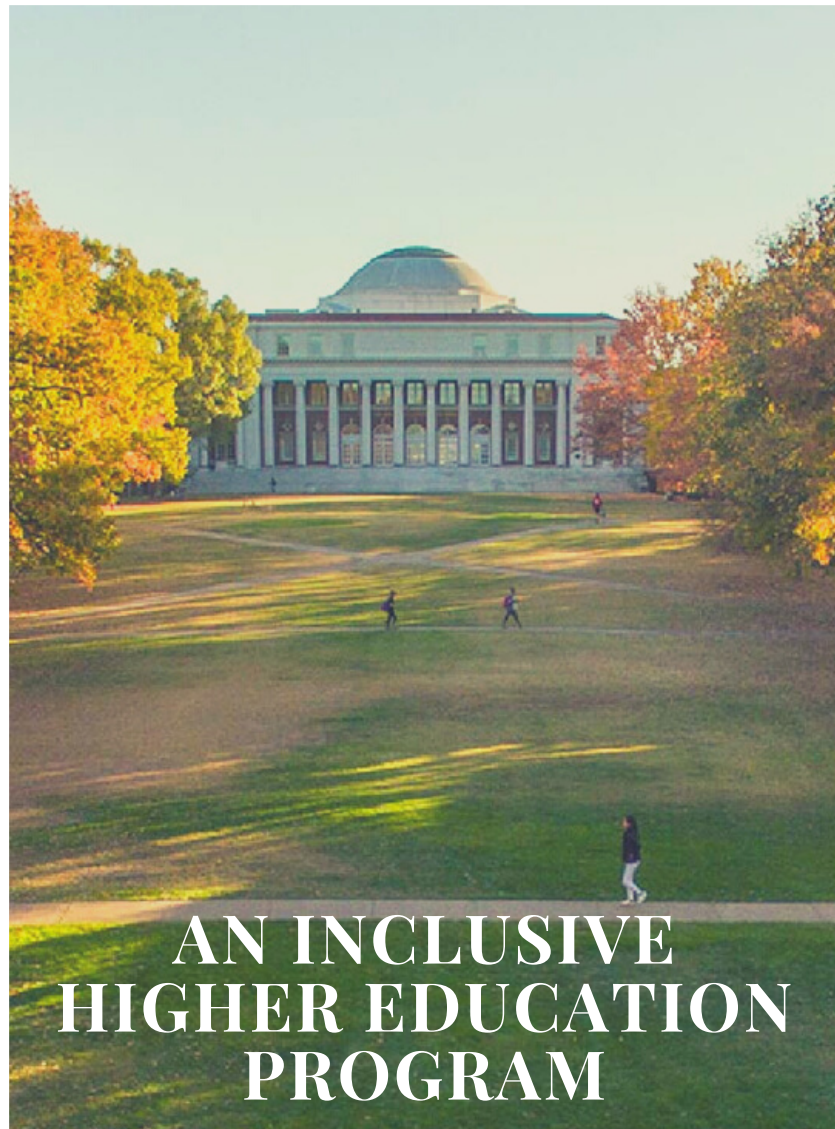


NEXT STEPS AT VANDERBILT

ANNUAL REPORT: 2020 - 2021

10TH ANNIVERSARY EDITION



AN INCLUSIVE
HIGHER EDUCATION
PROGRAM

● ● ● TABLE OF CONTENTS



- 3** About Us
- 4** 10-Year Anniversary
- 5** Welcome Letters
- 7** Your Gift Matters
- 9** 2020-2021 Highlights
- 10** Commencement
- 11** Inclusive Academics

- 12** Career Development
- 14** Ambassadors
- 15** Student Spotlight
- 16** Research
- 17** Partners
- 18** Alumni Updates
- 19** Staff

“ My favorite elective this year is the art class because I love art and I love making things!
- Rachel Williams (Class of 2023) ”

● 10-YEAR
● ANNIVERSARY
● EDITION



Rob Funk, Class of 2020

ABOUT US

Next Steps at Vanderbilt is a nationally-recognized inclusive higher education program at Vanderbilt University. The four-year program supports college students (ages 18-26) with intellectual disability to participate in the breadth of learning and living activities that comprise a typical undergraduate experience—coursework, extracurricular activities, service projects, recreational endeavors, internships and employment, and residential experiences. Since 2010, we have evolved into one of the leading programs in the country and the very first at a top-15 university. Our students are thriving on campus and graduating to a future of flourishing in the workplace and in their communities.

INCLUSIVE.

STUDENT-DRIVEN.

HIGH EXPECTATIONS.

