and you are making that happen. It has been both a pleasure and honor to have served as your board president. Thank you for the opportunity to work with so many knowledgeable colleagues.

Jim Adams
2012–2014 AER president



AER Job Exchange

**The Career Source
for the Vision Community**

Attention Job Seekers!

AER Job Exchange is the largest list of announcements for career opportunities in the field of blindness and visual impairment. Bookmark the Job Exchange page at <http://tiny.cc/AERJobExchange> and visit the site frequently for new listings.

Executive Director's Message



by Lou Tutt

The AER International Conference 2014 is just around the corner. I hope you are as excited about the upcoming conference as I am, as I look forward to seeing many of you in San Antonio, Texas, this coming July 30-August 3, 2014. The Association for Education and Rehabilitation of the Blind and Visually Impaired will be celebrating its 30th anniversary!! This will be my second AER International Conference since becoming

the executive director of AER in April 2011. As a long-time member of AER, and before coming to AER as its fifth executive director, I attended, presented and chaired/served on many AER committees these last 30 years! I have always enjoyed attending the international conferences no matter where they were held. As a matter of fact, AER's 10th anniversary/international conference was held in Dallas, Texas, in 1994—there is something about Texas!!

The AER Board of Directors met the first weekend in May—a real, live, face-to-face meeting, something that has not happened in many years, and at no cost to AER! The board acted on several motions that were presented during the meeting. You can read more about the board's motions and actions on page 7 of this *AER Report*.

One of the motions reads: **The AER Board immediately consider assembling a group of AER members and other professionals from agencies/organizations of similar persuasion to explore, report on and recommend a course of action regarding the practices of healthcare companies in respect to TVI and O&M services.** Along with the assistance of Mary Ann Siller, we have assembled a group of 30 professionals who have voiced their concerns/questions relative to this issue. Of the group, a "Liaison" Team of seven volunteered to work with Mary Ann and me on the project. We have met twice already via phone and hope to report to the AER membership during the AER International Conference 2014.

We will present a revised AER Strategic Plan that the board updated during its May 2014 meeting during the AER Business Meeting on Sunday morning, August 3. It is extremely important that you attend this meeting, as amendments to the AER Bylaws will also be presented for a vote.

As of result of members' votes, 13 new members of the AER International Board of Directors will join the four returning board members at the end of the conference in August. We will

introduce the new AER board to you at the conference and in the next issue of the *AER Report*.

We are recognizing AER's past presidents during the international conference and are looking forward to hosting many of them there. As a reminder, those who have generously served your association are: Rick Welsh (1984-86), Julia Richardson (1986-88), Toni Heinze (1988-1990), Bill Wiener (1990-92), Mike Bina (1992-94), Barbara McCarthy (1994-96), Sharon Sacks (1996-98), Peggy Madera (1998-2000), Billy Brookshire (2000-02), Elaine Sveen (2002-04), Gregory Goodrich (2004-06), Sandy Ruconich (2006-08), John Kelly (2008-2010), Patricia Leader (2010-12), and soon James Adams (2012-2014).

Needless to say, the AER staff—Ginger, Joelle, Barb, Mary and I—can't wait to greet, meet and eat with you during our time together in San Antonio for the AER International Conference 2014. See y'all there!

Drop Lou a line

Whether you have a question, an idea, or just want to say hi, he wants to hear from you!

Email lou@aerbvi.org

AER Suggestion Box

Have an idea or suggestion for AER?



Let us know!

Contact us via email at:
info@aerbvi.org

Trouble sleeping at night? Napping to get through the day?

Sleeping at night but not feeling refreshed the next day?

Difficulty concentrating?

For people who are totally blind, these may be symptoms of Non-24-Hour Sleep-Wake Disorder (Non-24) – a serious, chronic circadian rhythm disorder.

Non-24 results from a body clock that is out of sync with the 24-hour day, which can make it difficult to fall asleep or stay asleep at night and can create an uncontrollable urge to sleep during the day. This may lead to exhaustion, difficulties with school or work, and problems with concentration.

To learn more about the link between total blindness and a sleep pattern that is out of sync with the 24-hour day, visit www.non-24.com.

**Health educators are available to answer your questions about Non-24.
Call toll free: 1-855-856-2424 24 hours a day, 7 days a week**

NON-24
a circadian rhythm disorder



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AER Board Approves Several Motions at May 2014 Meeting

The AER Board of Directors approved the following motions at its May 2-3, 2014, board meeting:

- To approve the IRS Form 990 before the May 15 deadline, as the board has reviewed the form before and during the board meeting.
- To create a financial history from 2004-2013, prepared by the AER treasurer, to be included in a future edition of the AER Report with narrative explanation and to be posted in the Members Only section of the AER website and updated annually.
- To accept the contract from the Wyndham Grand Pittsburgh for the AER Orientation & Mobility Conference 2017 in Pittsburgh, Pa.
- To accept the revised Listserv Guidelines and Etiquette as proposed by the Bylaws and Structure Committee and amended by the Board of Directors.
- To direct the Bylaws and Structure Committee to develop a Division Policies & Procedures manual by July 1, 2014, that would be implemented by default in the absence of a Policies & Procedures Manual developed or updated by a division in accordance with the current AER Bylaws. The Bylaws and Structure Committee Policies & Procedures Manual can be subsequently revised per policy within the provided manual.
- On motion by the Nominations Committee, to create a committee comprising at least one AER staff member, the AER executive director and the three current Nomination Committee members to review processes, forms and timelines to better outline a nominations process, which will facilitate the next Nomination Committee's task in filling important leadership positions.
- To continue the Divisions Task Force into the next biennium.
- To change the name of the Rehabilitation Counseling, Employment & BEP Services Division (Division 2) to Rehabilitation Counseling and Employment Division.
- To immediately consider assembling a group of AER members and other professionals from agencies/ organizations of similar persuasion to explore, report on and recommend a course of action regarding the practices of healthcare companies in respect to TVI and O&M services.
- To accept the Bylaws and Structure Committee recommendation for a bylaws amendment that adds language about the AER executive director.
- To accept the Bylaws and Structure Committee recommendation for a bylaws amendment that establishes the University Review Committee as a standing committee.
- To send the remainder of the Bylaws & Structure Committee recommendations for bylaws amendments back to the committee for its review and revision to send back to the board.



AFB American Foundation[™]
for the Blind

Expanding possibilities for people with vision loss

AER and AFB Produce Joint Webinars

AER and the American Foundation for the Blind (AFB) have teamed up to create and deliver a series of webinars for professionals in the blindness field looking to expand their knowledge. AER members will receive a 20% discount for the AER and AFB joint webinars. To receive the discount, AER members must go through the AER and AFB Joint Webinars page ([http://tiny.cc/AER-
AFB-Webinars](http://tiny.cc/AER-
AFB-Webinars)), using an AER member username and password to access the AFB eLearning Center. Non-members can access webinars by going directly to the AFB eLearning Center online at <http://elearn.afb.org/default.aspx>.

Employment Cont. from page 1

attitudes toward people who are blind or visually impaired as employees. Previous studies have looked at employer attitudes toward blind people in general but none have ever asked employers to consider blind people in job-specific roles.

The research is timely, as the U.S. Department of Labor implemented a new regulation under Section 503 of the Rehabilitation Act in March 2014 to reduce unemployment among individuals with disabilities. The rule sets a hiring goal for federal contractors and subcontractors that seven percent of each job group in their workforce be qualified individuals with disabilities. In numbers, this initiative could mean jobs for nearly 500,000 people with disabilities.

The challenge remains, however, to help employers understand how to provide accommodations or find the appropriate resources so individuals who are blind or visually impaired can successfully perform their jobs. Understanding blindness and visual impairments is particularly challenging for employers, as exposure to this population is low, both because it is a low-incidence group and also because of the low employment figures.

The NRTC Study

The NRTC study, “Employer Knowledge of and Attitudes Toward Employees Who Are Blind or Visually Impaired,” which appears in the May-June 2014 issue of the *Journal of Visual Impairment and Blindness (JVIB)*, examines whether there is a relationship between employer knowledge and employer attitudes. “If employers are better educated about how a blind person can perform a task and about blindness resources, they are more likely to have a better attitude toward blind people as employees,” said McDonnall, who also serves as secretary for AER’s Rehabilitation Counseling and Employment Division (2). The research focused specifically on the following questions:

- How much do employers know about how someone who is blind or visually impaired can perform specific job tasks?
- Do employers know where to find help in accommodating an employee who is blind or visually impaired?
- Is there a relationship between the employer’s level of knowledge and their attitude toward hiring someone who is blind or visually impaired?

The research team surveyed 197 employers from four states: Alabama, Montana, New Jersey and Texas. Of the interviewees, 160 were randomly selected businesses; the remaining 37 were business contacts provided by vocational rehabilitation (VR) agencies in two of the four states. Employers answered questions about how individuals who are blind or visually impaired might complete five job-specific tasks—such as accessing the Internet or operating industrial equipment. They were also asked, “Who would you contact if you had questions

about how to accommodate someone who is legally blind in your workplace?” Responses were coded as either *appropriate* (i.e., VR agency, Job Accommodation Network, or an employee who is blind or visually impaired); *secondary source* (i.e., entities that would likely refer the employer to an appropriate source, such as a disability organization, job service or employment agency, or the company’s human resources department); or *inappropriate* (i.e., government agency, eye doctor or don’t know). Finally, the research team administered the newly developed instrument to measure employer attitudes toward employees who are blind or visually impaired.

Findings

The research team found that two-thirds of the employers surveyed were unable to identify how someone who is blind or visually impaired might accomplish any of the five tasks; less than one percent could identify accommodations for all five. Furthermore, among the randomly selected businesses, less than 10 percent were able to identify appropriate sources to get help with accommodations. By contrast, the percentage of employers at businesses provided by the VR agencies who could identify appropriate sources of information was over 65 percent. Over 20 percent of all employers identified their human resources (HR) personnel as a source for help with accommodations.

These results indicate that not only were the majority of employers unfamiliar with accommodations, but a significant portion were also unable to identify appropriate sources to get help. In other words, many employers cannot picture how a blind or visually impaired applicant might successfully complete a task, which means they are not likely to consider the applicant for the job. Further compounding the challenge, many of these same employers do not know where to go to find information on workplace accommodations.

Although the outlook has its challenges, McDonnall’s team found some useful information in their study that can potentially improve job prospects for individuals who are blind or visually impaired. First, they found a definite correlation between employer knowledge and attitude. “We found the more knowledge the employers had how people who are blind or visually impaired perform job tasks, the better their attitudes were,” reported McDonnall. “Attitudes are known to be related to behavior, so we think the better the attitudes, the better the chances are that a person will be considered for the job.”

Of greater importance was the finding that employers who had communicated with their VR agency were more likely to have better attitudes. “This finding is very important because it shows that VR counselors can have a very real and positive impact on employer attitudes,” said McDonnall. “Having communicated with a VR counselor relates to positive attitudes, which has the potential to help clients with vision loss.”

In the course of her research, McDonnall found many VR counselors were uncomfortable approaching employers to educate them about working with visually impaired employees. “It may help to reframe the way they think about these interactions with employers,” said McDonnall. “VR counselors shouldn’t think of these conversations as ‘sales pitches.’ Instead, they need to think about developing a relationship with a single person at a company. After all, they aren’t talking to an entire business—they’re talking to a point of contact who can help make inroads at the business for individuals with visual impairments.”

Related to this idea of building relationships with a single person at a company, McDonnall’s team also found that because over 20% of employers would go to their HR departments for information on job accommodations, VR agencies should focus their efforts on HR personnel. By doing so, VR counselors not only begin to build important relationships with the company, but they also provide HR personnel with information about accommodations—or at least the name of someone at the VR agency who can provide assistance. All of these efforts can help build employer knowledge about working with employees who are blind or visually impaired and perhaps positively influence hiring decisions about them.

For individuals who are blind or visually impaired and who are actively seeking jobs, the research findings indicate that providing prospective employers with information at the beginning of the job application process might help. “Our research shows that most employers really are not knowledgeable about how a blind or visually impaired person could perform job functions,” explained McDonnall. “Individuals need to take it upon themselves to educate the employer; don’t assume the employer will ask you everything they need to know about how to accommodate you in the job. Bring equipment, if you can, or be ready to demonstrate how you can perform tasks successfully. Don’t be scared to do that.”

Recently, the *Colonial News* in Pennsylvania reported on one man’s efforts to encourage local businesses to hire more employees with visual impairments. Blind since birth, Tony McCloskey, who is an applications programmer for Intracorp in Philadelphia, spoke at his local Lions Club meeting about his experience applying for jobs. “When you go on an interview as a blind or visually impaired person, you need to show prospective employers—not just tell them—how you’d be able to do a job.... I took my [adaptive] equipment with me to my job interviews at WPEN and RCA, and that made all the difference in the world.” (See full story at http://montgomerynews.com/articles/2014/05/20/colonial_news/news/doc537a873592db3433793871.txt) McCloskey went on to say, “In all fairness to employers, if they don’t know how something can be done, how can they be expected to say yes?”

That is exactly the point of McDonnall’s research. Hopefully, with the knowledge that VR agencies and job applicants who are blind or visually impaired need to proactively educate employers on accommodations, the job outlook for these applicants might improve.

“Our research project established the relationship between knowledge and attitude,” said McDonnall. “The next step, if we can secure funding, is to see if we can create changes in attitude through specific interventions.” In the meantime, VR counselors and their clients can make a world of difference by increasing employer knowledge of how blind and visually impaired people can perform typical job tasks. Raising awareness one job interview at a time can positively affect attitudes and help employers understand how this talented population can add to the workforce.

More information about NRTC, which is housed at Mississippi State University, is available at <http://www.blind.msstate.edu>.

AER Position Papers Available for Download

AER members have created several position papers on topics under each of the association’s interest-specific divisions. These well-researched documents provide excellent guidance and resources for professionals serving individuals who are blind or visually impaired. Please visit <http://tiny.cc/AERPapers> to download those of interest to you.

AER-Approved Program Spotlight:

AER-Approved Program Spotlight: North Carolina Central University's Visual Impairment Training Program

In the AER Report Summer 2013 issue, we introduced a new series to highlight university programs that have received approval through the revised AER University Review. For this issue, we look at the North Carolina Central University's Visual Impairment Training Program. Among its faculty are Tessa McCarthy, Ph.D., COMS, TVI, chair, AER Low Vision Division and member, AER Structure and Bylaws Committee, and Diane P. Wormsley, Ph.D., AER representative to BANA and editor-in-chief, *Journal of Vision Impairment & Blindness* (JVIB).

Of the United States' many programs that train teachers of students who are visually impaired (TVIs) and orientation and mobility (O&M) professionals, only one can be found at a historically black college or university (HBCU): North Carolina Central University (NCCU). As America's population becomes increasingly diverse, it is critical to attract people to the vision professions from all backgrounds. NCCU's Visual Impairment Training Program (VITP) plays a tremendous role in this effort, as the college attracts a diverse student body, and the students, in turn, learn on a campus that infuses all instruction with cultural competency and awareness.

Earlier this year, NCCU received AER approval for both of its programs. Although many universities with multiple vision programs seek approval separately for each specialty, NCCU decided to submit both programs simultaneously. "We really must give credit to Dr. Beth Harris [former VITP faculty coordinator], because she was the one who culled all the documents originally and made the decision to submit the programs together," said Tessa McCarthy, assistant professor, Department of Curriculum and Instruction. "The two programs overlap quite a bit. Many of the review committee's questions were the same for both programs, so we felt it was easier to prepare the answers all at once rather than spacing them a year apart." Although Harris initiated the application, she moved overseas before the review was complete. McCarthy took over, observing, "It was a lot of work to pull together all the materials, but the review process itself is transparent. The standards are clearly spelled out, so we knew what the committee was looking for."

NCCU offers a graduate-level program, culminating in either a master's degree in education with specializations in TVI or O&M; a master's degree in teaching; or N.C. state visual impairment licensure or O&M certification. Students usually complete their coursework in 1 to 2-1/2 years, depending on their end goal. Currently, the VITP has about 26 students enrolled with approximately 16-18 new students entering in the fall.

NCCU's program follows a hybrid format, with some coursework done online and others done on site. "Although we use distance education quite a bit, we have only one course that is 100% online," explained Diane P. Wormsley, Brenda Brodie

Endowed Chair and professor, Department of Curriculum and Instruction. "We also use live video conferencing to give students an interactive experience." Most of the on-site instruction occurs during summer sessions and on select Saturdays during the fall and spring semesters; students convene at the Durham, N.C., campus.

"We are the only vision training program in North Carolina," explained Wormsley. "So, we've made sure to collaborate with different entities across the state." For example, the Governor Morehead School for the Blind [in Raleigh, N.C.] sometimes provides housing for students when they come to campus for their on-site instruction. Other partners include the North Carolina Department of Public Instruction (the state's department of education) and numerous school boards, including the Board of Governors at Governor Morehead School. Shared Wormsley, "Having these partnerships is crucial to the school, not only in providing our students with excellent networking resources but also in recruiting future students to our program."

NCCU has also reached out to states that do not have their own vision training programs. "We are always looking for ways to meet needs in areas of extreme shortages," said McCarthy. "For example, we are talking with South Carolina to see if we can work together to get more O&M professionals in their state." In 2013, NCCU received a \$1.16 million grant from the U.S. Department of Education to provide tuition and stipends to more than 50 scholars who will graduate with degrees and/or licensure. For each year of tuition and stipend they receive, the students agree to work for two years with school-aged children who are blind or visually impaired. Of the scholars, 12 are designated to work in Georgia.

AER's recent approval of both the TVI and O&M programs reaffirms NCCU's role in training tomorrow's leaders. "Receiving AER approval is a tremendous honor," said McCarthy. "It means a lot to have our professional organization confirm what we believe: that we are training high quality vision professionals." Added Wormsley, "The University Review helped us look at our program from a different perspective. It allowed us to examine the competencies we expect of our teachers and our syllabi. It was definitely worth the effort."



AER Financial History

1999-2013

Below is a 15-year history of AER's revenue over expenses (gain or loss) and net assets (total financial value of the organization) for each year. In the *Revenue Over Expenses* and *Net Assets* columns, the absence of parentheses around a number indicates a positive number, or gain, and parentheses around a number indicates a negative number, or loss.

In 1999 AER had net assets of nearly \$3 million. Over the next 10 years, expenditures authorized by AER Boards of Directors exceeded revenue, and by 2011 the organization's net assets were down to -\$230,457.

In 2010 the AER board and staff began efforts to turn around AER's downward financial spiral as further declines

would have put the association out of business. The board and staff implemented spending cuts. In 2011, the board enacted policies that require revenue over expenses of more than \$85,000 in International Conference years and revenue over expenses of break even or better in non-International Conference years.

These efforts have enabled AER to improve its financial position, and at the end of 2013, net assets were positive for the first time since 2007. However, AER still has a long way to go as the organization works toward having at least \$500,000 in net assets with the hope it will again exceed \$1 million in the future.

Year	Revenue Over Expenses	Net Assets
1999	\$398,226	\$2,986,784
2000	(249,246)	2,737,538
2001	(448,958)	2,228,580
2002	(583,379)	1,705,201
2003	(220,183)	1,458,638
2004	(404,520)	1,054,118
2005	(272,295)	781,823
2006	(143,993)	637,830
2007	(416,459)	221,371
2008	(258,559)	(37,188)
2009	(173,384)	(210,572)
2010	53,774	(156,798)
2011	(73,659)	(230,057)
2012	132,983	(65,111)
2013	96,228	31,117

Braille Appears

on Pharmaceutical Packaging for First Time in U.S.

Earlier this year, the U.S. Federal Drug Administration (FDA) approved Hetlioz™ (tasimelteon) for the treatment of Non-24-Hour Sleep-Wake Disorder (Non-24). Developed by Vanda Pharmaceuticals, the drug is the first of its kind to target a circadian rhythm disorder that affects people who are blind and have no light perception. According to Vanda's research, approximately 65,000 to 95,000 totally blind individuals are affected by Non-24.

The arrival of Hetlioz™ on the market also means the arrival of the first time a U.S. pharmaceutical features braille on its labeling, making the product accessible to both sighted and non-sighted consumers. "When we began developing Hetlioz™ several years ago, we realized it was important to partner with the blindness community," said Kate Holland, vice president of sales and marketing, Vanda Pharmaceuticals. "We worked closely with blindness organizations and advocacy groups to make sure what we did was accessible and appropriate." Among consumers' chief requests was to have braille on the product packaging itself; no more wrapping rubber bands around prescription bottles to differentiate one from another.

Producing the labels was a multistep process. First and foremost, Vanda had to comply with FDA regulations on the label's print information. While meeting those requirements, Vanda focused on accessibility. In developing the label, the company opted to focus entirely on the blind population—as opposed to both blind and visually impaired individuals—because Non-24 affects primarily those who have no residual vision. The labels feature only standard-sized print and braille.

Vanda partnered with blindness organizations to develop the braille

information. "The labels are small, so we were limited in what we could include in braille," explained Holland. "It was important to us to work with the community to make our label accessible." Consequently, Vanda worked with various testers who could read braille to ensure the label information was accurate and that it met braille standards for readability. To produce the actual labels, Vanda once again turned to the blind community to identify a printer who was familiar with braille and the blind community's needs.

Vanda has also ensured that all of their educational material is available in various accessible formats. The educational materials that accompany Hetlioz™ are available either as an audio file on CD-ROM or in an audio brochure. The audio brochure includes text, braille and an audio file to ensure the information is accessible to everyone. The Hetlioz™ website, <http://www.hetlioz.com>, has audio files of all the materials. Vanda also makes a braille version of the materials available to consumers upon request.

"Producing this drug has been a wonderful learning process for all of us at Vanda," shared Holland. "From the beginnings of our clinical trials, over four years ago, we reached out to blindness and advocacy groups to learn more about the needs of people who are blind or visually impaired. It was important to us to not only develop the drug but also to develop support materials in a way that our consumers would understand."

For more information about the development of Hetlioz™, see the Fall 2012 issue of the *AER Report*, available online at <http://tiny.cc/AERReport>.



About Non-24 Sleep-Wake Disorder

Non-24 refers to the body's circadian rhythm, which regulates a person's natural sleep-wake cycle so it follows the typical day/night pattern. As the brain perceives waning light, it triggers the body to release melatonin, which prepares the body for sleep. Most humans actually have a circadian rhythm that runs longer than 24 hours. However, through environmental cues—the most effective of which is sunlight—the body is able to reset its internal clock and adapt to the 24-hour cycle.

For people who have Non-24, there is no resetting of the internal clock. Instead, the time when they begin to feel drowsy becomes increasingly later each day, moving anywhere from 15 minutes to 1 hour per day. In other words, on Day 1, a person with Non-24 may get sleepy at 8 p.m. One week later, that bedtime has shifted to 3 a.m. By the second week, bedtime is 10 a.m. Non-24 disrupts every aspect of life for both the people who have it and their families, making it extremely difficult to focus at work, at school, and in their personal relationships.

Celebrating
30
Years
1984-2014



AER INTERNATIONAL CONFERENCE 2014

Moving into the Future

July 30 – August 3 ★ **San Antonio, Texas**
Grand Hyatt San Antonio



<http://aerbvi.org/international2014>



Association for Education and Rehabilitation
of the Blind and Visually Impaired

AER International Conference 2014 Conference Schedule

Wednesday, July 30, 2014

- 7-10 a.m. Pre-Conference Workshops Registration
 9 a.m.-4 p.m. **MacFarland Seminar**
 Prosthetic Vision: Where We Are Now and Where We Are Going
Pre-Conference Workshops:
- Physical Activity Programming for Children and Youth with Visual Impairments
 - An Introduction to Unified English Braille: A Hands-on Workshop
 - Overview and Field Practice Using the Trekker Breeze to Create Routes and Establish a Position in Space
- AER LIFT Training:** Fly the Friendly Skies
 Conference Registration
 4:30-5:30 p.m. New Member Reception
 6-8 p.m. Opening General Session With Ronnie Milsap
 8:00-9:30 p.m. Presidents Reception

Thursday, July 31, 2014

- 6-7 a.m. "Get Fit" Group Walk/Run
 7 a.m.-5 p.m. Conference Registration
 7:00 a.m.-5:30 p.m. Exhibit Hall Open
 7-8 a.m. Breakfast With Exhibitors
Low Vision Rehabilitation Division (7)
 Breakfast Reception
Student Council Breakfast
Orientation & Mobility Division (9)
 Breakfast Business Meeting
 8:00-9:30 a.m. General Session: **Physical Activity for Life**
 9:30-10:00 a.m. Networking Break
 10-11 a.m. Specialty Tracks
 11:15 a.m.-
 12:15 p.m. Specialty Tracks
 12:15-1:30 p.m. Lunch on Own
Vision Rehabilitation Therapy Division (11)
 Business Meeting, Awards Ceremony & Lunch
 1:30-3:00 p.m. Specialty Tracks
 3:00-3:30 p.m. Networking Break
 3:30-5:00 p.m. Specialty Tracks
 Hands-on Learning Labs:
- **Education** - Unified English Braille (UEB) Training
 - **Multiple Disabilities & Deafblind** - STACS: Standardized Tactile Augmentative Communication Symbols Kit
 - **O&M** - Improving Cane Technique Through Proprioceptive Facilitation
- 5:15-6:15 p.m. **Information & Technology Division (5)**
 Business Meeting
Psychosocial Services Division (4) Award Ceremony
 5:30-6:30 p.m. **Personnel Preparation Division (17)**
 Meeting & Reception
 6-7 p.m. **Itinerant Personnel Division (16)**
 Awards Ceremony & Reception
 6:15-7:15 p.m. **AER O&M Division (9)** Awards Reception

Friday, August 1, 2014

- 6-7 a.m. "Get Fit" Group Walk/Run
 7 a.m.-5 p.m. Conference Registration
 7:00 a.m.-5:30 p.m. Exhibit Hall Open
 7-8 a.m. Breakfast With Exhibitors
O&M Division (9) Past Chairs Breakfast
Canadian Members Breakfast
Chapter Officers Town Hall Breakfast Meeting
 8:00-9:30 a.m. General Session: **Treatment Option for Non-24 Hour Sleep-Wake Disorder**
 9:30-10:00 a.m. Networking Break
 10-11 a.m. Specialty Tracks
 11:00-11:15 a.m. Break
 11:15-12:15 a.m. Specialty Tracks
 12:15-1:45 p.m. AER Awards Lunch (ticketed event)
 2:00-3:30 p.m. Specialty Tracks
 3:30-4:00 p.m. Networking Break
 4:00-5:30 p.m. Specialty Tracks
 5:30-7:00 p.m. **O&M Division (9)** Business Meeting (continued)
 5:45-7:00 p.m. **Rehabilitation Counseling and Employment Division (2)** Reception & Business Meeting
Education Curriculum (10) and Multiple Disabilities and Deafblind (3) Divisions
 Reception & Business Meetings
 AER Board of Directors Meeting
 7-10 p.m.