ACADEMICS

Students audit Vanderbilt courses. Each student takes 1-2 courses per semester and has a learning agreement that addresses how their involvement is supported. Over 180 faculty have had students from Next Steps at Vanderbilt participate in their classes.

CAREER DEVELOPMENT

Our career-related programming is driven by each student's interests, future career plans, strengths, and identified needs. Every semester of their program, students participate in job shadowing experiences, internships, or on and off-campus jobs designed to prepare them for a meaningful, paid career after graduation.

CAMPUS LIFE

Students participate in the wide range of student organizations, service groups, and campus activities available to Vanderbilt students. In addition, they are involved in orientation activities and Vanderbilt Visions during their freshman year.

10th

ANNIVERSARY

NEXT STEPS

AT

Vanderbilt



Next Steps at Vanderbilt

Our History at a Glance

2006

Parents and community members brainstorm the development of college opportunities for students with disabilities in Tennessee.

2008

Linda D. Brooks Foundation gives a gift to support an inclusive higher education (IHE) program at Vanderbilt, Tennessee's first program of its kind.

2009

Tennessee Council on Developmental Disabilities awards the Vanderbilt Kennedy Center a 3-year grant to pilot an IHE program.

2010

Six students with intellectual and developmental disabilities are enrolled through Next Steps at Vanderbilt and begin their 2-year program of study in January.

2011

The inaugural Next Steps Summer Institute (NSSI) is held; students spend a week living in dorms, taking classes, and gaining college experience.

2012

First alumna of Next Steps is hired by Vanderbilt University.

2013

Next Steps Ambassadors becomes an official student organization at Vanderbilt.

2014

Next Steps is awarded Comprehensive Transition Program status by the U.S. Department of Education. The Tennessee General Assembly passes STEP UP Scholarship legislation so students attending IHE programs have access to lottery scholarships.

2015

Next Steps at Vanderbilt, IDEAL (Lipscomb University), and TigerLIFE (University of Memphis) receive Transition Program for Students with Intellectual Disability 5-year federal grants; Next Steps expands to a 4-year program.

2016

Ambassadors are inducted into the National Disability Mentoring Coalition Hall of Fame; Next Steps is awarded the Vanderbilt Athletics Perry Wallace Courage Award; first alumna is hired by a state government office.

2017

Tennessee General Assembly passes legislation that expands STEP UP Scholarship to 4 years of funds; Next Steps hosts the third annual Southeastern Postsecondary Education Program Conference.

2018

The first Next Steps student participates in Peabody graduation ceremony.

2019

Next Steps welcomes its largest cohort (30) to NSSI; employment rate for Next Steps graduates is 91 percent.

2020

Next Steps graduates its first class of 4-year students (May).



WELCOME LETTER

Tammy Day, Next Steps Director &
Sam Moran, NSAC Chair



Next Steps Family,

Ten years ago, the Vanderbilt administration, the Linda Brooks Foundation, and dedicated staff and community members entrusted us to create Tennessee's first inclusive higher education program. For over a decade, we have watched as curious, brave students and their families pioneered this new educational frontier with successes that exceeded our imaginations. We have also been delighted to watch how the greater Vanderbilt learning community has emerged as friends, teachers, and champions for the building of a more diverse community. It is an understatement to write that we are proud of what has been built. But seeing how the students and our community have responded during the 2020-2021 academic year considering the pandemic is amazing.

This year of remote class work and other online sessions and meetings have forced us into new ways of learning, demonstrating knowledge and skills, and socializing. The students, staff, and faculty have all risen to the occasion through creative activities, like the Accessible Fashion Lab and 11 new university courses taken by students enrolled through Next Steps. The career development team worked with community employers to develop both in-person and remote internship learning experiences. Students were able to practice their decision-making skills as they self-selected numerous online elective offerings throughout the year. And we set record breaking numbers of university students that joined the Next Steps Ambassadors student organization as peer mentors.

The Next Steps Advisory Council continues to serve in the mentorship and fundraising roles set before them. This year, they have successfully supported the NS staff to increase the social media campaign and to develop this inaugural annual report. Additionally, NSAC members continue working to help secure business and corporate foundation partnerships. With such a strong board presence, being able to offer some student scholarships is closer to a reality. If we could accomplish all of this during the pandemic, we are feeling very hopeful for the new academic year.

Sincerely,

Tammy Day
Next Steps Director

Sincerely,

Sam Moran
Next Steps Advisory Council
Chair

2020-2021

Next Steps Advisory Council Members

Alice Baker, Margaret Burd, Lori Funk, Glenn Funk, Morel Harvey, Sarah Hunt, Justin Lane, Sam Moran, Adrienne Nordman, Stephanie Ryan, George Stevens, Ann Thompson, Mary Layne Van Cleave, and Tom Woodard



Next Steps at Vanderbilt is changing the landscape of postsecondary education. For the past ten years, our program has remained at the forefront of this burgeoning inclusive higher education movement. We have been an exemplar of high-quality programming and partnership. We have carried out cutting-edge research and scholarship. And we have been the catalyst for new programs across our state and region. Indeed, so many of the nearly 300 other inclusive programs across the country have benefitted first-hand from the rigor and reach of Next Steps.

But Next Steps is also changing the landscape of Vanderbilt University. Consider a few examples:

- There are scores of faculty across the university who are quick to share how the presence and participation of students from Next Steps have enriched the conversations in their classes and have pushed them to become better instructors.*
- There are hundreds of undergraduate and graduate students who will describe their involvement with Next Steps as the most formative aspect of their time at college. They speak fondly of the relationships they formed, the experiences they enjoyed, and the myriad ways in which their views about disability upended as a result.*
- There are dozens of employers across our campus and surrounding community who are benefitting richly from the work ethic of our students, from the strengths and passion they bring to their job, from their willingness to learn, and from the ways in which they breathe life into the culture of the workplace.*
- There are 64 families who now see new possibilities for their daughters and sons with disabilities. They share powerful stories of the growth and transformations they observed between Welcome Weekend and graduation day.*

Whenever we talk about the impact of inclusion, our focus must always remain fixed on the whole community. Yes, participation in all aspects of campus life is beneficial for each of the students with disabilities who enroll in Next Steps. But it is equally true that the Vanderbilt community is flourishing all the more because of the contributions of this program and its compelling students. We are one learning community, enriched by each other and stronger as a result.

We look ahead to another ten years of innovation and incredible impact.

Sincerely,

Erik Carter

*Erik Carter, PhD.
Cornelius Vanderbilt Professor of
Special Education*



WELCOME LETTER

Dr. Erik Carter,
Cornelius Vanderbilt Professor of
Special Education





Next Steps at Vanderbilt seeks to partner with our extended community to achieve the program’s most immediate goals and needs—student scholarships for program participants and graduate students, internship supports, and technology supports. Our success derives not only from the hard work of faculty, staff, and students, but also from the supports offered by the wider community.



2021 VU GIVING DAY

17th On the Leaderboard **77** Unique Donors

This year, Next Steps at Vanderbilt participated in Vanderbilt's Annual Giving Day. We thank the Vanderbilt and Peabody Development and Alumni Relations Offices for their support in making this year’s Annual Giving Day so beneficial to Next Steps.

We also thank our donors. Our major donors include the Linda Brooks Foundation and The Hermoine & Glen Nelson Foundation.

Missed Out on Giving Day?
There is still opportunity to give!
Go to **Vanderbilt's Office of Development and Alumni Relations** webpage for more information.

+\$70,000
Dollars Raised this Year

YOUR GIFT MATTERS

“Gifts of all sizes combine to advance discovery and education and support the changemakers of tomorrow.”

Platinum Donors

Steven and Mary Brogan - Barbara Nelson Lamberson
Mr. and Mrs. Nelson Lamberson - Tommy and Tiffany Lamberson
Katherine Marshall - George Stevens

Gold Donors

Dr. William M. Gavigan - Dr. Mary Morel Enoch Harvey - Sarah Hunt - Jeremiah Leaming - Robert and Janet Lloyd - Elizabeth O'Connell MacLean - Mason Risko and Dawn T. Turton - Mr. and Mrs. John L. Van Cleave - Mr. and Mrs. Tom Woodard Jr. - Jimmie and Chiquita Young - On The Avenue