Saturday, August 2, 2014

- 6:15-7:00 a.m. "Get Fit" Group Walk/Run
 7 a.m.-5 p.m. Conference Registration
 7:00-8:30 a.m. Poster Presentations With Breakfast
 8:30-10:00 a.m. Specialty Tracks
 Hands-on Learning Labs:
- **Low Vision/Aging** - The Future Is in Our Hands
 - **Information & Technology** - Using a Laptop or iPad to Access Classroom Handouts, PowerPoints and Textbooks
 - **Rehabilitation** - Vision Rehabilitation Techniques for Traumatic Brain Injury
- 8:30 a.m.-
 12:00 p.m. New Board Member Training
 10:00-10:15 a.m. Break
 10:15-11:15 a.m. Specialty Tracks
 11:15-11:30 a.m. Break
 11:30 a.m.-
 12:30 p.m. Specialty Tracks
 12:30-1:30 p.m. Lunch on Own
 1:30-3:00 p.m. General Session: **Innovation Applications of Technology**
 Break
 3:00-3:15 p.m. Break
 3:15-4:15 p.m. Specialty Tracks
 4:15-4:30 p.m. Break
 4:30-5:30 p.m. Specialty Tracks
 6-9 p.m. AER Texas Chapter Host Night

Sunday, August 3, 2014

- 7:00-11:30 a.m. Conference Registration
 7:30-9:30 a.m. AER Breakfast and Business Meeting
 9:30-9:45 a.m. Break
 9:45-11:15 a.m. Specialty Tracks

Program

Make sure the AER International Conference 2014 is marked prominently on your calendar for this summer in historic San Antonio, Texas!

We're expecting more than 700 professionals from the field of blindness and visual impairment to attend. That makes the AER International Conference 2014 North America's largest meeting of vision education and rehabilitation professionals.

Continuing Education



With approximately 150 hours of programming available, the AER International Conference 2014 guarantees to deliver unsurpassed educational opportunities with plenty of programming for continuing education units (CEUs). This conference is well-known for the excellent content and quality in general and Breakout sessions, and this year will be no exception.

CE Access Pass

Up to 100 hours of conference programming will be recorded. The audio recordings, synched with PowerPoint presentations, will be

available online in the AER Knowledge Center after the conference. Purchase the CE Access Pass during registration, call AER at 703-671-4500 to "Add the Pass" if you've already registered for the conference, or buy on site. Delegates can sign up prior to the conference at the low rate of \$99 for members/\$198 for non-members. MacFarland Seminar fee is separate. Between August 5 and October 31, 2014, fees go up to \$199 for members, \$298 for non-members for recorded conference sessions. An hourly fee goes into effect November 1, 2014.



Learning Labs

New this year is the addition of the Learning Labs for more in-depth work on particular topics. These six, hands-on 1½ hour sessions will allow for more concentration on specific topics:

Thursday, July 31

- Education – UEB Training
- Multiple Disabilities & Deafblind – STACS: Standardized Tactile Augmentative Communication Symbols Kit
- Orientation & Mobility – Improving Cane Technique through Proprioceptive Facilitation

Saturday, Aug. 2

- Low Vision/Aging – The Future Is in Our Hands
- Information & Technology – Using a Laptop or iPad to Access Classroom Handouts, PowerPoints and Textbooks
- Rehabilitation – Vision Rehabilitation Techniques for Traumatic Brain Injuries

Sessions will be noted as *fundamental*, *intermediate* or *advanced*.

Ronnie Milsap to Kick Off AER International Conference 2014



AER is proud to announce the AER International Conference 2014 will kick off with a special appearance by acclaimed music legend Ronnie Milsap.

Mr. Milsap will give an uplifting talk about his journey from a small Appalachian town in North Carolina to the Governor Morehead State School for the Blind and on to Nashville and the world, sharing his love of music along the way.

A popular and influential performer, he became a successful crossover artist blending country and pop music in the 1980s and is credited with six Grammy Awards between 1975 and 1988.

This is just one of the treats in store for you at this summer's must-attend event. Please join us in San Antonio, Texas, as we celebrate AER's 30th year as an association, July 30–Aug. 3, 2014!



This is a great opportunity to learn key basics about an unfamiliar topic, gain knowledge of more advanced strategies or concepts about vision professional issues, or take an in-depth look at fairly complex subject matter.

All attendees will receive a certificate of attendance. AER is applying for continuing education credit to ACVREP and CRCC.

AER Awards Lunch

Celebrate the achievements of AER members who have contributed to the vision profession at the AER Awards Lunch on Friday, July 31, 2014. We will recognize the winners of the following awards: C. Warren Bledsoe Award (Dr. Kay A. Farrell), Alfred Allen Award (Ed Mullen), Mary K. Bauman Award (Dr. Sharon Sacks), John H. McAulay Award (Margaret E. Cleary), Ambrose M. Shotwell Award (Dr. Karen E. Wolffe), and the AER Outstanding Chapter Award (AER Pacific Northwest Chapter). An additional fee of \$45 per person applies.

Accommodations/Transportation

Grand Hyatt San Antonio

Discover an exciting blend of modernism and Latino culture at one of downtown San Antonio's premier hotels. Adjacent to the River Walk and HemisFair Park, the dramatic design of Grand Hyatt San Antonio exemplifies this unique city, offering breathtaking spaces, unforgettable experiences, exceptional touches and personalized services.

Hotel room reservations must be made by **July 7, 2014**, to receive the group rate.

Grand Hyatt San Antonio

600 E. Market Street
San Antonio, TX 78205
<http://grandsanantonio.hyatt.com>

Make hotel reservations only through AER sources. Visit http://aerbvi.org/international2014/travel_lodging.htm for a link to online reservations. Or call 888-421-1442 (U.S. & Canada) or 210-224-1234 to make reservations by phone and mention the "AER International Conference 2014" to get the group rate.

Airport Transportation

City Tours Inc., operator of GO Airport Shuttle, is offering AER International Conference 2014 attendees a rate of \$32.50 per person round trip/\$16.25 one-way for transportation to and from the San Antonio International Airport and the Grand Hyatt San Antonio. To reserve this rate, visit http://aerbvi.org/international2014/travel_lodging.htm.

American Airlines is offering all attendees a 5% discount off the lowest applicable published airfare. The discount is available from July 27–August 4, 2014, for travel to San Antonio, Texas. Book your reservations online at <http://www.aa.com/group> and enter promotion code **5174DQ**.

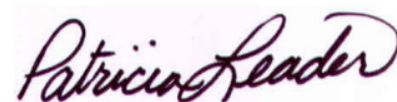
Give Back – Bring Items for Haven for Hope

AER has selected a local San Antonio charity where members can make a positive impact while in the conference's host city. We encourage conference attendees to bring new items for [Haven for Hope](#), a San Antonio charity devoted to helping individuals and families in need. Visit the Special Events page of the AER International Conference 2014 website (<http://aerbvi.org/international2014/events.htm>) for a list of needed items and instructions.

Thank you

to AER International Conference 2014 Sponsors

AER wishes to thank the sponsors of the AER International Conference 2014.



Patricia Leader



Forrest T. Jones





It Pays to Be a **MEMBER!**

Take advantage of outstanding discounts available to AER members for these fine products and services:

SHOP.com/aerbvi

Earn cash back on online purchases and support AER at the same time with the new member benefit, www.shop.com/aerbvi. Use the portal to access thousands of partner stores and earn up to 35% cash back on qualified purchases.

Car Rental & Hotel Stay

AER members are entitled to discounts from 10% to 25% on car rentals from Alamo, Avis, Budget, Destination Europe, Hertz, and National.

Choice Hotels International provides AER members with discounts of up to 20% at nine brands including Cambria Suites, Clarion, Comfort Inn, Comfort Suites, EconoLodge, MainStay Suites, Quality, Rodeway Inn, Sleep Inn, and Suburban Extended Stay. Go to www.alumnibenefits.org/aer for details.

AER International Conference 2014

Pre-Conference Workshops and Seminars

AER is pleased to announce four pre-conference workshop opportunities, all of which occur on **Wednesday, July 30, 2014 from 9:00 a.m. to 4:00 p.m.**

MacFarland Seminar — Prosthetic Vision: Where We Are Now and Where We Are Going

Presented by Jeremiah Brown, Jr., MS, MD, CEO, Brown Retina Institute, Duane Geruschat, Ph.D., and Gislín Dagnelie, Ph.D., Johns Hopkins University School of Medicine

No space limitation. You must register for the AER International Conference to attend.

Additional fee required.

The one-day event prior to the AER International Conference 2014 takes an in-depth look at medical issues. With a focus on prosthetic vision, this year's seminar will provide practical and detailed information on the topic. Visit <http://aerbvi.org/international2014>, for more information. Sessions include:

- A Whirlwind Tour Through the Retina and Hereditary Retinal Disease
- Vision Restoration in the Here and Now
- Providing Rehabilitation to People Who Have Restored Vision through a Retinal Implant
- How Will the Blind See in 2020 – Prognostications about the Future

Physical Activity Programming for Children and Youth with Visual Impairments

Presented by Lauren Lieberman, The College at Brockport; Justin Haegele, The Ohio State University

Space limitation: 70. You must register for the AER International Conference to attend.

Additional fee required.

The workshop will focus on school-aged children with visual impairments and other disabilities and will review:

- What is adapted physical education?
- Assessments for children with visual impairments
- Appropriate programming for physical education and physical activity, including training support staff
- Instructional strategies for motor skills, fitness, sports and recreation
- Resources such as videos, products, equipment, websites and summer camps
- Advocacy strategies

An Introduction to Unified English Braille: A Hands-on Workshop

Presented by Frances Mary D'Andrea, University of Pittsburgh and Diane P. Wormsley, North Carolina Central University

Space limitation: 40. You must register for the AER International Conference to attend.

Additional fee required.

This full-day, interactive and hands-on workshop will provide a more in-depth look at Unified English Braille (UEB). General principles of UEB will be discussed as well as specific information about changes from current code, along with some new symbols and rules. Participants will have the opportunity to read sample materials and to write UEB on braille devices. Some Perkins braille devices will be available to use; however, participants are encouraged to bring their own Perkins, portable braille device or a laptop with braille software that allows 6-key entry.

Overview and Field Practice Using the Trekker Breeze to Create Routes and Establish a Position in Space

Presented by Craig Phillips, Kansas State School for the Blind

Space limitation: 10. You must register for the AER International Conference to attend.

Additional fee required. **This session is currently full; wait list available.**

Participants in this six-hour pre-conference workshop will learn details of the Trekker Breeze GPS and how to create routes from the address entry feature. Workshop includes morning session on the parameters of GPS and device orientation, a working lunch (provided) to practice the settings menu and an afternoon session of route creations on the street and in open areas. Be prepared to walk up to 3 or 4 miles. HumanWare will supply units for use during the session or bring your own Trekker Breeze. Upgrades to the 2.0 system will be provided at the workshop if you bring your own. HumanWare will hold a drawing at the end of the session for a Trekker Breeze GPS.

AER LIFT Training

No charge.

Chapter and division leaders and others who are interested in AER leadership roles are invited to attend this workshop to hone leadership skills and learn the basics of managing chapters and divisions. AER LIFT is an acronym for **AER Leadership Initiatives Facilitate Teamwork**. Visit <http://aerbvi.org/international2014> for more information.

AER Business Meeting

A Must-Attend Event

AER will hold its biennial business meeting on Sunday, August 3, 2014, from 7:30–9:30 a.m. in the Texas Ballroom of the Grand Hyatt San Antonio.

Jim Adams, president of the AER Board of Directors, will make his final report to the membership and formally pass the gavel to incoming president Christy Shepard, who will share her vision of the next biennium.

The 17 new and returning members of the board, whose two-year terms begin at the meeting, will be recognized. The 2014-2016 AER Board Executive Committee members are: President Christy Shepard; Immediate Past President Jim Adams; President-Elect Joe Catavero; Secretary Laura Bozeman; and Treasurer Cliff Olstrom.

At the business meeting, AER board members will share the results of a recent update to the AER Strategic Plan, which occurred at the May AER Board of Directors meeting.

Members will also vote on proposed changes to the association bylaws. Information about the proposed changes follows:

Current bylaw:

ARTICLE V. BOARD OF DIRECTORS

Section 1. Authority. There shall be a Board of Directors, also referred to in these bylaws as “the board,” which shall consist of the five officers of AER, one representative from Canada, one representative from each of the geographic districts as designated by the Board of Directors, the chairperson of the Council of Chapter Presidents, and one representative from each of the categories of divisions as established by the Board of Directors, one of whom shall be the chairperson of the Council of Division Chairs.

Proposed change:

ARTICLE V. BOARD OF DIRECTORS

Section 1. Authority. There shall be a Board of Directors, also referred to in these bylaws as “the board,” which shall consist of the five officers of AER, one representative from Canada, one representative from each of the geographic districts as designated by the Board of Directors, the chairperson of the Council of Chapter Presidents, one representative from each of the categories of divisions as established by the Board of Directors, one of whom shall be the chairperson of the Council of Division Chairs, and one student representative elected from members of the Student Council, who shall have the same

responsibilities as other board members, with the exception that this representative will not have voting privileges.

Current bylaw:

ARTICLE VI. COMMITTEES

Section 1. Standing Committees. AER shall establish an Executive Committee, and other standing committees and task forces as appointed by the president and confirmed by the board. The standing committees will be: Bylaws and Structure, Continuing Education, Finance, International Conference, Legislative, Membership, Nominations, Publications, Personnel, and Scholarship. All committees shall be responsible to the AER Board of Directors.

Proposed change:

ARTICLE VII. COMMITTEES

Section 1. Standing Committees. AER shall establish an Executive Committee, and other standing committees and task forces as appointed by the president and confirmed by the board. The standing committees will be: Bylaws and Structure, Continuing Education, Finance, International Conference, Legislative, Membership, Nominations, Publications, Personnel, Scholarship, and University Review. All committees shall be responsible to the AER Board of Directors.

Current bylaw:

No section in the bylaws.