Silver Donors

Harry Allen - Alan and Joan Ast - Kelli Barnes - Emilee Bauer - Jack and JoAnn Bauer - Arch Adam Beasley III and Dr. Vanessa Bowles Beasley - Mr. and Mrs. David A. Bernstein - Joseph Buckley - William Burgess - Glenn Jr. and Alexandra Sargent Capps - Dr. Erik William Carter - Gemma Carson - Kate Chen - Mr. and Mrs. David Chen - Dr. Wichai Chinratanalab and Dr. Sally Chinratanalab - Christopher and Paige Clancy - Kira Anne Coan - Kara Elizabeth Cooper - Joel and Angela Covington - Tammy Lynn Day - Sarah G Eidson - Kevin Elder - Glenn and Lori Funk - Mrs. James J. Galvin - Jeannie Gammons - Alison Gauld - Jeanne Marie Gavigan - Mr and Mrs. Rick Guiden - Ray Gustin and Dr. Nina Gustin - Cole and Jenny Gustafson - Dr. Sharon Lee Shields - Kim Hardin - Amy Elizabeth Harms - Mr. and Mrs. Michael Harrison - Paul and Debra Hauptman - Mr. and Mrs. Paul C. Hauser - Grace Heike - Lisa S. Johnston - Padmaja Kaza - Christine Kim - Carol A. King - Matt and Lindsay Krech - David C. Ter Kuile - Mariana Victoria Kuppili - Jeffrey and Shari Kvam - Kevin and Nancy Lapidus - Andrew Lloyd - Dr. and Mrs. Gerald D. Long - Megan Elizabeth Macon - Randall and Kimberly Mangrum - Hardin Manhein - Thomas and Elise McMillan - William Thomas McMillan - Chip and Janice Meissner - Eve Frances Moll - Andrew Molnar - Raeanna Mowl - Braden and Adrienne E. Nordman - Lauren Schmitzer Obersteadt - Leshاون and Charlane Oliver - Mark and Jamie Pope Petty - Dr. Michael Raymond Pinter and Dr. Robbie Clifton Pinter - Carol Rabideau - Kay Riordan - David Rodriguez - Daniel Bautista-Sanchez - April K. Schmidt - Jimmy Sheats Jr. - Kristen Leigh Sheft - Devon Sinclair - Janet A. Smith - Nora Suzanne Smith - Christian Stoker - Roddy Jr. and Ann Story - Charles Preston Thomas II - Harriet Underwood - Jamal Underwood - Aryana Brielle Valedon - Janice Vranicar - Matthew and Michelle Vranicar - Victoria P Warren - Taj S. Wolff - Meghann Anderson Zolan

2020-2021: HIGHLIGHTS

Spring 2021: Spotlight 'Elective'

- Developed Scarritt Bennett Residential Pilot beginning in Fall 2021
- Completed online learning program development
- Adopted more Universal Design for Learning principles within instruction
- Expanded social opportunities through weekly virtual electives
- Participated in Think College Policy Group
- Increased fundraising efforts with VU Giving Day
- Added career competency modules for remote learning (e.g., leadership and teamwork, global and intercultural fluency, communication)



Andrew Lloyd,
Class of 2021



Alexis Hollingsworth,
VSVS Leader

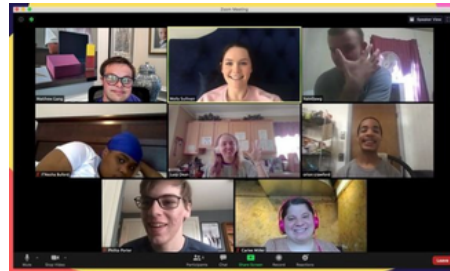
Students were invited to attend four science discussions lead by VSVS (Vanderbilt Students for Science) students about the recent Mars Rover. One of the students participating in this was Andrew Lloyd (Class of 2021). Andrew finds the Mars Rover interesting because he likes that "the rover is loud and it will send a lot of information back to Earth about Mars." One of the leaders of VSVS is Alexis Hollingsworth. She got involved with Next Steps a few semesters ago through VSVS. Alexis says that this club is a great way to learn science and meet other Vanderbilt students. The Mars Rover has been a great lesson topic because we have been able to learn about it in real time as it gets ready to land, and because there have been so many scientific breakthroughs for technology, we use on Earth which originally came from the space program." Alexis enjoys being involved with Next Steps for the past two years and enjoys getting to know the students.

- Cat Bernstein



COVID 19- Response

The Spring 2020 semester started out as a typical semester, but as the world learned quickly, we were faced with unprecedented times with the coronavirus pandemic. We were met with the challenge to adapt our ways of learning and content material as educators, students, and community members for the 2020-2021 academic school year. All of our programming, like the rest of Vanderbilt, swiftly changed to an online, remote learning platform. While we had hoped this year would have looked differently, we can confidently say our students have become resilient, adaptable, and well-versed in online, remote learning during the 2020-2021 academic year, and we have become a stronger program as a result!



Online Learning

Online learning has become a norm this year. Our program has...

- Delivered virtual lectures through Zoom
- Hosted virtual Ambassadors mentoring sessions
- Hosted virtual exercise activities
- Introduced unique interactive online learning tools to increase student engagement (e.g., Kahoot)

THANK YOU

A special thank you to our students and families for embracing a new normal by learning remotely as well as staying motivated and strong during this unprecedented 2020-2021 academic year.

32

Students

6

Graduates

39

Inclusive Internships

122

Ambassadors

COMMENCEMENT: CLASS OF 2020 & CLASS OF 2021

The **Class of 2020** and **Class of 2021** Next Steps at Vanderbilt graduates were honored during the ceremonies for Peabody's Professional Degree recipients on May 2 and May 16, 2021. Congratulations! We are so proud of each of you.