Proposed change:

ARTICLE VI. EXECUTIVE DIRECTOR

Section 1. Purpose. AER shall be administered by a paid full-time executive director who will handle the daily operations of the organization.

Section 2. Responsibilities. The executive director will administer the operations of the AER central office and any employees of AER.

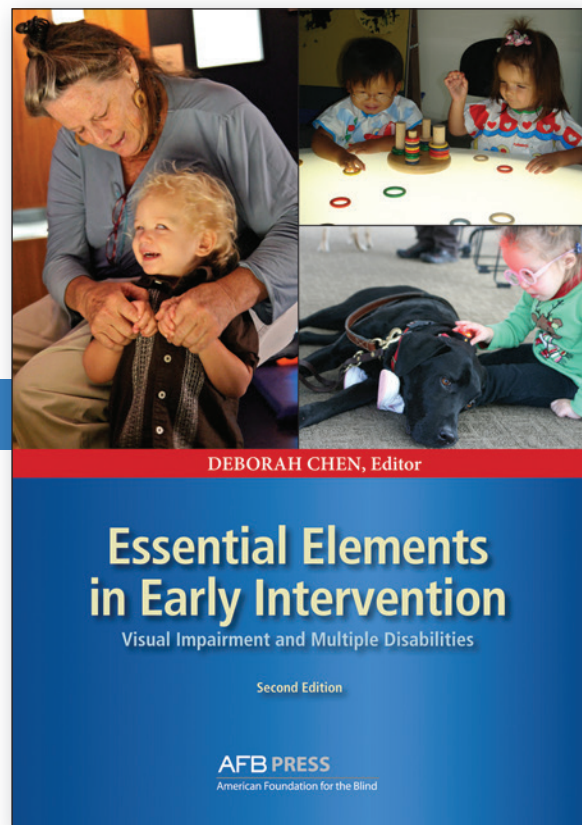


Essential Elements in Early Intervention

Visual Impairment and Multiple Disabilities,
Second Edition

Deborah Chen, Editor

Essential Elements in Early Intervention is a complete sourcebook and guide for professionals working with young children with dual sensory impairments and who may have multiple disabilities. Written for early interventionists who specialize in this area, as well as those working with a child with a visual impairment for the first time, this book translates research into practical strategies that can be used with children and their families.



The second edition reflects the research and best practices developed over the 15 years since *Essential Elements in Early Intervention* was first published in 1999. New material includes expanded, updated information on:

- » Parent-child bonding and attachment and their role in the development of communication and learning
- » Federal special education legislation
- » Best practices in early intervention
- » Evidence-based outcomes
- » Targeted strategies for effectively working with families and educational teams

"I did not think it was possible to improve on the first edition of *Essential Elements in Early Intervention*, but this edition surpasses the first. The book not only updates the research foundation in early intervention, but... it takes the art of early intervention services for children with visual and multiple disabilities to the next level, beyond trial and error to evidence-based practice."

From the Foreword by Dr. Kay Alicyn Ferrell
Professor of Special Education
University of Northern Colorado, Greeley

Available in paperback, e-book, ASCII and online subscription.

ORDER NOW!

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BANA Report

Spring 2014 Meeting

The Braille Authority of North America (BANA) held its 2014 spring meeting April 3-5, in Philadelphia. Associated Services for the Blind and Visually Impaired (ASB), a BANA member organization, hosted the meeting.

At the meeting, the BANA board reviewed and acted on semiannual reports from its 18 committees, considered committee recommendations, and deliberated issues and challenges facing braille users and producers. The Unified English Braille (UEB) Task Force reported on the development of a plan for transitioning to UEB in the United States as well as the collaborative steps taken to initiate dialogue and planning among the various braille communities. The development of resources for training teachers, transcribers, consumers and family members is a focus of BANA's efforts at this time.

BANA welcomed three new organizational representatives to their first meeting as members of the board: Dawn Gross, from the Alternate Text Production Center of the California Community Colleges (ATPC); Peggy Schuetz from the California Transcribers and Educators of the Blind and Visually Impaired (CTEBVI); and Kyle Key from the Clovernook Center for the Blind.

Actions of note included the following:

- Revisiting and revising organizational priorities in order to balance BANA's work during the transition to UEB.
- Approving a recommendation from the Tactile Graphics Technical Committee that any braille volume containing one or more tactile graphics should contain a note on

the Transcriber's Notes page stating: "The *Guidelines and Standards for Tactile Graphics, 2010* was used in the preparation of the tactile graphics."

- Approving a document detailing factors and specifications that should be employed when producing braille signage. This new fact sheet will be posted on the BANA website.
- Voting that, in light of the major revision underway to align the Braille Formats publication with UEB, BANA will not produce for sale hardcopy editions of *Braille Formats 2011*, which can be downloaded from the BANA website and printed or embossed. The board also voted to add the recently posted errata in the HTML, PDF and BRF files of *Braille Formats 2011* that are posted on the BANA website. These decisions followed an extensive deliberation of the complex issues affecting BANA's current obligations and resources. NOTE: *Braille Formats 2011* went into effect on January 1, 2013. Materials now being transcribed should follow these guidelines.

On April 5, 2014, BANA hosted an open forum, which was well attended by individuals from the Philadelphia area. BANA board members and forum participants enjoyed reading example documents transcribed in UEB and discussing the characteristics of the code. They also discussed the progress of the transition to UEB as well as ongoing plans for informing braille readers and preparing educators and transcribers about specific code changes.

Congratulations!

Please Join the AER Awards Committee in Congratulating the Recipients of the 2014 AER Awards

Outstanding Chapter Award: AER Pacific Northwest Chapter

Alfred Allen Award: Ed Mullen

John H. McAulay Award: Margaret E. Cleary

Ambrose M. Shotwell Award: Dr. Karen E. Wolffe

C. Warren Bledsoe Award: Dr. Kay A. Ferrell

Mary K. Bauman Award: Dr. Sharon Sacks

The award recipients will be formally recognized at the Awards Lunch on Friday, August 1, 2014, at the Grand Hyatt River Walk, San Antonio, Texas.

Please consider attending the lunch to show your support for these well-deserving individuals and this year's outstanding chapter. The cost of the lunch is \$45, and plans are underway to make this a special event you won't want to miss.

Contact AER at (703) 671-4500 to purchase tickets. Tickets will also be available for purchase at the conference.

Celebrating
30
 Years
 1984-2014

AER 30th Anniversary

AER was established in 1984 when the Association for Education of the Visually Handicapped (AEVH)—formerly known as the American Association for Instructors for the Blind (AAIB)—and the American Association of Workers for the Blind (AAWB)—formerly known as the American Blind People’s Higher Education Improvement Association (ABPHEIA)—joined forces.

The roots of AER’s parent associations date back to the 1800s when these organizations were formed to focus on the needs of a specific disability group.

These photos show just a few of the people who have contributed to the success of AER and to the profession.



AAWB Luminaries – (L to R) Marjorie Hooper, AAWB President 1963-65; Finis Davis; Pauline Wood; Pete Wood, AAWB President 1958-61



AER Board of Directors 2000-2002



Joint convention of the American Association of Instructors of the Blind and the American Association of Workers for the Blind held in California in 1915



AER celebrated its 20th anniversary in 2004 at the AER International Conference in Orlando, Fla. Past presidents in attendance were (standing L-R) Billy Brookshire, Bill Wiener, Mike Bina, Toni Heinze, Rick Welsh; (seated L-R) Elaine Sveen, Barbara McCarthy, Sharon Sacks.



The 40th Biennial Convention of the American Association of Instructors of the Blind, Overbrook School, Philadelphia, June 26-30, 1950

Recruitment of Vision Professionals...

What Is Being Done About It?

by **Audrey Dannenberg, M.A., M.Ed., COMS, CVRT**
Chair, AER Professional Personnel Recruitment Committee

In South Carolina, the number of students with visual impairments increased 10% between January 2013 and 2014, according to Tina Herzberg, University of South Carolina Upstate. Yet, the number of teachers of students with visual impairments (TVIs) has remained the same in recent years.

According to KC Dignan, Texas School for the Blind & Visually Impaired, in a report entitled "2013 Summary of Need for VI Professionals," the number of full- and part-time VI professionals decreased 3% between 2012 and 2013. "For the fourth year in a row," the report states, "VI consultants reported increasing caseloads for both TVIs and COMs."

In response to these and other similar reports, AER's Professional Personnel Recruitment Committee has developed new initiatives to tackle personnel recruitment at a grassroots level. The committee, in an effort to build momentum at the chapter level, introduced ideas on how chapters can get involved during the May 2014 AER LIFT webinar. The free session, which provided a sample of statistics and recruitment activities in several states, is available online at <http://leadership.aerbvi.org>.

During the webinar, the committee also reported on its development of recruitment flyers for vision rehabilitation therapists, orientation & mobility specialists, teachers of the visually impaired, and low vision therapists in November 2013. These are posted on the "Who are Vision Professionals?" web page on the AER website (<http://tiny.cc/AER-WhoAreVIPros>). The flyers are available for download and distribution in color, black & white, and accessible formats. Dozens of AER members worked on these flyers, each of which went through numerous revisions. Thanks to those who contributed their time, expertise and wordsmith skills!

The committee's next goal is to establish an AER chapter recruitment position in each state/province. These individuals will track recruitment activities within their regions. These recruiters—vision professionals in the field—will make presentations to specific groups, like general education students at local universities, parent support groups, special education classes at community colleges, career seekers at vendor fairs and so forth. Some chapters are already conducting these activities, but we need to be systematic in documenting our activities over a large area and determining how effective our recruitment efforts are.

The committee will provide the job description of the AER chapter recruitment position, charts used for tracking, suggested syllabi for presentations, places to present and handouts for distribution. All of these items will be posted on the AER website once completed. Look for the recruitment position job description this summer.

You can hear details of this exciting project LIVE and IN PERSON at the AER International Conference on Sunday, August 3, 2014, at 9:45 a.m. The speakers will be Audrey Dannenberg, Laura Bozeman, Tina Herzberg and Frankie Swift. For more information or to volunteer to be the AER chapter recruitment leader in your region, contact Audrey Dannenberg at audrey.dannenberg@gmail.com.

AER Professional Personnel Recruitment Committee

Audrey Dannenberg, Vision Outreach LLC, chair

Tina Herzberg, University of South Carolina Upstate

Matt Hogel, William B. Kling VA Outpatient Clinic

Barbara McCarthy, Virginia Department for the Blind and Vision Impaired

Michael Munro, Stephen F. Austin State University

Chapter News

Michigan

The Michigan Chapter AER (MAER) Award is given each year to an individual or organization in appreciation of their outstanding contribution to serving persons in Michigan who are blind or visually impaired. During the annual chapter conference on May 2, 2014, the 2014 MAER Award was given to Leader Dogs for the Blind of Rochester, Mich., in honor of its 75th anniversary. Chapter President Erica Ihrke presented the award to Rod Haneline, chief programs and services officer of Leader Dog.

The 2014 David and Joann Search Lifetime Achievement Award, named in honor of two longtime AER members in Michigan who exemplified professionalism in the field of blindness, was given to Susan Bradley who continues to serve through her work at the Michigan Department of Education - Low Incidence Outreach (MDE-LIO) and the AER Michigan Chapter through her committee work. Bradley's longtime colleagues Collette Bauman and Lynn Pensari of MDE-LIO presented her the award.

North Carolina

Thanks to volunteers from the AER North Carolina Chapter and the efforts of AER Board Member Matt Hogel, AER was well represented at a meeting of the **Neuro-Optometric Rehabilitation Association (NORA)** on April 4-6, 2014, in Cary,



AER table at the NORA meeting in North Carolina.

N.C. NORA focuses on advancing the art and science of rehabilitation for the neurologically challenged patient and will participate in this summer's AER International Conference 2014.

Northern Rockies

The AER Northern Rockies (Montana, Wyoming, Idaho) Chapter will host its annual conference October 15-17, 2014, at Chico Hot Springs in Montana's Paradise Valley south of Livingston. The conference, "AERventures in Paradise," will combine fabulous speakers with superb outdoor sports opportunities in a beautiful setting just north of Yellowstone Park.

Contact Kerri Norick, knorick@msdb.mt.gov, 406-599-3176, for more information.



Chico Hot Springs Resort, site of the AER Northern Rockies annual conference.

Penn-Del

The AER Penn-Del Chapter hosted another successful conference April 23-25, 2014, at the Best Western Premier Central Hotel and Conference Center in Harrisburg, Pa. The conference theme, "Forging Links for Better Services: Everyone's Responsibility," drew more than 300 participants from Pennsylvania, Delaware and several other states.

In addition to 32 concurrent sessions and numerous poster presentations, the conference featured four impressive general sessions:

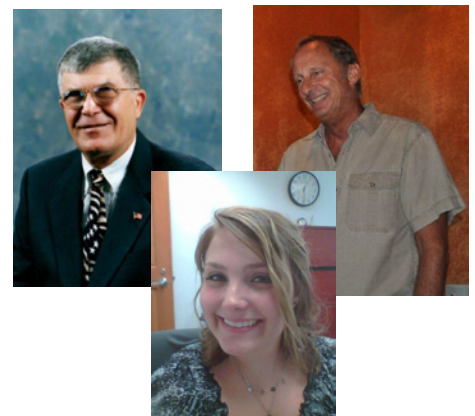
- *Keynote Address (April 23)* – **David DeNotaris**, director, Pennsylvania Bureau of Blindness and Visual

Services and nationally recognized motivational speaker

- *Midnote Address (April 24)* – **Kathleen Megivern**, executive director, Commission on Accreditation of Allied Health Education Programs (CAAHEP) and former executive director of AER
- *Footnote Address (April 25)* – **Ned Whitehead**, family trainer through Mentors for Self-Determination, a member of the PA Waiting List Campaign, and a 20-year special education advocate
- *Special General Session Commemorating the 50th Anniversary of the University of Pittsburgh Vision Studies Program (April 24)*

The Pitt 50th anniversary celebration featured a panel of prominent Pitt alumni as well as current and former faculty. They highlighted the impact of the Pitt Vision Studies Program on training professionals, research, literature and our professional organizations.