Anchor Down!



CLASS OF 2021 SENIOR SALUTE

On May 4, 2021, we virtually celebrated the accomplishments of our six graduates of the Class of 2021. Friends, families, Vanderbilt instructors, Vanderbilt administration, and others were in attendance. John and Mark Cronin, co-founders of **John's Crazy Socks**, delivered the keynote address sharing a powerful message about setting aspirations, maintaining high expectations, and spreading inclusion. This special event ended with heartfelt salutations and well wishes for the Class of 2021.

Click the Videos Below to Listen to these Special Messages



Chancellor Diermeier's Address



Class of 2021 Graduation Video

INCLUSIVE ACADEMICS

Next Steps at Vanderbilt provides opportunities for students to enroll and actively participate in inclusive Vanderbilt courses each semester alongside degree-seeking students. Students enrolled through Next Steps complete coursework, engage in dialogue, and practice essential problem-solving skills while improving study and organizational strategies.



Empowerment Through Design

In the Fall 2020 semester, our own Rachel Williams and Lydia Young, Class of 2023, interned at the Accessible Fashion Lab. With the help of Professor Alex Sargent-Capps, they crafted a business plan. The Accessible Fashion Lab at Vanderbilt's Wond'ry creates one of a kind clothing/accessories for people with disabilities of any age or gender. The main goal of the lab is to help those with physical disabilities and sensory sensitivities function in the world easier while encouraging autonomy and independence. Rachel and Lydia's internship included pairing with two practicum students from Vanderbilt Peabody School's Special Education department, Annie Kaplan and Emily Hong. We are so excited to see what the future holds for the Accessible Fashion Lab at Vanderbilt's Wond'ry.



Rachel Williams



Lydia Young



Emily Hong



Annie Kaplan



Professor Alex Sargent-Capps,
Department of Theatre

2020-2021

82

Inclusive
Classes

25

New
Faculty

14

Students
Enrolled
in 2 Courses

“

Everything was wonderful. I hope to have more Next Steps students in my classes in the future.

*- Dr. ML Sandoz (Arts and Science-
Department of Communication Studies)*

”

CAREER DEVELOPMENT

In the 2020-21 school year, students worked in 39 unique internship and job sites within the university and Nashville area. This year we had our first experiences with virtual internships, creating new opportunities for inclusive work and learning. **Of the 39 career development placements, 20 were new inclusive employment sites.**

of Job Coaches

6

Graduate students seeking degrees in Special Education, Community Development, and Human Development Counseling

23

Undergrad and graduate practicum students from the Special Education Department

2

VKC UCEDD trainees from the UT School of Social Work

2

Americorps members from VU Student Body

New Internship and Jobs Sites

Accessible Fashion Lab at Vanderbilt
Empower TN
Frist Center for Autism and Innovation
Juvenile Court Clerk's Office
Nashville Mayor's Office
Plant for a Change
St. Luke's Community House
Station Camp Elementary
TennCare
Tennessee Behavior Supports Project
The Dog Spot
The Landscape Podcast
The Store
TN Department of Education
TN Department of Environment and Conservation
TN Heritage Center
Vanderbilt HOD Capstone Project
VU Admissions Marketing and Communication
YMCA of Brentwood
Young Life