2014 Penn-Del AER Awards Banquet



Penn-Del AER Award winners (L to R): Richard (Dick) Bosserman, Penn-Del AER Service Award; Amy Burke, Penn-Del AER Student Scholarship Award; John Hannum, ELEY Award.

During the Awards Banquet, held during the conference, the Penn-Del

Continued on p. 26

Basic Spanish

for Orientation and Mobility: A Phrase Book and Dictionary

Brenda Naimy, Editor
Matthew Hogel, Consulting Editor

Professionals providing services to people who are visually impaired work with individuals of all ages from broadly diverse ethnic, religious, and cultural groups. Many speak languages other than English. *Basic Spanish for Orientation and Mobility* is a new user-friendly, valuable tool for communicating O&M instruction to students who primarily speak Spanish.

This handy and comprehensive manual provides:

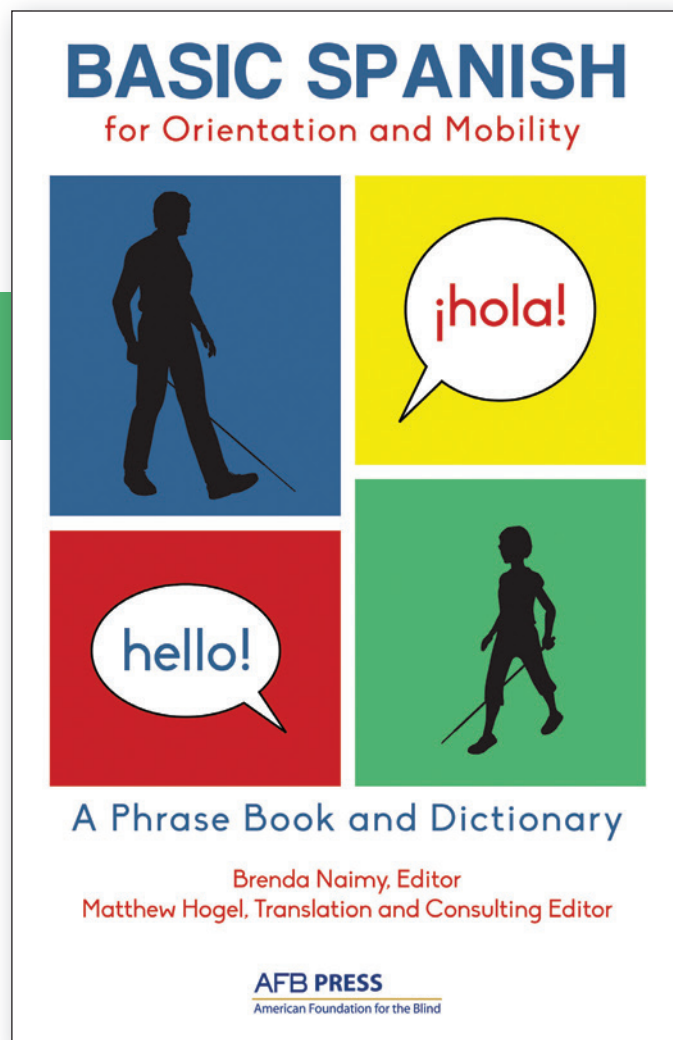
- » O&M lessons broken down step-by-step and side-by-side in English and Spanish
- » Phrases and O&M terminology needed to convey instruction
- » Easy to read vocabulary lists

Negotiating Stairs with a Cane

- It is helpful to know the names for the different parts of the stairs as you learn how to use your cane to navigate them. These include:
 - riser: the vertical part of the step

Como Navegar por Escaleras con un Bastón

- Le ayuda saber los nombres de las diferentes partes que conforman una escalera cuando usa su bastón para franquearlas:
 - contrahuella: lado vertical de un escalón



Available in print as well as online and ebook formats for mobile use on the streets!

www.afb.org/store

1-800-232-3044

AFB PRESS

American Foundation for the Blind



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Chapter News Cont. from page 24

AER Service Award was presented to Richard (Dick) Bosserman, and the Elinor Long Educator of the Year Award (ELEY Award) was presented to John Hannum. Amy Burke, a student at the University of Pittsburgh, was presented the Penn-Del AER Student Scholarship Award. As recipient of this award, Ms. Burke received a \$1,000 scholarship and her AER transitional year membership fee.

Board of Directors. On June 30, 2014, we will bid farewell to three AER Penn-Del board officers and four directors-at-large. We offer a very special thank you to board officers, Bonnie Dodson-Burk, Brenda Egan and Gerald (Jerry) Kitzhoffer and directors-at-large, John Hofmeister, Richard Welsh, Jennifer Throop and Dorothe Mumford, for their dedicated service to AER Penn-Del. We are pleased to welcome Rebecca Renshaw to the position of president elect, Helene Marano as secretary and Daniel Madrid as treasurer.

Forming 2014-2015 Penn-Del AER Committees. AER Penn-Del AER is looking for chapter members interested in serving on the 2014-2015 committees/subcommittees. We are always looking for new and underused talent!!! Serving on a committee can provide valuable networking and growth opportunities that can be instrumental in preparing individuals for increased responsibility as they mature in their professions. If you are interested in serving on a committee of this award-winning chapter, please contact AER Penn-Del President Christie Peel at christie.a.peel@gmail.com. We will begin forming committees in July.

Conference 2015 News. The AER Penn-Del Conference Planning Committee, under the leadership of President-Elect Rebecca Renshaw, will soon begin planning the 2015 conference to be held in Harrisburg, Pa., at the Best Western Premier Central Hotel and Conference Center, April 22-24, 2015. The Call for Presentations will be issued

in the late summer/early fall. Conference updates will be posted on our website as they become available.

For more information on our chapter and conference, please visit our website at www.penn-delaer.org.

Virginia

AER Virginia grant recipients and chapter members Cathy Lauver and Mary Kay Brown appeared on local TV news segments in April to promote their first annual Audible Egg Hunt for the Roanoke Valley. This event was designed to provide children with visual impairments access to the popular springtime activity. Over two dozen organizations and 30 volunteers supported the event on Saturday, April 19, 2014. The local division of the International Association of Bomb Technicians and Investigators assembled the eggs. Home Depot sponsored an Easter Bunny and a tactile craft for the children to enjoy. Organizing this event raised community awareness about blindness and visual impairments, gave families of children with visual impairments an event designed just for them and provided an opportunity for these families to meet and interact with each other.



AER Virginia Chapter's Audible Egg Hunt.

West Virginia

The AER West Virginia Chapter held its 2014 Summer Conference, "Learning Today; Soaring Tomorrow," June 27-29, 2014, at the Alpine Lake Resort in Terra Alta, W.Va.

Keynote speakers were Dr. Derrick Smith, professor, University of Alabama at Huntsville, and Kevin Maynus, program supervisor, WV Division of Rehabilitation Services – Blind and Visually Impaired Services.

The conference featured interactive sessions on Functional Vision Assessment, using the iPad with students and a "Make and Take" session correlated with the Expanded Core Curriculum and the Common Core State Standards. An introduction to Unified English Braille (UEB), a state update on serving children with blindness/low vision, teaching math through O&M, geocaching and a panel presentation by blind adults rounded out the conference, providing something for everyone in a beautiful venue.

The following individuals were honored for 30 years of AER membership: Trina Britcher, Ronald Cyphers, Joan Wilson, Donna Brown and Judy Hurst.



AER West Virginia Chapter Meeting

Welcome New Members! March 7, 2014 – June 10, 2014

CANADA

Quebec

Andreanne Mailhot
Johanne Faucher

FRANCE

Philippe Claudet

NEW ZEALAND

Paulette Adsett
Peter Gillan
Sue Jackson
Aranka Rauschenberger
Paula Rowe
Emma Steer

UNITED STATES

Alabama

Angel Perez

Arizona

Jean Green
Christine Griffin
Carol Koehler
Diane McElmury
Colleen Middleton

California

Diana Dennis
Christine Jones

Colorado

Tina Martin

Connecticut

Samantha Scarmella

Delaware

Jillian Queen

District of Columbia

Jennifer Miller

Florida

Gisela Garnett
Angela Munoz

Georgia

Judith Byrd

Illinois

Joseph Jorgenson
Kristen Pierski

Indiana

Brenda Jinks
Marcee Wilburn
Kelly Zell

Louisiana

Tyler Choate
LaRonda Doakes
Kenwya Huntsberry
Teresita Johnson
Teresa Smith
Laurine Tesch

Maryland

Shanta Church
Robyn Hughes

Massachusetts

James Badger
Whitney Chapman
Jennifer Harnish
Karin Kenney

Michigan

Haley Eisenhardt
Erin Fitzpatrick
Leslie Hoskins
Jessica Kuskus
Suzanne VanderZanden

Minnesota

Jim Mastro

Mississippi

Judy Humphries
Anne Steverson
Wendy Troutman

Missouri

Alexandria Dawson

Nebraska

Brad Czapski
Candy Jones
Melissa Sadler
Jen Winslow

New Jersey

Ralph Malatesta

New York

Mike Goehring
Melinda Gonzalez
Danielle Loyche
Emily Mather
Maria Oujo

Jean Scheidel
Katelynn Sowa

North Carolina

Pamela Cardozo
Cindy Cranford
Camilla Gholson
Kerri Good
Kimberly Hudson
Melissa McDermott
Claire Stone
Joel Thigpen
Marc Wentz

Ohio

Cynthia Hornbostel
Julie Stevens

Oklahoma

Lacie Goins
Julie Thibodeau

Oregon

Bradley Hendershott

Pennsylvania

Amanda Bear
Katharine Davis
Meridith Doyle-Trunzo
Kathryn Krause
Colleen Loutvenhiser
Jessica Sloan
Molly Smooke

South Carolina

Ashli Johnson

Tennessee

P. Lynn Hayes
Allen Huang
Stephanie Jones
Jane Morrow

Texas

Claudia Archard
Reena Barnett
Laura Boenig
Kristin Brown
Joyce Cain
Kara Chumbley
Ronald Clark
Donna Dean
Toni Dempsey
Jean Escalante
Annalee Folsom
Steven Fox

Lindy Gillenwaters
Amanda Ham
Dana Heckman
Trina Heim
Elsa Hernandez
Nicole Hooper
Morgan Johnson
Victoria Junek
Anissa Lara
Kristy Linares
Grace Lovelace
RaLynn McGuire
Mindy Merten
Gabriella Ortuno
Joe Paschall
Toby Penington
Jennifer Reed
Donise Reed
Mary Simpson
Maria Carmen Smith
Leigh Ann Sorge
Hermila Varela
Pam Yarbrough

Utah

Gloria Hearn
Catherine Nelson

Virginia

Melissa Browning
Lucinda Casey
Donna Cox
Jeremy Grandstaff
Tracey O'Malley
Lauren Pridemore
Beth Putman
Carla Robertson

Washington

Jessica Cummings
Kirsten Dlugo
Billy Henry
Meghan Ryan

West Virginia

Amy McGrew

Wisconsin

Kathleen Happel

Vision Rehabilitation Therapist Appreciation Week

Members of the AER Vision Rehabilitation Therapy Division (Division 11) recently celebrated the third annual Vision Rehabilitation Therapist (VRT) Appreciation Week. Held the last week of June, the event coincided with Helen Keller's birthday, which is June 27.

"We first came up with the idea at the AER Regional Conference in Boston in 2011," recalled Lenore Dillon, CVRT, chair, VRT Division's Recruitment and Retention Committee. "We decided to have a VRT Appreciation Week to recruit new people to our field while honoring those who are currently serving as VRTs." The first VRT Appreciation Week occurred in 2012. The six members of the Recruitment and Retention Committee led celebrations in their home states: Alabama, Indiana, Michigan, Pennsylvania and New York.

"We each did something different in our states to encourage our VRTs," explained Dillon, who is also coordinator of VRTs & O&M specialists for the Alabama Department of Rehabilitation Services. "For example, I presented certificates of appreciation to VRTs in Alabama." Other ideas included submitting a story about VRTs to the local paper, speaking at schools during their study of Helen Keller and making VRT "corsages" from equipment used frequently by VRTs, such as signature guides, needle threaders and braille erasers. Dillon added that she hopes to have sample certificates and letters of appreciation available on the VRT Division website for other states and countries to use for their own celebrations in the future. "It is my hope to see all the information about VRT Appreciation Week on the AER website, so that everything a person could need to make the event a success in their home region is in one central location," she said.

For the past two years, VisionAware has helped to promote VRT Appreciation Week by making it a feature on its home page (www.visionaware.org). A joint effort of the American Foundation for the Blind (AFB) and Reader's Digest Partners for Sight Foundation, VisionAware is a free, easy-to-use informational website for adults with vision loss. "Through VisionAware, we were able to add a few more states to the list of those that celebrate VRT Appreciation Week," said Dillon. "During the week, we posted something new each day about VRTs and what we do." In addition to working with VisionAware, the committee sent bookmarks and flyers about VRT Appreciation Week to all VRT Division members.

For 2015, VRT Appreciation Week will move to April for two reasons. First, April 14 is the birthday of Anne Sullivan, Helen Keller's teacher and one of the first VRTs. Second, having the event in April helps with recruiting on college campuses. Current VRTs can take advantage of the spring semester—when many students are trying to figure out their careers or declare a major—to visit campuses and talk to students about the profession.

Ultimately, the goal of VRT Appreciation Week is to raise awareness about the profession and attract more people to it. "We can't make recruitment something we do when we have an extra moment, because those moments never come," said Dillon. "Recruiting needs to be at the forefront of everything we do. We all need to be more active about promoting our profession."