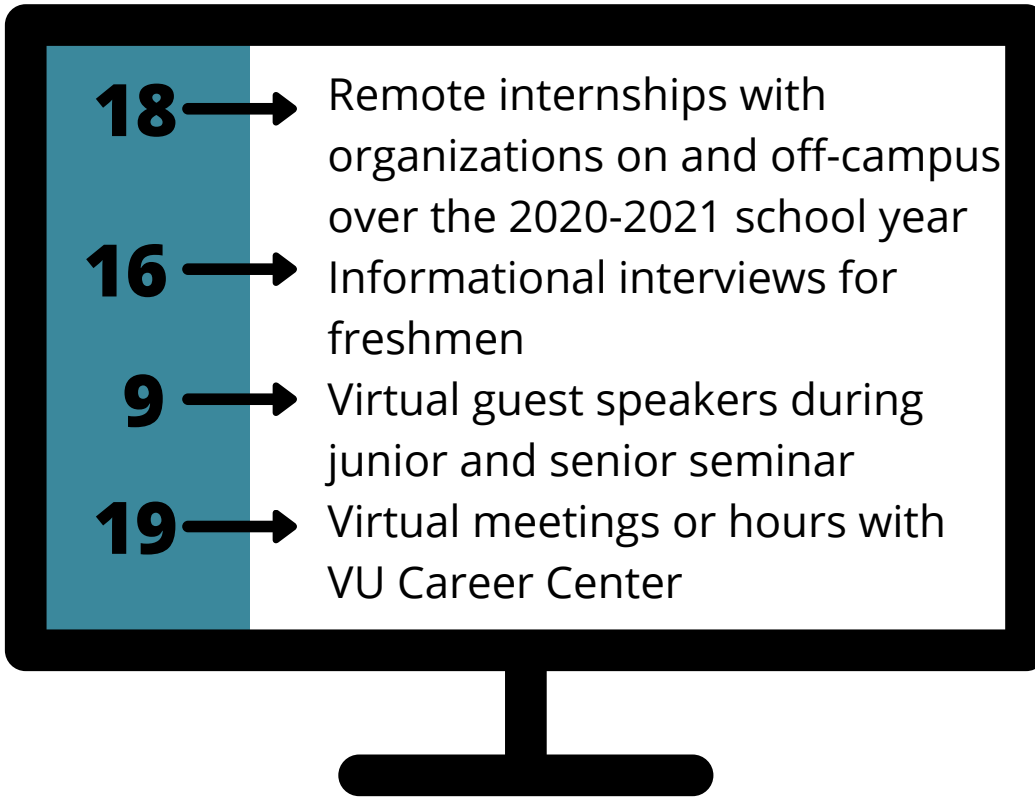
“

Now, as [Theresa's] confidence, skills, and knowledge of the content have increased, her work has also grown. I was thrilled to see her reach out and ask for increased work and feedback and continue to be impressed with her work.

- Alison Gauld, Behavior and Low-Incidence Disabilities Coordinator at the Tennessee Department of Education

”

CAREER DEVELOPMENT IN A VIRTUAL WORLD



Through a combination of in-person and remote internship experiences within local and state government, students served as integral members of government projects and supported their department with...

- Researching and making recommendations on increasing employment opportunities for individuals with intellectual disability
- Communication efforts through newsletters, social media posts, and spotlight videos
- Data collection, file and records verifications, and organizational support
- Researching the barriers to accessing the COVID-19 vaccine for BIPOC (Black, Indigenous, People of Color) communities in Nashville
- Developing resources and presenting on options for students with disabilities after high school



Ben Ellis
Frist Center
for Autism and Innovation



Nathan O'Neal
Plant for Change



Andre Carter & Wilson Brim
Woodard Bros



Megan Macon
Director of Career Development
Megan.Macon@vanderbilt.edu
(615) 322-8150

"I loved being able to share my experiences with Next Steps all across campus, especially with Vanderbilt students who were unfamiliar with the program. Experiencing the growth of campus-wide awareness showed me the power of inclusion and understanding."
-Lauren McCabe

 **Ambassadore Workout Session**



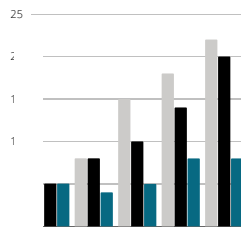
 **Fall 2020 Ambassadore Potluck**



AMBASSADORES

Next Steps Ambassadors (peer mentors) are Vanderbilt students who volunteer and build friendships with students enrolled in Next Steps. They strive to support and empower students in the day-to-day activities through a variety of academic and social endeavors. Ultimately, the Ambassadors collective vision is to enable our students' success at Vanderbilt, and to help the students feel a sense of belonging within the Vanderbilt student body.

Ambassadors Highlights: 2020-2021



of volunteered hours
Fall Estimate: 2997
Spring Estimate: 2660
Total: 5657



of Ambassadors
Fall: 105
Spring: 92
Year: 122

Increase in new member applications compared to averages since 2016-17 year



Fall: 57% increase
Spring: 23% increase
Year: 40% increase



STUDENT SPOTLIGHT



Play Ball!... Featuring JR Harrison

Two years ago as a freshman, JR Harrison (Class of 2022) made the Vanderbilt Club Baseball team after trying out as a pitcher. This was no surprise – he throws faster than 80 mph. This was a huge deal – he was the first student enrolled in Next Steps to make a club sport team at Vanderbilt. Students, staff, Ambassadors and his new teammates all celebrated the accomplishment. After competing with his new teammates throughout that first semester, he found out he was ineligible to compete in the league they play in – the National Club Baseball Association (NCBA). This wasn't out of ill will – there just hasn't been a JR before to raise the issue. After nearly two years of JR exercising his patience, members of NCBA officially became valued partners of students like JR and programs like Next Steps. On August 1, 2020, they voted to update their rules to allow students enrolled in Inclusive Higher Education programs to compete for a spot on their school's team. And, if they have the skills to make the team like JR did, they will be able to compete against other NCBA teams across the country. Just like any other college student.