For more information about bringing VRT Appreciation Week to your area, please contact Lenore Dillon at lenore.dillon@rehab.alabama.gov.

New Division Officers

Congratulations to the AER members who have volunteered their time and expertise to take leadership positions in AER's interest-specific divisions. Following is a list of new 2014-2016 division officers elected to date. Some of these division have chairs and other positions already in place.

Rehabilitation Counseling and Employment (2)

Chair-elect: Jamie O'Mally
Secretary/treasurer: Michele Capella McDonnell

Information & Technology (5)

Chair-elect: Belinda Lane
Secretary/treasurer: Sandra Ruconich

Infant and Preschool (8)

Chair: Karen Frank
Chair-elect: Tanni Anthony
Secretary/treasurer: Catherine Greeley-Bennett

Orientation and Mobility (9)

Chair-elect: Michelle Antinarelli
Secretary: Justin Kaiser
Treasurer: Stephanie Chmielinski

Education Curriculum (10)

Chair-elect: Mackenzie Savaiano
Secretary/treasurer: Bridgett Shultz

Division on Aging (15)

Chair: Priscilla Rogers
Chair-elect: Neva Fairchild
Secretary/treasurer: Holly Kaczmarek

Itinerant Personnel (16)

Chair-elect: Tracy Hallak
Secretary/treasurer: Kathy Michielsen



AER University Review Program

HELPING UNIVERSITIES ADEQUATELY PREPARE PROFESSIONALS TO SERVE PEOPLE WITH VISUAL IMPAIRMENTS IN THE BLINDNESS FIELD

Now is the time to start thinking about having your university's programs reviewed to ensure you are adhering to the highest standards and meeting your goals to continuously raise the quality of your programs and, consequently, your graduates.

Reviews are conducted by your peers in the blindness field who are trained on the criteria, and your programs are evaluated against standards developed to ensure all universities are reviewed equally. The University Review Program underwent recent revisions, with the university standards updated in 2012/2013.

"I leapt at the chance to be reviewed and recognized by our field's leading professional organization. It's so important to critically look at our program to ensure we're meeting the needs of the profession."

- Bill Jacobson,
University of Arkansas at Little Rock

Contact AER to learn how your university can save money by having multiple programs reviewed at the same time.

University Programs Eligible for Review:

- ✦ Orientation and Mobility
- ✦ Teachers of the Visually Impaired
- ✦ Vision Rehabilitation Therapy



Association for Education and Rehabilitation
of the Blind and Visually Impaired

Please contact AER to sign up your university

1703 N. Beauregard Street, Suite 440

Alexandria, VA 22311

(703) 671-4500

(877) 492-2708

aer@aerbvi.org

www.aerbvi.org

BANA Report

Status of UEB Transition

by Diane Wormsley, AER representative to BANA (dwormsley@ncu.edu)

At its November 2012 meeting, the Braille Authority of North America (BANA) voted to adopt Unified English Braille (UEB), and at the same time created a UEB Task Force to address implementation. On October 16, 2013, in conjunction with the American Printing House (APH) annual meeting, BANA convened a UEB Transition Forum, which considered several questions regarding implementation of UEB, including:

- What must be done in the area of training to ensure an effective transition to UEB?
- What must be done to build UEB transcription capacity?
- What must be done to adjust systems so we can procure and deliver braille materials in UEB?
- What must be done to transition children's braille reading and writing instruction and educational assessments to UEB?
- What must be done to transition adults' braille instruction to UEB and to increase knowledge of UEB among adults who already use braille?

At the forum, 48 participants represented 31 different organizations within the U.S. whose missions included education, rehabilitation, training, production and distribution. To discuss the implementation questions, participants were divided into four general groups: Transcription and Production; Instructional Materials; Education; and Adult Learning. Mary Nelle McLennan and Frances Mary D'Andrea from BANA led the discussions, which resulted in numerous suggestions for ensuring a smooth implementation process.

One of the overriding concerns during the forum was establishing a date for implementation. Forum participants voted for January 4, 2016, as the date on which we would "celebrate" the implementation of the braille code along with Louis Braille's birthday. At the following BANA meeting, BANA voted to approve January 4, 2016, as the date of implementation.

So what is the current status of UEB transition in the United States? Many agencies are already implementing training in UEB. Organizations are exploring options for issues such as production and transcription of materials, including statewide tests. Universities are preparing to transition their braille coursework to UEB by fall 2014. In short, we are all

in transition to this new code, and another Transition Forum meeting is scheduled for October 2014.

At the AER International Conference 2014, two sessions will focus on UEB. One is a pre-conference workshop on UEB led by BANA members. The second is a learning lab in which a shortened version of information and training will occur, as well as a question and answer period about UEB. (See page 14 for more information about the AER International Conference 2014.)

At the day-long pre-conference workshop on July 30, 2014, presenters will demonstrate the various differences between our current code and UEB. Participant activities include braille exercises in UEB, reading UEB materials and discussing code changes with the presenters. This workshop is similar to the presentation given at the Getting In Touch With Literacy Conference (held in December 2013 in Providence, R.I.), which was a lot of fun!

The UEB Learning Lab presented by BANA on July 31, 2014, will include a discussion about implementing and transitioning to UEB for all entities that will be affected.

While UEB has been a large part of BANA activity in the past two years, the work of BANA committees has continued. Many are examining their current and past products to align them with UEB. Others are finalizing works in progress. BANA has added two new member organizations since the vote to adopt UEB: Hadley School for the Blind and the Council of Schools and Services for the Blind.

The next face-to-face meeting of the BANA board will be hosted by AER in Alexandria, Va., on November 6-9, 2014. Look for more information about this on AERNet and on BANA Announce. You can have first access to information about braille by joining BANA Announce. Contact Kim Charlson to get your email added to that list at kim.charlson@perkins.org.



Groundbreaking O&M Article Reveals Startling Findings Related to Street Crossings

As with every issue, the May-June 2014 issue of the *Journal of Visual Impairment & Blindness (JVIB)* includes research that will influence your practice. This issue's lead article, "Conditions That Influence Drivers' Yielding Behavior in Turning Vehicles at Intersections With Traffic Signal Controls," has immediate practical implications for orientation and mobility (O&M) professionals. Authors Bourquin, Wall Emerson, Sauerburger and Barlow conducted trials across the United States, investigating which street-crossing behaviors of individuals with visual impairments best influenced drivers to yield to pedestrians. They found that "[t]he greatest effect was the reversible step, which increased drivers' yielding 205% more often than a pedestrian displaying a cane." The findings of Bourquin and his colleagues are sure to influence the advice O&M professionals offer their clients regarding safe street crossings. The article itself is too long to reproduce in this edition of *AER Report*, but the structured abstract follows.

Introduction: This study evaluated drivers' delays and yields in response to pedestrian behaviors when making right turns at the onset of a green traffic signal. **Methods:** Researchers conducted trials at seven sites in the United States. Data were collected ($n = 445$) in six conditions: no pedestrian present (control); and a pedestrian: standing with no cane (control), displaying a cane, flagging a cane, putting a hand up toward the driver, or taking a reversible step into the street. Driver delays were recorded in seconds from the onset of the green traffic signal to when the vehicle first moved and when the front bumper crossed the middle of the pedestrian's crosswalk. **Results:** Regarding driver responses when the vehicle crossed the crosswalk: a cane display was not significantly different from no cane display; the cane-flagging, reversible-step, and hand-up conditions were all significantly better than a cane display; a reversible step was significantly better than both cane flagging and hand up. The greatest effect was the reversible step, which increased drivers' yielding 205% more often than a pedestrian displaying a cane. **Implications for practitioners:** For drivers to behave appropriately, they must notice the pedestrian and understand the intent to initiate a crossing. The standard practices taught by O&M specialists may not result in substantial yielding by drivers. O&M specialists could develop new and more effective practices based on these results in order to change risks for pedestrians who are blind or visually impaired when crossing many streets.

In addition, the article includes an opportunity for AER members to earn CEUs from the Academy for Certification of Vision Rehabilitation and Education Professionals (ACVREP). To access your JVIB member benefit, as well as earn ACVREP CEUs, go to the Member's Only area of the AER website and log in with your AER membership credentials. Then follow the links that say JVIB until you reach the table of contents of the current issue.

[Abstract reproduced from Bourquin, E. A., Wall Emerson, R., Sauerburger, D., & Barlow, J. M., *Journal of Visual Impairment & Blindness*, 108(3), 173–186, copyright © 2014 by AFB. All rights reserved.]



AER Announces 2014 Ferrell Scholarship Recipients

AER is pleased to announce James Badger and Casandra Certeza as the winners of the 2014 William and Dorothy Ferrell Scholarships. Each recipient will receive a \$1,000 scholarship toward their college tuition.

Badger is a student in the Vision Rehabilitation Therapy (VRT) program at the Northeast Regional Center for Vision Education at the University of Massachusetts Boston. After 20 years working as a psychotherapist, Badger decided to focus his energies on working with adults who are blind or visually impaired. Bilingual in English and Spanish, Badger expects to graduate with a certificate in VRT in 2015 and work in Massachusetts.

Certeza studies rehabilitation counseling at the University of Arkansas and will graduate in December 2014 with a masters of science degree. She currently works as an employment specialist/job coach and has worked with a diverse population of individuals, from children to adults with traumatic brain injury. Upon graduation, she plans to work for either the state Department of Human Services or the Bureau of Blind Services.

The Ferrell Scholarships were named in honor of William and Dorothy Ferrell of Merritt Island, Fla., who in 1981 decided that they wanted to establish a scholarship fund for visually

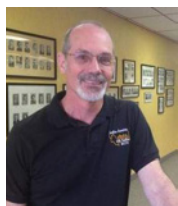
impaired students who wished to pursue careers in education or rehabilitation of persons who are blind or visually impaired. The Ferrells contributed \$1,000 to launch the program in 1981, and the AER Board of Directors voted to support the fund in 1984. The first Ferrell Scholarships were awarded at the 1986 AER International Conference in Chicago, at which Mr. and Mrs. Ferrell were present. Both Ferrells have since passed away—William in 2004 and Dorothy in 2012.

The Ferrell Scholarships are a wonderful tradition in AER, and we are happy to be able to continue the tradition. However, it takes money! AER members and friends are encouraged to donate to the tax-exempt fund at any time throughout the year. Send donations to AER, 1703 N. Beauregard Street, Suite 440, Alexandria, VA 22311-1744. A contribution to the Ferrell Fund makes an excellent memorial gift in honor of someone who has been a part of AER or a friend to persons who are blind or visually impaired.

Thanks to the 2012–2014 Scholarship Committee for their work in selecting this biennium's recipients: Laura C. Brown, chair; Sheryl Brown; Martha Simmons; and Jay Stiteley.



Names In The News



Steve Gettel will take over leadership of the Iowa Educational Services for the Blind and Visually Impaired and the Iowa School for the Deaf this summer. Gettel comes to Iowa from the Montana School for the Deaf and Blind where he has served as superintendent since 2001. Gettel has been involved in special needs instruction for 32 years and is replacing **Patrick Clancy** who is retiring.

Debbie Sanders from the AER Utah Chapter is the first teacher to complete the requirements for Utah's new **Deaf-Blind Teaching Endorsement**. Utah is the first state in the country with this specialized endorsement and also the first to have university programs that lead to it. The first cohort has about 12 students, and Sanders was the first to complete all the requirements. Sanders also completed her endorsement as a teacher of the visually impaired (TVI) and a master's in special education! She is a teacher of the deaf-blind for Utah Schools for the Deaf and the Blind and works on the Utah Deaf-Blind Project. She was a Helen Keller Fellow and has contributed to the creation of "Open Hands, Open Access," national multimedia, accessible learning modules, which universities and state deaf-blind projects can use to train deaf-blind interveners.

Sanders paves the way for many others. By the end of the summer, four others will have completed the requirements for the Utah Deaf-Blind Teaching Endorsement, with more following in the fall and in 2015. **Dr. Cathy Nelson** from the University of Utah and **Leslie Buchanan**, director, Deaf-Blind Programs in Utah and treasurer, AER Utah Chapter, will present at the AER International Conference 2014 on the collaborative process, which led to the creation of the deaf-blind teacher endorsement.

Tony O. Woodell, chief operating officer, World Services for the Blind, has been promoted to the position of president and chief executive officer. He succeeds Dr. Larry Dickerson, who announced his retirement earlier this spring. Dickerson will remain on staff until July 15, 2014, in a consulting capacity during the transition. "I am excited about the opportunity and am honored by this appointment. The groundwork provided by those who have served in this capacity before me has laid a strong foundation on which to build. I look forward to working with the staff and board to help our clients achieve sustainable independence," said Woodell.





Tech Links

AER regularly collects Internet links to tech news and resources that may be useful to members and the people they serve. For up-to-date links and other resources, visit AER's Facebook page at www.facebook.com/groups/aerbvi.



Virtual Cane Helps Blind People Move Around With Voice Prompts

<http://technabob.com/blog/2014/04/13/virtual-cane-voice-cane-for-blind/#ixzz2ysBpQHTv>



Contact Lens "Electrifies" the Blind With Sight

<http://www.wallstreetdaily.com/2014/05/12/contact-lens/>



Apps Help the Visually Impaired Find Venues, People Nearby

<http://finance.yahoo.com/news/apps-help-visually-impaired-venues-182519062.html>



Blind Sight: The Next Generation of Sensory Substitution Technology

<http://blogs.discovermagazine.com/crux/2014/04/28/blind-sight-the-next-generation-of-sensory-substitution-technology/>



Towson University Gets Patent for Technology to Help Blind Internet Users

<http://www.baltimoresun.com/health/maryland-health/bs-hs-towson-captcha-blind-20140427,0,251798.story>



Wax-Based Braille Display Makes E-Reading Available to Blind

<http://eandt.theiet.org/news/2014/apr/anagraphs-blind-e-reader.cfm#.U1d5fp6RcoQ.twitter>



Could a \$150 Robot Teach Braille Across India's Slums?

<http://www.fastcodesign.com/3030149/powered-by-raspberry-pi-a-robotic-braille-teacher>



Now That's a TOUCHscreen: World's First Customisable Braille Phone Launches for £60

<http://www.dailymail.co.uk/sciencetech/article-2629198/Now-thats-TOUCHscreen-Worlds-customisable-Braille-phone-launches-60.html>



Behind the Wheel: A Look Inside Google's Self-Driving Cars

<http://www.theverge.com/google/2014/5/14/5714602/photos-inside-googles-self-driving-cars>



Zagga to Launch Canadian Streaming Media Service for Visually Impaired

<http://www.mediacastermagazine.com/news/zagga-to-launch-canadian-streaming-media-service-for-visually-impaired/1003068806/?&er=NA>



Israeli Students Develop Electronic Guide Dog for the Blind

<http://www.shalomlife.com/business/23479/israeli-students-develop-electronic-guide-dog-for-the-blind/>



Perception-Enhancing Glasses To Help Visually Impaired

<http://www.theengineer.co.uk/electronics/news/perception-enhancing-glasses-to-help-visually-impaired/1018601.article>



A New App Warns Visually Impaired People of Obstacles in Their Way

<http://ibnlive.in.com/news/a-new-app-warns-visually-impaired-people-of-obstacles-in-their-way/474241-11.html>



Making Artificial Vision Look More Natural

<http://www.nih.gov/news/health/jun2014/nei-05.htm>

Names Inductees for 2014

The Hall of Fame for Leaders and Legends of the Blindness Field is dedicated to preserving the tradition of excellence demonstrated by specific individuals throughout history who have provided outstanding services to people who are blind or visually impaired in North America. It is housed at the American Printing House for the Blind (APH) in Louisville, Ky., but belongs to all.

On Friday, October 17, 2014, Michael Collins and Newel Perry will be inducted into the Hall of Fame at a ceremony during APH's 146th Annual Meeting of Ex Officio Trustees and Special Guests, at the Hyatt Regency Hotel in Louisville, Ky.

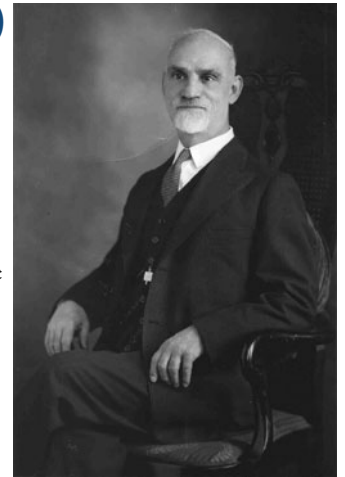


Michael T. Collins (1948-2008)

Mike Collins dedicated 30 years of his career to Perkins School for the Blind in Watertown, Mass. He was best known for founding and directing the Hilton/Perkins International Program, which trains teachers to work with children who are deafblind with multiple disabilities in developing countries. Under Collins' leadership, the program grew from serving a few hundred students to helping more than 10,000 children annually in 63 countries. Collins was an AER member and served as vice president and president of Deafblind International. He was also a board member of the International Council for Education of People with Visual Impairment. He founded the National Coalition on Deafblindness. Collins received the Perkins School's distinguished Annie Sullivan Award and Deafblind International's Lifetime Achievement Award and Distinguished Service Award.

Newel Perry (1873-1963)

Dr. Newel Perry was called the father of the modern civil rights movement of the blind. Perry's leadership helped establish the California Council of the Blind (1934), the National Federation of the Blind, NFB (1940) and the American Council of the Blind (1961). In 1912, Perry took the post that would define his career, Director of Advanced Studies at the California School for the Blind, which he held until his retirement in 1947. He is best known for having mentored "Perry's Boys (and Girls)," a group of talented blind young men and women who would, with Perry's assistance, begin the organized movement of advocacy and civil rights for blind individuals. Besides being named an original member of the California Council of the Blind's Hall of Fame, Perry has many awards named in his honor: California Council of the Blind's Newel Perry Endowment Trust; the National Federation of the Blind's Newel Perry Award; and within NFB's Jacobus tenBroek Library, the Newel Perry Conference Room, appropriately named for tenBroek's beloved mentor.



For additional information about the 2014 Hall of Fame Induction Ceremony, visit www.aph.org. Visit the Hall of Fame website at http://www.aph.org/hall_fame/index.html for information on the Hall of Fame and its inductees.

2014 / 2015

Calendar of Events

For more information about upcoming events, or to have your event listed, visit our website at www.aerbvi.org and click on "Calendar" in the side navigation bar.

2014

July

July 30–Aug. 3: AER International Conference 2014, Grand Hyatt San Antonio, San Antonio, TX — Celebrating AER's 30th Anniversary!! Visit the AER website for updates, <http://www.aerbvi.org>.

October

Oct. 15–17: AER Northern Rockies Annual Convention, Chico Hot Springs Resort & Day Spa, Chico Road, MT — For more information, visit their website at <http://nraer.aerbvi.org/>.

Oct. 20: AER Arkansas Conference, Wyndham Hotel, North Little Rock, AR — For more information, visit their website at <http://ar.aerbvi.org>.

Oct. 26–28: AER New York Chapter Annual Conference, Albany Marriott, Albany, NY — For more information, visit their website at <http://nysaer.aerbvi.org/>.

November

Nov. 7–9: BANA Board of Directors Meeting, AER Headquarters, Alexandria, VA — For more information, go to the BANA website at <http://www.brailleauthority.org/index.html>.

2015

February

Feb. 18–20: AER Illinois Vision Conference — More details forthcoming. Go to the chapter website at <http://il.aerbvi.org/> for more information.

March

Mar. 18–20: AER Virginia Chapter Annual Conference, Sheraton Reston, Reston, VA — For more information, visit their website at <http://virginia.aerbvi.org/>.

2016

July

July 20-24: AER International Conference 2016, Hyatt Regency Jacksonville-Riverfront, Jacksonville, FL— More details forthcoming!

2017

July

July 19-22: AER International Orientation & Mobility Conference, Wyndham Grand Pittsburgh Downtown, Pittsburgh, PA — More details forthcoming!

Get Connected !

AER is social! Follow daily news from the association and interesting articles and information about the blindness field via social networking. Also, share your news and information about individuals and organizations.



Join the AER group page at <https://www.facebook.com/groups/aerbvi>



Find AER on Twitter [@AERBVI](https://twitter.com/AERBVI) for tweets and retweets



Connect to AER's company page at http://www.linkedin.com/companies?trk=hb_tab_compy

AER Job Exchange

The Vision Community's Most Active Job Bank



Looking for a new job? Check out what AER Job Exchange, the largest online career resource in the field, has to offer. The following is a sample of available positions from AER Corporate Members. Additional job opportunities and complete details on the following positions are available at www.aerbvi.org.

HELP WANTED

ARIZONA

Teacher Vision Impaired Arizona State Schools for the Deaf and the Blind Tucson

QUALIFICATIONS:

The Arizona State Schools for the Deaf and the Blind (ASDB) are seeking education professionals to provide services to students with hearing and/or vision impairments from birth to age 22. Join our dynamic and enthusiastic team and help prepare our students for the future.

Career opportunities are available at our Tucson site-based school and our five regional cooperatives serving public schools in the greater areas of Yuma, Tucson, Phoenix, Flagstaff and Holbrook.

BENEFITS:

- Benefit-eligible employees have a variety of choices for medical, dental, vision, short-term disability, supplemental and dependent life insurance.
- Offered plans provide exceptional value to our employees and their eligible dependents.
- Employees have a 31-day period from effective date of hire to elected coverage. Elected benefits could start as early as 2 weeks after hire.
- Benefit-eligible employees are automatically covered for basic life, non-smokers, accidental death and dismemberment, and seat belt insurance.
- Benefit-eligible employees are automatically enrolled in the state's retirement plan and long-term disability (LTD) program. Enrollment is mandatory and is subject to a 26-week waiting period before initial enrollment.
- Employees may also choose to participate in a deferred compensation program to take advantage of tax-deferred retirement investments.
- Benefit options also offer employee self-service, wellness, tuition discount, travel reduction, auto & home insurance, and purchase discount programs.

Visit <http://www.azstatejobs.gov> and select "School for the Deaf and the Blind" under the agency search function. You can

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also contact us at (520) 770-3245 or (520) 770-3269 or email humanresources.recritment@asdb.az.gov. You can also visit our homepage at www.asdb.az.gov to learn more about our programs and services.

We offer a competitive salary and state benefits package.

SALARY: \$31,250.08 – \$47,188.22

CONTACT: 520-770-3269 (phone); hrm@asdb.az.gov

NORTH CAROLINA

Teacher of the Visually Impaired/Orientation & Mobility Specialist Equal/Eyes Vision Services, LLC Holly Springs

Are you passionate about the VI field and looking for a new opportunity in a beautiful state? Equal/Eyes Vision Services is growing and is seeking talented TVIs and COMS to join the team for the 2014/15 school year and beyond. When you join the Equal/Eyes team, you get to make an impact on the VI students of North Carolina. As an Equal/Eyes team member, you decide your own schedule, your travel region and the jobs you serve. Working as a contractor allows you to be well-compensated for your skills, as well as your travel to job sites.

Why North Carolina?

North Carolina has it all! You will find NC to be a friendly and welcoming place to live, with Southern charm combined with a melting pot of cultures and people from all over the country. We have 4 distinct seasons here, amazing foliage in the fall, mild winters, vibrant springs and warm summers to spend at our beautiful beaches and lakes.

There is something for everyone in North Carolina! From hiking the Appalachian Trail to flying kites at Kitty Hawk where the Wright brothers first flew their plane in 1903, we've got mountains, coast and everything in between. You can live in small towns, big cities or suburbs. We've got professional and college sports, like the Carolina Hurricanes, Carolina Panthers, Duke, UNC Chapel Hill, ECU and NC State. Did somebody say BBQ? Come see what the BBQ wars are all about. Whatever you like, North Carolina probably has it. Experience why North Carolina is such a desirable place to live, work and raise a family!

The company

Equal/Eyes Vision Services provides contract VI and O&M services to blind and visually impaired students throughout North Carolina. We serve families, school systems and private companies from the mountains to the coast. Equal/Eyes Vision Services is directed by Kim Hudson, a TVI and O&M Specialist with 16 years of experience.

Equal/Eyes Vision Services strives to improve VI services across North Carolina, by providing qualified and talented TVIs and COMS to serve the needs of children in all areas of the state. Team Members are provided with the support and tools needed to be successful. Professional support is always available, as well as opportunities for professional growth through trainings.

Benefits of working for Equal/Eyes Vision Services

- ♦ Supportive environment with direct support from an experienced TVI/O&M specialist
- ♦ Team members choose their geographical travel region and control how many hours they want to work
- ♦ Paid travel time to and from job sites
- ♦ Great compensation
- ♦ Grow with a company that will support you in your professional endeavors

QUALIFICATIONS:

To be considered, individuals must have:

- ♦ TVI - Visually Impaired Teacher Certification in North Carolina or be able to obtain licensure after relocating to NC, and a degree in VI from an accredited program. 3+ years demonstrated successful teaching experience working with individuals who are blind or visually impaired, or a strong base of teaching experience with add-on TVI certification and a successful student teaching experience. Display knowledge of braille, low vision, IEP development, functional vision assessments and current technologies in the VI field. Strong verbal and written communication skills and a great attitude are also a must!
- ♦ COMS - ACVREP Certification in O&M, or be a certifiable orientation and mobility specialist with experience from an accredited O&M program. 3+ years demonstrated successful O&M teaching experience preferred. New graduates with excellent student teaching referrals and prior experiences in the VI field will also be considered. Strong verbal and written communication skills and a great attitude are also a must!
- ♦ Dual-certified TVI/COMS - great!

Equal/Eyes Vision Services is seeking VI professionals for the Eastern Coastal areas, Central NC and the Mountains. Check out our website at: <http://www.equaleyesvisionservices.com>.

If this sounds like the right fit for you, we want to hear from you!

CONTACT: Please email a cover letter and resume to equaleyes@embarqmail.com.

TVI & COMS

Invision Services, Inc.

Raleigh/Durham/Chapel Hill

Invision Services Inc. is seeking qualified applicants to fill full-time teacher of the visually impaired (TVI) or dual certification TVI/COMS positions. Join our practice and help our team of experienced professionals provide direct one-on-one instruction, evaluation and consultation services to the visually impaired and blind students in the school systems we serve in North Carolina.

We currently have two full time TVI openings starting August 18, 2014.

- (1) Teacher of the Visually Impaired to serve the school systems in and around Fayetteville, N.C., the sixth largest city in North Carolina and only 90 minutes to some of the finest beaches in the state. Relocation to within an hour of the service area is a requirement of the position; however, this does provide choices from Raleigh to Wilmington.
- (2) Teacher of the Visually Impaired to serve the school systems in and around Raleigh-Durham-Chapel Hill. This progressive area is known for its high tech Research Triangle Park, Duke University, UNC-CH, college basketball, Durham Bulls baseball, hip music scene, outdoor recreation and biking, and lively and diverse foodie culture just 2.5 hours from the mountains in the west and 2.5 hours from the beaches in the east.

Invision offers competitive compensation, collaboration with our seasoned team of TVI and COMS professionals and opportunities to grow and learn while enjoying the natural beauty and temperate climate of North Carolina.

QUALIFICATIONS:

1. A bachelor's or master's degree in special education with an emphasis on visual impairment.
2. The ability to obtain lateral entry licensure for NC VI Certification.
3. The ability to travel between sites.