- John Cayton, Student Support Director



"My disability doesn't define me or the sport I play. I came to Vanderbilt to play Vandy Club Baseball, to carry on the Vandy baseball legacy in my family, and I made the team because of my talent, skill, and passion for the game."

- JR Harrison

RESEARCH AT NEXT STEPS

In the 2020-2021 academic year, Next Steps at Vanderbilt published several cutting-edge research studies examining university faculty perspectives and students with ID in college courses, along with perspectives of peers within the IHE movement.

CHAPTERS AND OTHER PUBLICATIONS

- Bethune-Dix, L., Carter, E. W., Hall, C., McMillan, E., Cayton, J., Day, T., Vranicar, M., Bouchard, C., Krech, L., Gustafson, J., & Bauer, E. (2020). ***Inclusive higher education for college students with intellectual disability. In G. Crimmins & K. Barling (Eds.), Strategies that support inclusion and diversity in higher education*** (pp. 309-328). Palgrave/Springer.
- Bethune-Dix, L., Cayton, J., Deberry, Z., Guzman, F., Loschke, K., Muccilli, K., Shouse, E., & Taylor, C. (Eds.). (2018). ***Inclusive higher education: Practices and perspectives from the Southeast.*** Vanderbilt Kennedy Center for Excellence in Developmental Disabilities.

2020-2021: Publications

- Carter, E. W., & McCabe, L. (2021). ***Perspectives of peers within the inclusive postsecondary education movement: A systematic review.*** Behavior Modification, 45(2), 215-250.
- Hall, C., McCabe, L., Carter, E. W., Lee, E. B., & Bethune-Dix, L. K. (in press). ***Teaching college students with intellectual disability: Faculty experiences with inclusive higher education.*** Journal of Inclusive Postsecondary Education.
- Lee, C. E., Day, T. L., Carter, E. W., & Taylor, J. L. (2021). ***Examining growth among college students with intellectual and developmental disability: A longitudinal study.*** Behavior Modification, 45(2), 324-348.
- McCabe, L., Hall, C., Carter, E. W., Lee, E. B., & Bethune-Dix, L. K. (in press). ***Faculty perspectives on the appeal and impact of including college students with intellectual disability.*** Inclusion.

3

Chapters &
Other
Publications



12

Peer-Reviewed
Journal Article
Publications

For more research information, visit:
<https://peabody.vanderbilt.edu/departments/nextsteps/research.php>

PARTNERSHIPS

Next Steps at Vanderbilt has been fortunate to collaborate with numerous organizations and entities. Next Steps at Vanderbilt has partnerships that directly support our career development initiatives, strengthen our Vanderbilt and Nashville community involvement, aid our fundraising efforts, and endlessly advocate for students enrolled through Next Steps.

ADPi Sorority
Alternative Spring Break
Benton Hall Academy
Best Buddies
Center for Teaching and Learning
Club Baseball
Currey Ingram Academy
Delta Sigma Theta Sorority
Disability Rights Coalition
Disability Services/ Student Access Services
Down Syndrome Association of Middle TN
East TN State University - ACCESS Program
Franklin Road Academy-Heart to Heart
Lead Academy
LEA's/Agencies
Lipscomb University- IDEAL program
Melodores
Metro Nashville Public Schools
MoneyThink
Multicultural Leadership Council (MLC)
OC (The Original Cast)
Peabody College
Peabody College Development and Alumni Relations
Pope John Paul II- Hand in Hand Program
Rutherford Co. Schools
Sigma Nu fraternity
Southeastern Postsecondary Education Alliance (SEPSEA)
Special Olympics
Sumner Co. Schools
Tennessee Student Assistance Corps
The Arc of Williamson Co
The Arc TN
Think College

TN Council on Developmental Disabilities
TN Inclusive Higher Education Alliance
Union University- EDGE Program
University of Memphis - TigerLIFE program
University of TN, Knoxville - Future Program
Vanderbilt Alliance on Disability & Condition (VADC)
Vanderbilt Career Center
Vanderbilt Community Garden
Vanderbilt Kennedy Center
Vanderbilt Sarratt Art Studios
Vanderbilt Student Government (VSG)
Vanderbilt Student Volunteers for Science (VSVS)
Vanderbilt Writing Studio and Tutoring Services
Vitality Dance Company
VOB (Vandy Off Broadway)
VU and VUMC Human Resources Departments
VU Development and Alumni Relations
VU Project Safe
VUcept
VUMC Dietetic Internship Program
Williamson Co. Schools
Women in Business



ALUMNI UPDATES



Hardin Manheim,
Class of 2015

In May, Hardin (Class of 2015) celebrated his six-year work anniversary with the Country Music Hall of Fame. Hardin works as a Guest Relations Specialist teaching guests about the museum and its exhibits. Hardin works full-time with benefits. While at Next Steps, Hardin discovered that he wanted a career working with people and completed internships with the Parthenon and Frist Art Museum where he developed skills as a docent. After graduating, Hardin landed a job at the Country Music Hall of Fame and has been working there since. Hardin shares that his love for history, music, the guests, and his family of coworkers make this his dream job.