RESPONSIBILITIES AND DUTIES:

1. Perform functional vision and learning media assessments on new referrals and three-year re-evaluations.
2. Interpret eye medical reports as they relate to educational environments.
3. Contribute to the development of the IEP with goals, modifications and learning styles.
4. Recommend appropriate specialized evaluations as needed, such as low vision, orientation and mobility, psycho-social and adaptive physical education.
5. Consult with diagnosticians, classroom teachers, students and parents concerning appropriate evaluations, modification and test administration.

Continued on p. 40

HELP WANTED

6. Obtain modified standardized testing materials (SAT, ACT) and administer or assist in the administration of the test as needed.
7. Work as liaison with other agencies in the vocational assessment process.
8. Participate in team assessments for students with moderate to severe cognitive disabilities.
9. Assist in determining and procuring classroom equipment and materials necessary for the student with visual impairments to learn (braille, low vision devices, assistive technology, computer), including ensuring necessary room modifications and lighting changes.
10. Provide the classroom teacher with information regarding the specialized strategies needed to teach a VI student.
11. Consult with other instructional staff to provide information to incorporate the expanded core curriculum into the entire instructional setting.
12. Provide modified materials to the classroom teacher.
13. Provide braille, recorded/enlarged materials and tactual symbols as appropriate for each child.

Direct instruction includes:

1. Monitoring the students' progress in academic subjects and provide instruction in compensatory skills as needed in the areas the students may have difficulty with as a result of the visual impairment
2. Braille reading and writing
3. Low vision devices
4. Abacus
5. Typing/keyboarding
6. Adaptive devices (e.g., computers, note takers, tape recorders)
7. Listening skills
8. Visual efficiency
9. Concept development (especially for infants and early childhood students)
10. Organizational and study skills
11. Self-advocacy

Support services:

1. Provide assistance to students with visual impairments in understanding their attitudes and those of others concerning their visual impairment
2. Facilitate social integration and interaction with peers
3. Provide training and support to parents of students with visual impairments to enhance their children's independence
4. Provide the teachers, staff and family of students with

HELP WANTED

visual impairment with information regarding their individual needs, methodology and strategies

5. Participate with other school personnel and agencies to secure job-related experiences for students
6. Participate in transition planning

Administrative/record-keeping duties:

1. Provide updated pupil information (VI registration, deaf-blind census, textbook projections)
2. Submit requests for instructional materials, conferences, field trips and personnel needs
3. Inform various special education and campus personnel of progress and needs of the students with visual impairment on a regular basis
4. Identify and set up a work and storage space at each school to be used by the VI teacher to instruct students as necessary
5. Provide input into students' schedules, planning for all special services, such as direct instruction and orientation and mobility
6. Maintain adequate record of all assessments, IEPs, ARD papers, progress reports and signed parental release forms for things such as photographs and registration with various agencies
7. Provide 6-week, 9-week or 12-week progress reports as indicated by school policy on students with visual impairment in regular education classes and follow up with teacher and/or parent conferences as appropriate
8. Register students with visual impairment with appropriate agencies such as Recordings for the Blind and NC State Textbooks Library, and assist with referral to the NC State Services for the Blind
9. Communicate with low-vision specialists, ophthalmologists and optometrists concerning exams, and attend exams when appropriate
10. Supervise material preparation and acquisition

Starting annual compensation: \$65,000

CONTACT: Send resume/references to:

Invision Services, Inc.

Attn: TVI Search

960 Corporate Drive, Suite 203

Hillsborough, NC 27278

Electronic copies: move.forward@invisionservicesinc.com

HELP WANTED

OKLAHOMA

O&M Specialist NewView Oklahoma, Inc. Oklahoma City

QUALIFICATIONS:

- Bachelor's degree in orientation and mobility and ACVREP certification. Preference will be given to candidates with a minimum of 2 years experience in orientation and mobility.
- Must have working knowledge of all aids and appliances commonly used in general mobility training of the blind and visually impaired.
- Must possess knowledge of electronic travel aids (ETAs).
- Basic computer database and word processing knowledge and experience.
- Must obtain a valid Oklahoma state driver's license.

DUTIES:

- Provides individual client evaluation and instruction in all aspects of orientation and mobility at client home, rehab office or other areas within the state of Oklahoma.
- Maintains service files of all orientation and mobility clients with pertinent information/documentation regarding services rendered, planning and client progress, and updates central file with said information.
- Maintains follow-up process for active and inactive clients in orientation and mobility.
- Provides public education on blindness, blindness issues and all aspects of NewView Oklahoma services.
- Maintains contact with other community and state direct services agencies.
- Assists in provision of social services as needed.
- Compiles appropriate agency reports and submits them to the rehabilitation director.
- Works as a team member with other professionals, staff and volunteers.

SALARY: Based on experience

Sign on bonus: \$1,000

Retention bonus: \$500 at 6 months; \$1,000 at one year

CONTACT:

NewView Oklahoma, Inc.

Masumi Ward

501 N. Douglas Ave.

Oklahoma City, OK 73106

Email: mward@newviewoklahoma.org

HELP WANTED

SOUTH DAKOTA

K-12 Orientation & Mobility Instructor South Dakota School for the Blind and Visually Impaired Aberdeen

The orientation and mobility instructor is a 9-month full-time faculty position. The instructor is responsible for organizing, planning and providing direct orientation and mobility instruction to students who are blind and visually impaired, including multi-handicapped and deaf-blind. (Position #VE9993; Posting #0006051)

DESIRABLE QUALIFICATIONS:

1. Certified by the Academy for Certification of Vision Rehabilitation and Educational Professional (ACVREP), credential in O&M by an accredited college/university.
2. South Dakota Teacher's Certificate; endorsement in blind/visual impairment and special education preferred. If not certified in blind/visual impairment, must be willing to become certified within three years of employment.
3. Knowledge of expanded core curriculum for blindness.
4. Knowledge of student evaluation and assessment.
5. Experience with adaptive technology.
6. Experience working with students with vision loss.
7. Good interpersonal skills.
8. Good writing and organizational skills.

PRIMARY RESPONSIBILITIES:

1. Develop and monitor student IEPs for each assigned student.
2. Monitor student progress and revise materials and instruction to meet individual student needs.
3. Participate as a full member of the educational team.
4. Serve on education-related school committees.
5. May serve as a member of the evaluation team.
6. Provide consultation to other teachers, both on campus and through outreach program.

COMMENTS: Incumbent will be required to undergo a background investigation before employment begins. Incumbent will be required to provide documentation of MMR vaccination. Benefits include paid health and life insurance for the employee; employer-matched retirement at 6% of gross pay; and sick leave and personal leave. **Reports to:** Principal

SALARY: Based on education and experience.

APPLICATION DEADLINE: Open until position is filled.

APPLICATION PROCESS: SDSBVI accepts applications through an online employment site. To apply, follow the electronic application process at: <https://yourfuture.sdbor.edu>.

The South Dakota School for the Blind and Visually impaired is an equal opportunity employer. Should you need special accommodations to facilitate your application, please contact us at (605) 626-2580.

In Memoriam



Alice Raftary, 87, a life AER member and a 2002 inductee into the Hall of Fame for Leaders and Legends of the Blindness Field, died March 30, 2014, in Dearborn, Mich. Often called the “Mother of Rehabilitation Teaching,” Raftary had an exemplary career at the Greater Detroit Agency for the Blind and Visually Impaired. Throughout her years

of service to the field, she was in demand as a conference and workshop presenter on the topics of working with the deaf-blind population, insulin management, psycho-social aspects of blindness, funding sources, initial client assessment, aging and blindness, and more.

She served as chair of AER’s Vision Rehabilitation Therapy Division from 1979–80 and as the Midwest regional representative on the AER National Executive Committee in 1982–83. She received numerous awards throughout her career including the 1982 Bruce McKenzie Award from the American Association of Workers for the Blind (AER’s predecessor) for dedication to the field of rehabilitation. The AER Michigan Chapter named her Member of the Year in 1991.

In a January 2014 interview for the Hall of Fame, AER member Mike Bina asked Alice, “What are three to five pieces of advice you would give those in the field?” Her response was, “Invest your time and some money into the growth of your profession. Join and be active in your professional associations (AERBVI, MACRT), go to conferences, etc. Continue to learn new techniques and new systems. Share your expertise. Mentor others in the field and encourage others to work in the field of blindness.”

Alice Raftary’s outlook on her career in the blindness field is best summed up in her own words: “It’s exciting to participate in the restoration of life styles. Helping people to progress from hopelessness to confidence and competence is a thrill and a joy.”

Hugo Vigoroso, a longtime AER member, died May 13, 2014, in Arlington, Mass. He served 50 years as an orientation and

mobility (O&M) instructor, an achievement in which his family took enormous pride.

Vigoroso graduated from Boston College (BC) as a peripatologist in 1961 and became a member of the BC faculty soon after. He coordinated the program until its closing in the late 1980s then continued serving the field at the Carroll Center for the Blind until a few years ago.

In 1990, the AER Orientation & Mobility Division presented Vigoroso with the Lawrence E. Blaha Award for outstanding service in his field. AER member George Zimmerman called Vigoroso “one of the most influential professionals in the field of O&M.... He had a profound impact upon the professional development of hundreds of BC peripatology graduates, and subsequently, upon the lives of thousands of individuals who are blind or visually impaired.”

Frederick L. Sindair, 88, died April 22, 2014. A past president of the California Transcribers and Educators of the Visually Handicapped (CTEVH), he was honored by the group with the creation of the Fred L. Sinclair Award for outstanding contributions to the education of the visually impaired in the 1980s.



Jean Norris, founder of Twin Vision books, died April 30, 2014, at the age of 96 in Reseda, Calif. While volunteering at a blindness organization in 1959, Norris

was moved by the story of a woman who was blind and was unable to read bedtime stories to her child. Norris cut the bindings from the storybooks her son had outgrown and inserted, across from each page, a page with text in braille and called the concept Twin Vision. She got support from several organizations and volunteers to expand the project, which has now distributed thousands of books at no charge through various sources. Norris headed Twin Vision until 2013.

Thank You to our Summer 2014 Advertisers

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New!

DNA-RNA Kit

This kit provides students with a sturdy and dependable model, improving on other available molecular biology models.



Kit Includes:

- 32 interlocking DNA subunits
- 32 interlocking RNA subunits
- Storage/carry-box
- Large print guidebook
- Accessible HTML and BRF versions of the guidebook are available for download



Use the DNA-RNA Kit for classroom demonstration, student-to-student interaction, and testing and assessment activities.

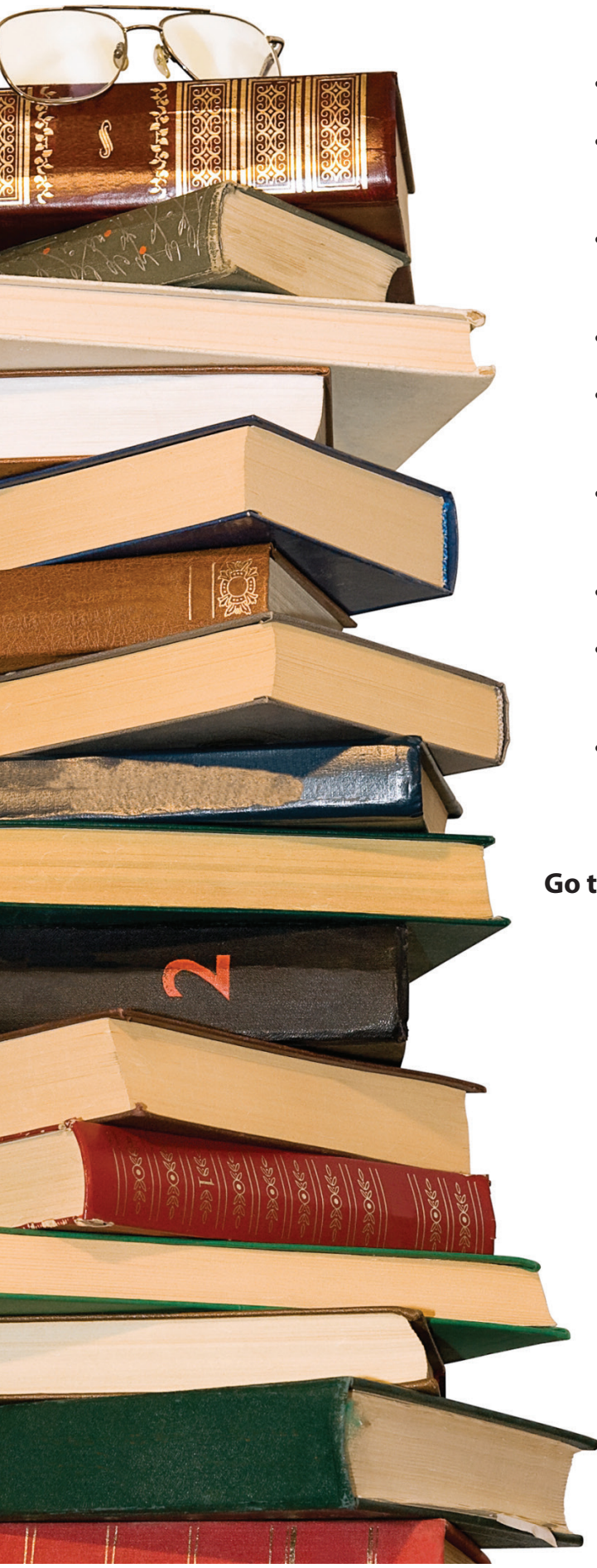
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Turn to AER for an excellent selection of books and study guides



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- Words in My Hands

Go to www.aerbvi.org for complete catalog descriptions and to place your order

More information: aer@aerbvi.org

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for AER members**