“

I have so many memories from Next Steps that I will never ever forget and that I will always cherish. One of my favorite memories is going to the Vandy football games with my friends.”

-Liz Story (Class of 2011)

”

In the Spring of 2019, Next Steps established a partnership with the Vanderbilt Child and Family Centers and two students proceeded to complete internships in their childcare centers. When they posted an opening for an assistant teacher during the summer of 2020, Charles applied. His application stood out and he was invited to interview. Charles was hired for their full-time role, with benefits, as an assistant teacher at The Acorn School at Vanderbilt University. He continues to be an asset to their team and enjoys helping out in each of the classrooms. Charles hopes to pursue an Associate Degree in Early Childhood Education in the future to further his career as an educator. The strong internship partnerships established with campus partners combined with Charles' depth of experiences and skills in the field resulted in Charles finding his dream role upon graduation.



Charles Feddeman,
Class of 2020

91%

Employment Rate Upon Graduation

50

Next Steps Alumni

11

Alums living
independently

NEXT STEPS STAFF



Tammy Day, M.Ed
Program Director



Lauren Bethune-Dix, PhD
Assistant Director &
Director of Academics



Lindsay Krech, M.Ed
Co-Director of Career
Development



Megan Macon,
Co-Director of Career
Development



John Cayton, M.Ed
Director of Student
Supports



**Jenny Gustafson, M.Ed,
M.Div.**
Director of Residential
Supports



Emilee Bauer,
Program Coordinator



Erik Carter, PhD
Faculty Director



Elise McMillan, JD
Co-Principal Investigator



Caitlin Bernstein
Next Steps Research
Analyst
Next Steps Alum 15'



Laurie Fleming
Program Coordinator, UCEDD



Steven Greiner,
Alumni Coordinator
& Recruitment
Assistant, Next
Steps Alum 12'

"Working to bridge the gap and allow students enrolled through Next Steps the opportunity for a transformational college experience is why I love what I do"

- Dr. Lauren Bethune-Dix

"Helping people to realize the power and harmony of inclusive community is what calls me to the mission of Next Steps at Vanderbilt. All the people engaged with us give me great hope in humanity"

- Tammy Day

"I believe that everyone wants and deserves the opportunity to pursue a life of fulfillment. Our program aims to ensure this occurs in an equitable manner, and that's what I love about this work"

- John Cayton

"Passionate about creating a more inclusive Vanderbilt and Nashville community that recognizes the skills and talents everyone has to share with the world"

- Megan Macon

"Because diversity and inclusion in higher education must include disability"

- Jordan Ferrari

"One of the most impactful parts of my job is not seeing the transformative experience Vanderbilt has on our students, but the transformation our students have on our university. With each step they take into classrooms, internship sites, and student life buildings, they are changing the landscape of our university, making it a more diverse, inclusive, and collaborative place to learn and belong"

- Lindsay Krech

We thank the graduate students who played an integral part in the design and implementation of Next Steps at Vanderbilt in the year 2020-2021.

Margaret (Meg) Ryer (Department of Special Education)

Jordan Ferrari (Department of Human Organization)

Geoffrey Hervey (Department of Human Organization)

Claire Dzierzak (Department of Human Organization)

Courtney Nowell (Department of Special Education)
Victoria (Tori) Warren (Department of Special Education)

Courtney Sherbal (Department of Human Organization)

Sarah Lonn (Department of Human Organization)
Virginia Doris (Department of Human Organization)

Sean Skillern (Department of Special Education)



LOOKING FORWARD TO FALL 2021...

WELCOME CLASS OF 2025!



[Ella Shafer, Meghan Maynard, Jeremiah Whitehead, Erik Cohen, Emma Ridge, Michael Blackburn, Courtnie Taylor, and Kai Jamison. Shucayb Karie and Isaiah Wilkerson not featured]

ANCHOR DOWN



NEXT STEPS
AT VANDERBILT UNIVERSITY

Inclusive ● Transformational ● Dynamic

Check Us Out:



NEXT STEPS
AT VANDERBILT UNIVERSITY

